



Presidential Profile

The Board of Trustees of Allegany College of Maryland invites nominations and applications for the position of President.

About Allegany College of Maryland

Allegany College of Maryland (ACM) was founded in 1961 as the community's college in Allegany County and serves Western Maryland and the surrounding [region](#). ACM remains committed to serving students from diverse backgrounds, addressing the varied needs of the people of Western Maryland and Southern Alleghenies Region of Pennsylvania, and fostering a culture of lifelong learning and community engagement.

ACM offers over 80 associate degrees and certificate programs, including career and transfer programs. These programs are available online and at facilities throughout Cumberland, MD; Oakland, MD; Everett, PA; and Somerset, PA. ACM operates multiple campuses, including seven locations that provide academic, workforce training, continuing education, online education, and athletic programs, along with on-campus student housing. The College provides early college opportunities for students throughout the service area.

The College provides extensive student support services, including academic advising and tutoring, TRIO, disability services, mental health network, and veteran services. ACM's athletic programs are part of the NJCAA, offering students opportunities to participate in intercollegiate sports. With its focus on both traditional and non-traditional students, ACM is dedicated to creating a supportive and inclusive educational environment. To meet the evolving needs of its communities, ACM continually expands its programmatic offerings, resulting in the creation of unique career programs and comprehensive transfer programs to facilitate student transitions to four-year institutions.

ACM's main campus is located in [Cumberland, Maryland](#). Nestled within the [Mountainside of Maryland](#) and part of the vast Appalachian Mountain Range, Cumberland's rich history, geology, and landscape make this one of the most scenic areas in the region. Residents also have easy access to cities such as Washington DC, Baltimore, and Pittsburgh, which are only a two-hour drive from the area.

Role of the President

The President has strategic and day-to-day operational responsibility for the College, and is the face and the voice of ACM. The next President of Allegany College of Maryland will be an inspirational, transparent, and visionary leader who is committed to building trust and addressing the following **opportunities and challenges**:

Academic Excellence and Enrollment

- **Enrollment Strategy and Student Success:** Assess and align college operations to implement strategies that increase enrollment, retention, and completion amidst a changing student landscape.

- **Expand Academic and Workforce Opportunities:** Ensure the continued quality and growth of academic and workforce offerings, curriculum, and pedagogy.

Community Engagement and Outreach

- **Community Integration and Outreach:** Integrate ACM into the life of its communities, enhancing its image and reputation, and positioning it as a valuable resource for education, community, and economic development.

Economic, Community and Workforce Development

- **Economic Development Alignment:** Collaborate with local economic development leaders by aligning degree, certificate and workforce programs with in-demand jobs, ensuring the College supports the regional workforce needs.
- **Community Support and Engagement:** Understand the history and culture of the rural communities, mobilizing the College to support unemployed and underemployed individuals.

Resource Development

- **Government Relationships:** Advocate for increased and sustained funding from local, state, and federal entities.
- **Institutional Financial Support:** Increase funding through strategic partnerships, community outreach, grant sourcing, and innovative fundraising initiatives.

Shared Governance

- **Shared Governance and Collaboration:** Continue to foster ACM's active commitment to shared governance, culture of care, and a collaborative and inclusive atmosphere for all employees and students.

Marketing and Visibility

- **Marketing:** Actively and effectively promote the College and engage in community outreach to increase visibility and enhance ACM's reputation.

Characteristics and Skill Sets of the President

- **Visionary Leadership:** Have experience with guiding a college into the future with a learner-centered focus and clear strategic direction.
- **Mission-Driven Advocate:** Demonstrate a deep passion for the community college mission, advocating for learner-centered initiatives and addressing the unique challenges faced by disadvantaged populations throughout a large and rural service area.
- **Effective and Transparent Communication:** Exhibit excellent writing, listening, and oral communication skills, fostering consensus among internal and external stakeholders, and serving as the public face of the institution.
- **Inclusive Governance:** Value working with a shared governance model and serve as a transparent, equitable, and trustworthy leader, ensuring collaborative decision-making processes.
- **Student Experience:** Demonstrate a commitment to positive student experiences through student life and athletic programs with an emphasis on inclusivity and belonging.
- **Strategic Enrollment Management:** Implement effective strategies to increase enrollment and improve retention and completion rates.
- **Financial Oversight:** Demonstrate strong financial acumen with experience managing complex multi-year budgeting and understand challenges of an aging infrastructure.
- **Resource Development:** Build relationships to generate revenue from multiple sources through foundations, alumni, and fundraising initiatives.
- **Human Resource Development:** Cultivate high-quality organizational management and operational structures that recruit, retain, and develop talented employees. Actively encourage and promote employee engagement in community activities and organizations.

- **Partnership Development:** Create and strengthen strategic partnerships, working closely with business and industry partners to enhance economic impact. Work closely with K-12 school systems and regional higher education partners to build educational pathways for ACM's students.
- **Innovative and Integrate Technology:** Support innovative processes to align technology with the needs of students, employees, and programs to enhance college operations and the student experience.
- **Data-Driven Decision Making:** Utilize data to inform and support strategic decisions with the senior administrative team, ensuring that choices are evidence-based and aligned with institutional goals.
- **Board Relations:** Understand the need for and value a strong relationship with a governing board.
- **Visible and Engaged Leadership:** Maintain a visible presence, regularly connecting with employees and students, demonstrating effective delegation skills, and cultivating a culture that boosts morale, productivity, efficiency, and satisfaction.
- **Cultural Appreciation and Community Engagement:** Value and appreciate the unique nature and culture of rural Appalachia, actively engaging with and supporting the local communities.
- **Team-Focused:** Be an authentic, approachable, and humble leader with high integrity who ensures all voices are heard and continuously fosters a collaborative work environment.

Minimum Qualifications

- An earned doctorate from a regionally accredited institution is highly preferred.
- Significant senior level administrative experience in higher education, preferably at a community college.
- Higher education teaching experience at a community college is preferred.