



**ALLEGANY COLLEGE**  
of MARYLAND

TO: Allegany College of Maryland Faculty and Staff

FR: Mr. Kim Leonard, Chair, Board of Trustees  
Mrs. Jane Belt, Vice Chair, Board of Trustees

RE: Announcement of Presidential Search – Progress Report #1

DATE: March 20, 2024

On behalf of Allegany College of Maryland Board of Trustees, I would like to share with you a report on our Presidential search. The Board is committed to conducting an equitable, participatory, inclusive and fair search that will attract a strong pool of presidential candidates both regionally and nationally.

The Board is committed to undertaking a process that will allow us to keep the college community informed and involved. We feel that a successful search will encompass working with the entire college, constituency groups, and the community in a process that is collaborative, open and transparent. Communication and information will be provided by regular reports to the college community as they become available, seeking involvement during appropriate times.

**Selecting an Executive Search Firm**

The first phase of our search involves choosing an executive search firm to assist us in the organization, management, recruitment, screening, evaluation, interview, and the facilitation of the appointment. The firm selected will provide an efficient and inclusive search process to deliver a highly-qualified and diverse pool of candidates.

An RFP has been published for solicitation of bids from executive search firms. Allegany College of Maryland will begin accepting bids from executive search firms beginning March 20, 2024 through April 5, 2024. The Board of Trustees will review submitted proposals from participating firms and select a firm from late-April to mid-May.

We will continue to share information with you as it occurs. After selection of a firm, we anticipate that the recruitment process will accelerate, with their guidance and direction.

We appreciate your understanding and support as we undertake this important process.

Kim Leonard, Chair, Board of Trustees  
Jane Belt, Vice Chair, Board of Trustees