



Clinton Community College Presidential Search

2026 Position Profile

Presidential Search

Clinton Community College, a public, two-year institution dedicated to serving the educational, workforce, and economic development needs of Clinton County and the greater North Country region of New York State, seeks a collaborative, participatory, visible, and visionary President to lead the College as it continues to empower individuals to create their own paths to personal and professional growth.



Mision, Vision, and Values

Mission

The mission of Clinton Community College is to provide educational opportunities in an inclusive and safe environment that empower individuals to create their own paths to personal and professional growth.

Vision

As a result of the College's efforts in Clinton County and the North Country, Clinton Community College helps students bridge academic, economic, technological, and cultural divides; participate in local and global communities; and enhance their lives in practical and visionary ways.

Values

In order to provide the highest quality educational experiences and maintain a welcoming environment to all students, faculty, and staff, Clinton Community College holds the following core values:

- **Success/Quality:** The highly qualified faculty and staff at Clinton Community College continually deliver strong and diverse career- and transfer-relevant educational programs. Institutional engagement, small class size, and integrated student support provide for effective individualized attention to students which focuses on their personal goal attainment and culminating in their graduation.
- **Respect:** Clinton Community College is dedicated to the respect of all community members by continually working to create a positive organizational atmosphere. Respecting diversity, maintaining a safe learning environment, and engaging in communication based on transparency and inclusiveness are hallmarks of the College's organizational culture.
- **Access:** Clinton Community College offers opportunity for study to students from diverse demographic backgrounds in Clinton County and beyond. Access to academic programs, courses, and training is enhanced by the College's level of preparedness, dedicated technology for teaching, and learning and affordability of attendance.
- **Region:** Clinton Community College has a strong partnership with its sponsor, Clinton County, and a plethora of local and regional businesses, agencies, and educational institutions. These strong community partnerships are essential for building and maintaining a strong workforce development capacity.



About Clinton Community College

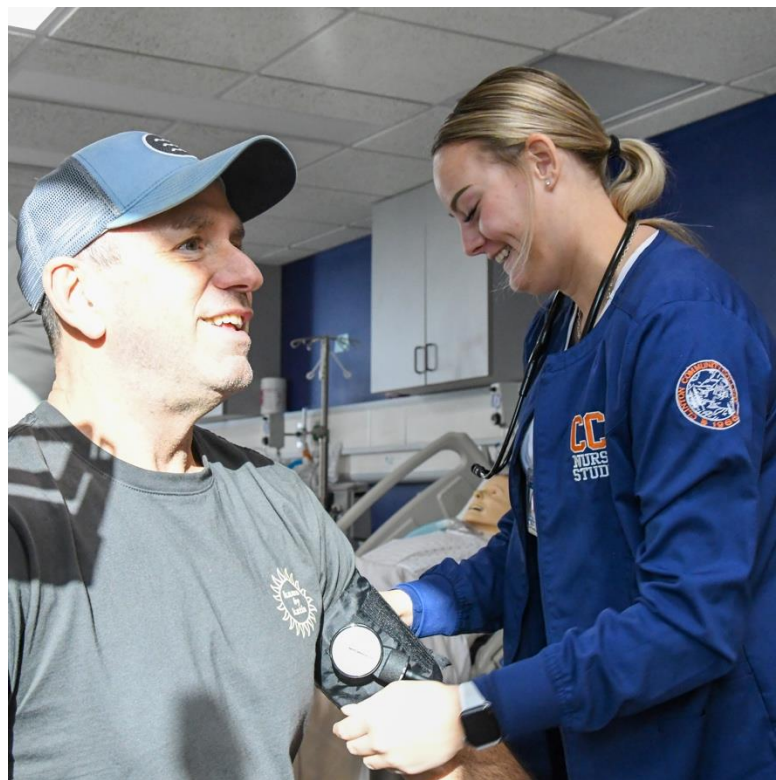
Founded in 1966, Clinton Community College (CCC) is one of 30 community colleges within the State University of New York (SUNY) system, the largest comprehensive public higher education system in the United States. Since its inception, CCC has served as a vital access point to higher education for generations of students, contributing significantly to regional workforce preparation, social mobility, and community vitality. The College is supported by 68 full- and part-time faculty and 64 staff.

CCC operates under an open-access mission, welcoming learners from diverse backgrounds and life circumstances. The College provides affordable, high-quality educational opportunities that support degree completion, career advancement, and transfer to four-year institutions. Through

small class sizes, personalized instruction, and close faculty-student engagement, CCC fosters an inclusive, student-centered learning environment that emphasizes academic excellence, personal growth, and civic responsibility.

Academic offerings span business, health sciences, the liberal arts, applied technology, and workforce-aligned disciplines, reflecting regional labor market needs and student aspirations. The College currently enrolls approximately 1,000 full- and part-time students and operates a robust [College Advancement Program \(CAP\)](#), enabling high school students throughout Clinton County to earn college credit while completing their secondary education. Additionally, CCC continues to grow its Prison Education Program.

The College is also home to the [Institute for Advanced Manufacturing \(IAM\)](#), a state-of-the-art facility established through SUNY economic development investment. The Institute serves as a regional hub for manufacturing education, workforce training, and industry collaboration, supporting priority sectors identified by the North Country Regional Economic Development Council. Student life at CCC includes intercollegiate athletics, student organizations, leadership development opportunities, and campus engagement activities.



In August 2025, Clinton Community College completed a historic co-location initiative with SUNY Plattsburgh, transitioning the core of its academic and administrative operations to SUNY Plattsburgh’s main campus. This strategic decision preserved access to public higher education in Clinton County while positioning the College for long-term sustainability. The co-location has expanded opportunities for shared services, resource optimization, enrollment growth, and enhanced student support, while maintaining CCC’s distinct mission, governance, and community college identity. This pivotal transition represents a defining moment in the College’s history, requiring thoughtful leadership, transparent communication, and sustained collaboration with internal and external stakeholders.

For more information on the College, please visit www.clinton.edu.

For news, including highlighted faculty profiles, please visit [here](#).

Commitment to Access, Equity, and Student Success

Clinton Community College is deeply committed to equity, inclusion, and access. The College serves students from diverse socioeconomic, educational, and cultural backgrounds, including first-generation college students, adult learners, and underrepresented populations.

The President will champion initiatives that promote inclusive excellence, reduce barriers to student success, and foster a welcoming campus climate. This includes supporting academic support services, advising, financial aid access, and partnerships that address students' holistic needs.



Governance, Shared Leadership, and Institutional Culture

Clinton Community College operates under a shared governance framework that values collaboration, transparency, and mutual respect. The President reports to the Board of Trustees and works closely with faculty, staff, administrators, students, SUNY leadership, and county officials.

A successful President will respect collective bargaining agreements, engage constructively with faculty governance bodies, and foster a culture of trust, accountability, and continuous improvement. Effective communication, inclusive decision making, and principled leadership are essential to advancing institutional goals during a period of continued transition and opportunity.



Fiscal and Strategic Context

Like many community colleges nationwide, CCC operates within a dynamic fiscal and enrollment environment shaped by demographic trends, funding constraints, and evolving student needs. The co-location with SUNY Plattsburgh represents a strategic response to these challenges, offering opportunities for cost efficiencies, enrollment stabilization, and enhanced student services.

The President will provide strong stewardship of public resources, oversee budget development and financial planning, and pursue external funding opportunities through grants, partnerships, and philanthropy. Enrollment growth, retention, and completion will remain central strategic priorities, requiring data informed decision making and innovative approaches to student recruitment and support.

Enrollment and Operations

The College serves approximately 1,100–1,200 students annually, with recent enrollment growth following the co-location with SUNY Plattsburgh and statewide initiatives such as SUNY Reconnect.

SUNY Reconnect represents a significant opportunity for Clinton Community College, providing tuition-free community college education to eligible adult learners ages 25–55 pursuing high-demand fields. CCC has seen growing interest among adult learners, particularly in nursing, workforce, and applied technology programs.

The College has an operating budget of \$11 million. The College's operating funds come from three principal sources: student tuition and fees, county contributions, and state aid.

The Clinton Community College Foundation is an active board of business leaders and community benefactors from Clinton County. The College Foundation provides direct support to Clinton Community College for equipment, activities, and services to support educational excellence.

Since its founding, Clinton Community College has awarded more than 11,600 degrees, certificates, and diplomas. Alumni have gone on to build accomplished careers in the region and beyond, contributing their talents and skills across many industries.





Academic Programs

Clinton Community College offers twenty-four (24) associate's degrees and seven (7) certificate programs in business, liberal arts, nursing, social and behavioral sciences, and technology. Shorter-length certificate programs are also offered, as are continuing and professional education courses and workforce training.

The College prepares students for immediate employment in fields such as business, computer information systems, electrical technology, industrial technology, human services, and nursing while also serving as the first step towards bachelor's and advanced degrees in science, fine arts, the

liberal arts, business administration, and many other disciplines.

Instruction is delivered through in person, hybrid, and online modalities, ensuring accessibility for traditional students, adult learners, and working professionals. CCC maintains a strong commitment to academic quality, continuous program review, and alignment with SUNY standards and accreditation requirements. Clinton Community College has an open-door policy to make education accessible to all motivated students, regardless of previous experience or performance.

Accreditation

Clinton Community College is sponsored by Clinton County and is accredited by the Middle States Commission on Higher Education. The Nursing program, one of Clinton's most sought-after degrees, is accredited by the Accreditation Commission for Education in Nursing.



Transfer Options and Programs

The College offers numerous transfer agreements with campuses across the SUNY system and beyond. The College's academic offerings include an online instructional program through which students can complete five degree programs fully online. There are additional online course offerings, including blended, in-person, and online courses, which continue to be expanded.

Clinton Community College has a strong relationship with SUNY Plattsburgh, including a dual admissions program and more than 40 transfer agreements. The new location gives students more streamlined opportunities to continue their education there or at another four-year institution.



College Advancement Program

Clinton Community College's College Advancement Program (CAP) offers local high school students the opportunity to advance their college academic career before they leave high school by taking college-level courses at one of 10 schools across the county. The objective of this program is to provide high-performing students with an affordable opportunity to take college-level courses at their high school, thereby improving their chances of success in transitioning from secondary to post-secondary education.





Degrees and Program Offerings

Business

- Accounting A.A.S.
- Business Administration A.A.S.
- Business Administration A.S.
- Business Administration: Sport Management A.S.
- Business Management Certificate
- Health Services Management A.A.S.
- Payroll Certificate

Liberal Arts

- English A.A.
- Environmental Science A.S.
- Humanities & Social Science A.A.
- Individual Studies A.A.
- Individual Studies A.A.S.
- Individual Studies A.S.
- Math & Science A.S.

Nursing and Allied Health

- Health Services Management A.A.S.
- Nursing A.A.S.

Social and Behavioral Sciences

- Applied Psychology A.S.
- Alcohol & Substance Abuse Counseling Certificate
- Criminal Justice A.A.
- Human Services A.A.S.

Technology

- Advanced Manufacturing Essential Skills, Microcredential
- Computer and Electronics Technology A.A.S.
- Computer Information Technology & Cybersecurity A.A.S.
- Computer Support Certificate
- Industrial/Commercial Electrician A.O.S.
- Industrial/Commercial Electrician Certificate
- Introduction to Mechanical Technology, Microcredential
- Mechanical Technology A.A.S.
- Mechanical Technology Certificate

Community and Workforce Development

The Center for Community and Workforce Development (CCWD) at Clinton Community College offers innovative instructional programs to the entire community and provides access to lifelong learning to improve the quality of life for the county's residents.

Offerings include, but are not limited to:

- Industrial and technical training
- Healthcare and emergency services education
- OSHA and workplace safety certification
- Leadership, management, and computer skills development

An example of a specific training program is Assembling Industry: Manufacturing Education (AIME), a dynamic collaboration between public and private entities that provides a broad overview of entry-level manufacturing skills, including professional credentials and certificates, in a short timeframe. It is targeted training developed in partnership among educational institutions, the workforce system, and area employers to provide students with the hands-on training they need to succeed in the field.



Another program supported through the CCWD is IMPACTT (Innovative Manufacturing Partnerships: Advancing Careers through Technical Training). The IMPACTT Program is an innovative approach to teaching high school juniors and seniors essential occupational skills. Through student leadership and project-based learning, students are introduced to the world of manufacturing and advanced manufacturing as a pathway to post-secondary success in the workforce. The program engages students and prepares them for in-demand, sustainable wage jobs locally and nationally after graduation.

These initiatives reinforce CCC's role as a catalyst for economic vitality, workforce resilience, and lifelong learning. The College maintains strong partnerships with employers, workforce agencies, school districts, and community organizations to ensure programs remain responsive and impactful.



Student Experience



Student life at CCC includes intercollegiate athletics, student organizations, leadership development opportunities, and campus engagement activities.

Through the co-location with SUNY Plattsburgh, CCC students now benefit from expanded access to library resources, dining services, learning spaces, and student support services, enhancing the overall student experience while preserving the close-knit community college environment.

Clubs and Organizations

- Advocacy Alliance
- Drama Club
- Honors Club
- Nursing Club
- Phi Teta Kappa
- Student Activities Board

Athletics

- Cross Country (men's and women's)
- Basketball (men's)
- Soccer (men's)





Clinton Community College has long delivered affordable, quality higher education, empowering individuals to create paths to personal and professional growth. Now, with three distinct locations each tailored to fit the unique needs of students, the College is well positioned to continuing and growing high-value learning and opportunities for all.

The Moore Building at SUNY Plattsburgh

The Moore Building — CCC’s primary academic building, with administrative offices at nearby 133 Court Street — sits at the edge of the SUNY Plattsburgh campus. This includes upgraded classrooms and nearby spaces for art and science labs and Feinberg Library. This centralized hub is close to other campus buildings as well as downtown Plattsburgh.

Nursing and EMS at CVPH

Among the College’s highest interest and community-impact programs, nursing and EMS education are embedded adjacent to nearby UVM Health Network - Champlain Valley Physicians Hospital. Students have direct access to hands-on learning, enabling them to pursue a career in one of the North Country’s most critical industries.



Institute for Advanced Manufacturing (IAM) on the Bluff

In 2017, Clinton Community College finished construction of the Institute for Advanced Manufacturing facility (IAM). This facility was built using the 2020 SUNY Grant that was awarded to the College in partnership with Clinton County. The \$12.7-million award for the facility, through the North Country Regional Economic Development Council, identified this region as a primary cluster for economic development focusing on aerospace, transportation equipment manufacturing, and manufacturing as a priority.

The Institute works with key partners, including, but not limited to the Clinton County IDA, the Development Corporation, the North Country Chamber of Commerce, the North Country Workforce Development Board, and CV-TEC BOCES, along with several businesses, industry partners, and manufacturers in the region. The facility is the North Country's first advanced manufacturing Institute facility, serving as a regional hub for manufacturing education and training providing classroom and lab learning space.

IAM provides both credit and non-credit instruction, industry-recognized credentials, customized employer training, and high school partnerships. Programs are designed in collaboration with regional manufacturers

to ensure relevance, responsiveness, and alignment with evolving workforce needs. Through these efforts, the Institute plays a critical role in strengthening the North Country's economic competitiveness, supporting innovation, and expanding career pathways for students and incumbent workers.

Leadership of IAM requires close coordination among academic departments, workforce development staff, employers, and regional partners. The President of CCC serves as a key advocate for the Institute, supporting its growth, sustainability, and integration with the College's broader mission.





Plattsburgh and the North Country

[Plattsburgh, New York](#), is a vibrant small city located along the western shore of Lake Champlain, near the Adirondack Mountains and within proximity to Burlington, Vermont and Montréal, Québec. The region offers a unique blend of natural beauty, cross-border connectivity, and cultural richness.

Plattsburgh serves as the regional center for education, healthcare, manufacturing, and government services. Residents enjoy a lower cost of living relative to statewide

averages; abundant outdoor recreation, arts, and cultural offerings; and a strong sense of community. Short commute times and accessible housing contribute to a high quality of life.

The [North Country's](#) economy includes manufacturing, healthcare, higher education, tourism, and public service, creating meaningful opportunities for institutional partnerships and regional impact.

The Position

Reporting to the Clinton Community College Board of Trustees, the President serves as the chief executive officer, responsible for strategic direction, academic and administrative operations, fiscal management, external relations, and advocacy.

Among other opportunities, the next President will lead CCC in its continued co-location relationship with SUNY Plattsburgh; cultivate enrollment growth, student success, and retention; strengthen partnerships with industry, government, and educational institutions; advance fiscal sustainability and resource development; and serve as the chief ambassador for the College locally, regionally, and statewide.

The President works with collective bargaining units; engages constructively with faculty governance bodies; and fosters a culture of trust, accountability, and continuous improvement.

The President provides strong stewardship of public resources, oversees budget development and financial planning, and pursues external funding opportunities through grants, partnerships, and philanthropy.

Enrollment growth, retention, and completion will remain central strategic priorities, requiring data-informed decision making and innovative approaches to student recruitment and support.

Additionally, the President will champion initiatives that promote inclusive excellence, reduce barriers to student success, and foster

a welcoming campus climate. This includes supporting academic support services, advising, financial aid access, and partnerships that address students' holistic needs.

Qualifications

Clinton Community College seeks a President who will provide visionary, collaborative, and transparent leadership at a pivotal moment in the institution's history. The Presidential Search Committee and Board of Trustees at Clinton Community College will be considering and giving preference to the following qualifications and skills:

- Senior leadership experience in higher education or a mission-aligned sector.
- Demonstrated success in budget management and public finance.
- A strong commitment to access, equity, and student success.
- Experience building partnerships and engaging diverse stakeholders.
- An understanding of the community college mission and workforce development.

A master's degree is required; an earned doctorate or equivalent executive experience is preferred.

Salary: \$150,000 - \$175,000



The Role of the President

The President plays a prominent, visible leadership role both within the College and across the community. Reporting to the Board of Trustees, the President is responsible for administering the College and managing and securing financial resources. The President must be a respectful and transparent leader; an open communicator; collaborative and inspirational and possess an entrepreneurial mindset.

As an external advocate, the President must promote community college higher education, engage in statewide educational finance debates, and build strong working relationships and partnerships with government, businesses, industry, and other educational institutions and organizations. In collaboration with the Clinton Community College Foundation's leadership and administration, the President will serve as the College's chief fundraiser, articulating its

needs and contributions to the community.

The President positions the College to strategically pursue opportunities that leverage existing strengths and drive growth in new areas of excellence. This will allow Clinton Community College to remain an indispensable provider of reliable, accessible, and affordable instruction, helping students receive the best training for relevant community employment opportunities, while also continuing to offer quality liberal arts education that prepares students for further study.

The president will build and diversify student enrollment and strengthen retention. While the College has seen lower enrollment due to a declining high school population, mirrored nationwide, the College is well-positioned to diversify enrollment beyond the traditional student base.

The President will work closely with businesses and other industry partners to leverage the IAM, CCWD, and academic programs as a resource for the local community, the broader region, and current and future students. Given the breadth of industry in the area, Clinton Community College must serve as a resource and workforce developer for the county and broader region. Mutually beneficial partnerships should be developed that can match learners with appropriate programmatic and experiential learning opportunities.

The new President must support the creation and continued development of college-wide systems, policies, procedures, and communication networks that support the recruitment, retention, and success of students, faculty, and staff. This includes:



Manage the budget strategically and with transparency

While Clinton Community College continues to maintain a positive funding relationship with Clinton County, there are challenges in maintaining financial health. State appropriations have not kept pace with inflationary pressures. This factor, coupled with a statewide decline in high school enrollment, poses significant financial challenges going forward. The President, working closely with the Board and the senior leadership team, will be responsible for leading the development and prudent execution of the College's operating budget and for ensuring financial stability through a transparent process. This will require systematically making strategic choices, managing budgets carefully, and allocating resources to their highest and best use.

Generate and steward financial resources

In order for Clinton Community College to continue offering affordable, quality education to the community, the President must work to ensure funding from a diversified range of sources. The president will diligently work with elected and appointed leaders at the municipal, county, and state levels to advocate for the College's economic needs. In addition, the President will work with the Clinton Community College Foundation to help the College raise funds through philanthropic donations and secure corporate sponsorships through partnerships with the area's businesses, industries, and public-sector enterprises.



Provide fair, respectful leadership for the Clinton Community College community

Clinton Community College's students are hardworking and dedicated. The College's faculty and staff are genuinely committed to providing quality education and services to their students. As the leader of the administration, the President must recognize and encourage the accomplishments of students, faculty, and staff, and foster an organizational culture that embraces collaboration, trust, and respect. Essential to this effort are empowering faculty and staff in their roles and providing professional development and growth opportunities. To this end, the President should inspire a culture of collaboration and integration among students, faculty, administration, and staff across the College. In particular, the President should develop a strong, positive relationship with the heads of the organized labor workforce and members of the faculty union so that all discussions, formal and informal, are conducted in a productive and respectful manner.





Applications & Nominations

Interested candidates should submit only a cover letter and resume/curriculum vitae to RPA Inc. at ClintonCCPresident@rpainc.org.

For a confidential discussion about this opportunity or to make a nomination, please email **Kendra Mozug**, Search Consultant; **Amanda O'Donnell**, Vice President and Senior Consultant; or **Dana John Cohick**, President, at the email address listed above.

The review of candidates will begin on **March 18, 2026**.

It is the policy of Clinton Community College to provide equal opportunity in employment for all qualified individuals without discrimination because of race, color, creed, religion, sex, age, national or ethnic origin, disability, political affiliation, sexual orientation, arrest record, veteran or marital status, or other basis prohibited by law, except as such conditions may constitute bona fide occupations or assignment qualifications.



CLINTON
COMMUNITY COLLEGE
STATE UNIVERSITY OF NEW YORK