



TO: All MCCS Employees

FR: Robert Clark, Chair, Board of Trustees

DA: November 9, 2015

RE: Presidential Search Progress Report

On behalf of the Board of Trustees, I am pleased to provide this update on the search for the next president of the Maine Community College System. It has been a quarter of a century since the MCCS last experienced a change in leadership, and the members of the current Board take very seriously our responsibility to find the right person to build on the System's strong and stable foundation. As you know, the MCCS President is responsible for the overall operation of the System and oversees numerous statewide responsibilities for community college education in Maine.

Our goal in this search is to attract a strong pool of presidential candidates and to identify a leader who will bring to the MCCS energy, vision, and a strong commitment to the mission of community colleges and the students we serve.

To that end, the Board has selected the Association of Community College Trustees (ACCT) to assist us with the presidential search process. ACCT has conducted over 400 community college searches and brings a wealth of information and expertise to our process. Information pertaining to ACCT searches can be found at <http://www.acctsearches.org/>.

Community Survey

The presidential search process provides those of us within the Maine Community College System an important opportunity to reflect on all that we have accomplished, what we seek to accomplish going forward, and what qualities we believe are most essential in our next president.

Your input in this process is important, and with ACCT's assistance, we have developed a short survey that we hope you might complete. It is [available here](#). ACCT will use your anonymous replies to inform the drafting of the Presidential Profile which will be reviewed by the Board and will guide candidates as they draft their application packages. It will also be used by the Search Committee to screen candidates and make recommendations to the full Board. Please take advantage of this opportunity to inform this important first step in the process.

The survey asks the following questions:

- **What are the immediate priorities for the Maine Community College System?**
- **What are the long-term priorities for the Maine Community College System (5-10 years)?**
- **What are the ideal characteristics for the new president to possess?**

If you are willing to participate in the survey, please do so by noon on Monday, November 16, 2015. Again, your participation is anonymous, important, and greatly appreciated.

Search Committee

The Search Committee has been working these past few months soliciting proposals from presidential search firms and will continue to meet regularly as we review candidate application packages and interview semifinalists before making recommendations to the full Board of Trustees. Its members include:

Chair: Robert Clark, Chair, Board of Trustees
William Cassidy, Board of Trustees, Chair of the Strategic Planning Committee
Jessica Dorman, Student, Eastern Maine Community College
Scott Knapp, President, Central Maine Community College
David MacMahon, Board of Trustees, Chair of the Education Committee
Jean Ginn Marvin, Board of Trustees, Chair of the Finance and Facilities Committee
Kevin Sweeney, Faculty, Southern Maine Community College

Recruitment

Our recruitment efforts will involve an open and comprehensive national search, seeking qualified candidates from all regions of the country. ACCT specializes in one-to-one recruitment of community college leaders. It will provide a full range of recruiting services and promote the Maine Community College System search at national meetings and programs. To assist with this process, advertisements will be placed in the *Chronicle of Higher Education* and other major publications and websites.

Search Information and Updates

Over the next several months, the MCCS website will include updates and information on all aspects of the search process, both for our community and for potential candidates. The information will be posted to www.mccs.me.edu/search, and I encourage you to visit this web page for periodic updates.

Should you have any questions or suggestions, please feel free to reach out to our ACCT Search Consultants:

Narcisa Polonio, Ed.D., at narcisa_polonio@acct.org, 202-276-1983 (cell)
Laurie Savona, Ed.D., at lsavona@acct.org, 202-595-4300 (cell)

In closing, and on behalf of the Board of Trustees, I would like to express sincere thanks to all employees for your efforts during this transition. It is because of your good work in building such strong colleges that I am confident we will attract a strong pool of candidates from which to select the next leader of Maine's community colleges.