



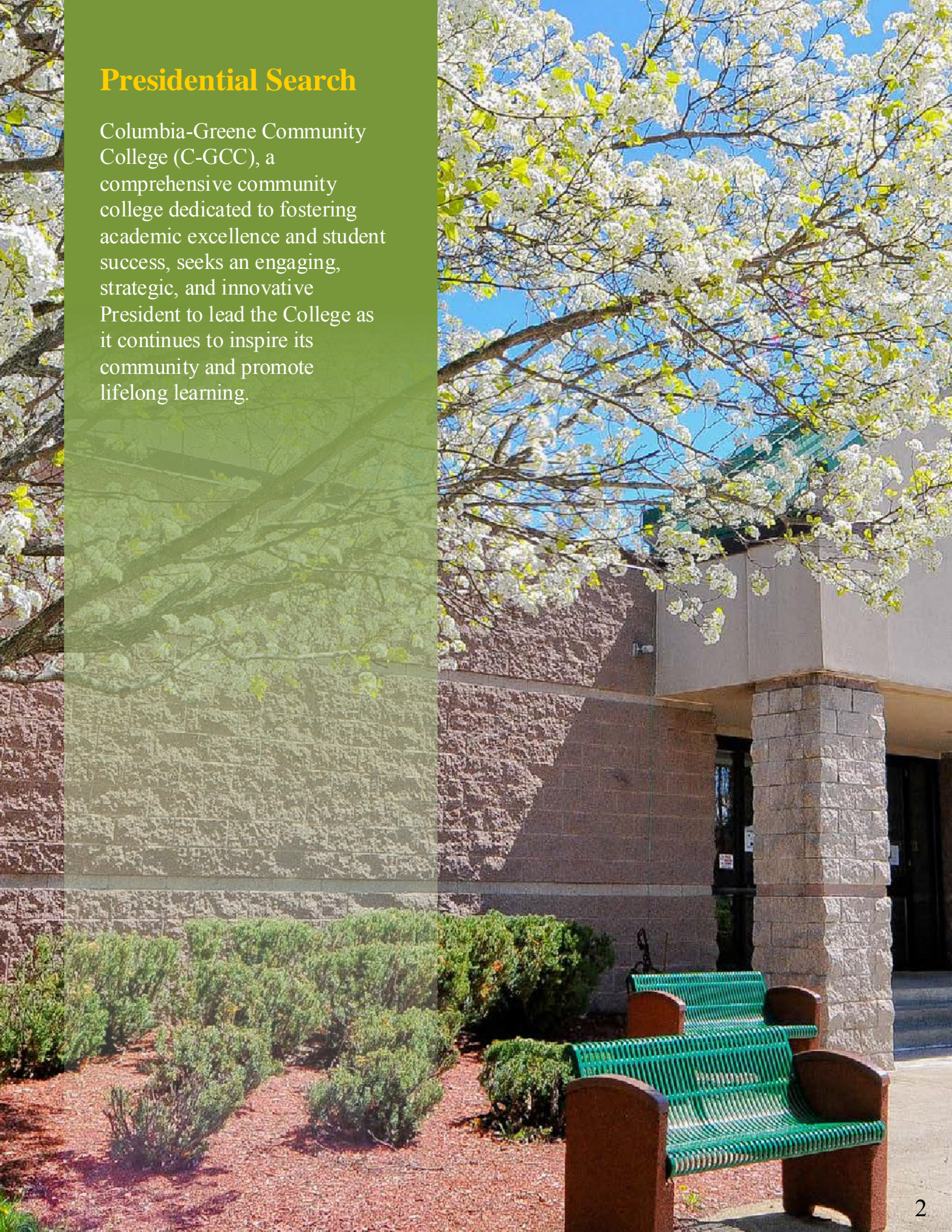
**Columbia-Greene**  
COMMUNITY COLLEGE



Presidential Search  
2025 Position Prospectus

## Presidential Search

Columbia-Greene Community College (C-GCC), a comprehensive community college dedicated to fostering academic excellence and student success, seeks an engaging, strategic, and innovative President to lead the College as it continues to inspire its community and promote lifelong learning.





# Mission, Vision, and Values

## Mission

Columbia-Greene Community College offers individualized guidance in a respectful learning environment, inspiring students to reach their academic goals and become engaged citizens.

## Vision

Columbia-Greene Community College seeks to inspire our community and create lifelong learners.

## Values

The College models the following values:

- Service based on a foundation of empathy, caring, and compassion;
- Knowledge that includes critical judgment;
- Transformation to promote personal growth;
- Commitment to the communities served;
- Purpose and passion as principles for decisions and actions; and
- Respect, integrity, and inclusiveness as attributes of morality and justice.



## Institutional Goals

In meeting the responsibilities of a comprehensive community college, Columbia-Greene has developed the following institutional goals:

### **Student Success**

Provide all students with a holistic educational experience that supports persistence, retention, and goal completion.

### **Academic Programs**

Annually analyze and develop academic offerings that respond to diverse student needs and meet local market demands.

### **Equity, Diversity, and Inclusion**

Increase the level of commitment to be a more culturally competent and responsive institution that acknowledges, respects, and celebrates identity, background, and idea expression.

### **Enrollment**

Increase the College's overall enrollment by an annual average of five percent over the three years of the strategic plan by expanding marketing, recruitment, and retention efforts to attain a more diverse student body.

### **Technical and Computing Environment**

Leverage technology to improve operating efficiency and provide resources to support a first-rate experience.



## History

Established in 1966 to serve Columbia and Greene Counties, Columbia-Greene Community College (C-GCC) is one of 64 institutions in the State University of New York (SUNY) system. In 1968, the College began in temporary offices located in Catskill and the next year relocated to Athens under the leadership of the institution's first president, Edward Owen. The first graduation, celebrated at Catskill High School, saw 35 students awarded associate degrees in a dozen areas of study. In 1974 the College relocated again to its permanent campus, a 131,355 square foot single building design on 140 acres. The College received and maintains accreditation by the Middle States Commission on Higher Education.

With C-GCC's second president, Roger A. Van Winkle, at the helm, the campus rounded out its basic curriculum in science and liberal arts with new vocational programs, noncredit classes, training for

business and industry, and training for disadvantaged students through the Federal CETA program.

Under the leadership of Dr. Robert K. Luther, who became President in July 1984, the campus saw sweeping expansion in the arts and technologies, with the addition of three new campus buildings: a Day Care Center, an Arts Center, and a Technology Center. With the inclusion of new programs in fine arts, automotive technology, and nursing – along with the development of a traditional college quadrangle – Columbia-Greene was on its way to becoming a comprehensive community college.

In April 1989, Dr. Terry A. Cline became the College's fourth president. With more than 40 degree and certificate programs already on the roster, the Ford ASSET program promised another option for automotive technology students in 1992.

Facing a decline in enrollment in the mid-1990s, the College revised its master plan to renovate, update, and enhance the campus facilities. Receiving support from the sponsoring counties, the College broke ground for a \$13 million reconstruction plan – titled Project Renew – in spring 1996. The scope of work included a major reconstruction of the 100,000-square-foot main classroom and administration building as well as a restructure of the facility’s use plan that included a Student Services Court, an Academic Support Center, a Nursing Center, new science laboratories, renovated instructional spaces and offices, and environmentally friendly, efficient HVAC systems.

James R. Champion, a 26-year veteran of C-GCC, became the College’s fifth President in December 2000. President Champion revitalized the long-range planning process, revised the master plan and the marketing and recruitment plan, and developed new academic programs. In 2018, with funding provided by the State of New York and the sponsoring counties, President Champion initiated a \$20 million Capital Improvement Plan that included the construction of a new Building Construction Technology Center, enhancements to infrastructure across the campus, and a new student information system.

Dr. Carlee Drummer became the sixth President of Columbia-Greene on July 1,

2019. Shortly after her arrival, the United States confronted its first pandemic since the 1918 Spanish flu. Yet the College continued to move forward. When the world turned upside down in March 2020, the College pivoted to new ways of course delivery and is now able to offer a wide choice of learning options including in-person, online, remote, and hybrid. Columbia-Greene also began offering a variety of microcredentials – certificates in a particular field that help people who need credentials quickly to enhance or embark on a career.

During the past four years, the College received a number of grants including \$1 million to expand the Building Construction Technology Program; \$500,000 to support non-Pell-eligible students; \$305,480 to add electric vehicle certification to the automotive curriculum; \$258,000 from Achieving the Dream to promote student success; \$88,000 to support the nursing program; and \$75,000 to develop and launch a Licensed Practical Nurse certificate program.

Today, Columbia-Greene takes great pride in its current standing as one of the top community colleges in New York. The College’s award-winning faculty and exceptional staff ensure that every student enjoys academic opportunities that lead to immediate employment or transfer to a four-year college or university.

# About the College

## Campus

Sitting on 145 acres adjacent to the Olana State Historic Site, the College campus includes five academic buildings – Main Building, Arts Center, Technology Center, Professional Academic Center (PAC), and Construction Technology Center – along with a Day Care Center and Central Services Building.



## Main Building

The Main Building, opened in 1974, houses administrative and faculty offices; the Library; gymnasium; computer, nursing, and science labs; and student services including Admissions, Bursar, Financial Aid, Records and Registration, and the Student Success Center. For art lovers, the Kaaterskill, Blue Hill, and Belknap Galleries on the north side of the building feature rotating exhibits by professional and emerging artists. Other special features include the CoArc Café; Fitness Center; Health Services; a three-screen Use-of-Force Simulator Room for law enforcement training; and well-stocked food pantries for students and their pets.

## Technology Center

Directly across the quad from the Arts Center, the postmodern Technology Center houses the Automotive Technology and Medical Assisting programs.

## Arts Center

Reflecting its postmodern style, the Arts Center provides a creative setting for studying the fine and performing arts. With a 450-seat theater at its core, the gabled structure features sky-lit studio classrooms for painting and sculpting as well as studios for ceramics, dance, and photography. The Foundation Art Gallery exhibits works by students, faculty, and members of the community. The Office of Community Engagement brings full-scale dramas and musicals as well as live concerts to the campus.



## Professional Academic Center

Opened in 2007, the Professional Academic Center (PAC) completes the campus quadrangle. A workforce development-related facility, the PAC is home to Workforce New York and the New York State Department of Labor. The two-story structure offers breathtaking views, the Alumni Gallery, seminar rooms, and the Saland Forum named in honor of New York State Senator Stephen Saland.



## Construction Technology Center

In the fall of 2019, the College opened the Construction Technology Center just south of the Technology Center. The facility houses the Construction Technology/Preservation Carpentry Certificate Program that trains students to construct and/or renovate properties through hands-on experiences that incorporate current and emerging practices in the field.

## Accreditation

Columbia-Greene Community College is accredited by the Middle States Commission on Higher Education (MSCHE). MSCHE's Evaluation Study Team conducted its visit in March 2023, and reaffirmed the College's accreditation with a glowing report that included 13 commendations, no requirements, and no follow-up report. The next visit by MSCHE is scheduled for the 2030-2031 academic year.

The College's Nursing curriculum recently received renewed accreditation from ACEN (Accreditation Commission for Education in Nursing), and Automotive Technology once again earned certification from the National Institute for Automotive Excellence (ASE).

The curricula offered by Columbia-Greene Community College are approved by the State University of New York and registered by the New York State Education Department.





## Academics

The College's academic philosophy is an extension of its mission and goals.

Columbia-Greene provides students with knowledge and skills that will serve as the basis for a productive and insightful life. As a democratizing force, the College empowers its students to become engaged citizens and lifelong learners, able to demonstrate the following institutional learning outcomes:

- Communicate effectively through writing, speaking, and creative expression;
- Employ scientific and quantitative reasoning to engage in critical analysis and make evidence-based decisions;
- Use established and emerging technologies to identify and apply information;
- Recognize and consider a diversity of values and ethical beliefs; and
- Learn how to become actively engaged citizens in the communities they serve.

C-GCC is a comprehensive two-year college offering a variety of transfer and career programs leading to the degrees of Associate in Arts, Associate in Science, Associate in Applied Science, and Associate in Occupational Studies, as well as one-year certificate programs and specialized courses geared to community interest. Students may take classes through traditional face-to-face instruction as well as online or hybrid formats. The College boasts strong retention

and completion rates and excellent job placement of graduates.

In January 2021, Columbia-Greene became part of the Achieving the Dream network, joining six other community colleges around the nation in the Building Resiliency in Rural Communities for the Future of Work cohort. Through this initiative, the College is adopting new practices that are making an impact on student success.

The College also has forged new partnerships with SUNY Delhi and The Olana Partnership/Olana State Historic Site. The SUNY Delhi connection enables students in nursing, business, criminal justice, environmental sustainability, and computer science to earn a bachelor's degree closer to home at the college campus. This collaboration is especially important for nurses who graduated after 2017 and must earn a Bachelor of Science in Nursing within ten years in order to keep their license. The new "learn and earn" initiative with The Olana Partnership and the Olana State Historic Site is a year-long engagement for students that culminates in a series of paid workforce and internship experiences during the summer. This partnership is the first of its kind in the State – and possibly the nation – to offer an array of learning and career opportunities intersecting the arts, business, construction technology, environmental science, history, marketing, and management of a non-profit arts-based enterprise. The collaboration also showcases the historic connection between two community-serving organizations that share the stunningly beautiful property developed by Frederic Church.

Responding to the growing shortage of automotive technicians in New York, Columbia-Greene began ramping up its automotive technology program, expanding relationships with Toyota and Subaru, and welcoming the addition of Audi/Volkswagen to the curriculum.

The College-in-the-High School program enables academically eligible students in Columbia and Greene Counties to earn college credit while still in high school – at one-third the regular cost per credit. The program motivates students to continue their academic journey and successfully transition to Columbia-Greene or a four-year college or university.



## Academic and Student Services

The Academic Support Center provides tutoring, test-review and testing services, support for English Language learners, and computers for student use equipped with software used by most academic divisions on campus. The two-story Library is a spacious facility and houses more than 70,000 bound volumes, microfilm, print subscriptions, online databases, and computers providing networking access to the SUNY system.



The College offers a full array of student services including Counseling, Career, and Transfer Services; Clubs and Organizations; College Chapters of Alpha Sigma Lambda and Phi Theta Kappa Honor Societies; an active Student Senate representing the student population; a virtual Bookstore; Services for Students with Disabilities; and a Veterans' Resource Room.

Recognizing the importance of health in the learning, retention, and well-being of students, faculty, and staff, the College nursing staff provides routine and emergency care and health education. The Columbia-Greene Community College Day Care Center is open to all College and College-related personnel, as well as the community when space is available; however, first priority is given to the children of students.

Columbia-Greene is a member of the National Junior College Athletic Association (NJCAA) Region III and the Mountain Valley Conference. The College competes at the Division III level with two men's (basketball and baseball) and three women's (basketball, soccer, and softball) varsity teams. C-GCC also encourages participation in intramural sports and recently added eSports to its options.

## Service to the Community

The Office of Community Engagement administers quality-driven training programs to help organizations achieve peak effectiveness by providing employees, at all levels, with practical tools and insights that enable them to be more productive. Community Engagement not only works closely with company managers to achieve effective customized assessment, training, scheduling, and organizational development services but also with Workforce New York, the Workforce Investment Board of Columbia and Greene Counties, and other workforce development programs to access resources to benefit the region. Community Engagement also offers a wide variety of lifelong learning classes at the campus and multiple locations across the region.

Utilizing its vibrant campus Arts Center, the College is home to the Gemini Series that promotes its expanded role as a cultural center for the community. Employees, students, and residents broaden their horizons through access to theater, dance, classical and pop concerts, noteworthy speakers, and special events. In addition, the campus' five art galleries provide cultural enrichment for the community and support the creative economy of the region.



## Governance

Sponsored by Columbia and Greene Counties as well as the State of New York, Columbia-Greene is governed by a 10-member Board of Trustees, four of whom are appointed by the Governor, five by the Columbia County Board of Supervisors and the Greene County Legislature, and one by a student election.

## The Foundation

The Columbia-Greene Community College Foundation is a nonprofit New York State corporation organized and operated exclusively for educational and cultural purposes to develop and foster scholarships and charitable activities. The Foundation is responsible for creating and disbursing scholarships and writing grants for the needs of the College, such as equipment for classrooms and labs. The Foundation uses scholarships and the Emergency Need Fund to provide financial assistance to students. Another important role of the Foundation is to represent the College at community events.

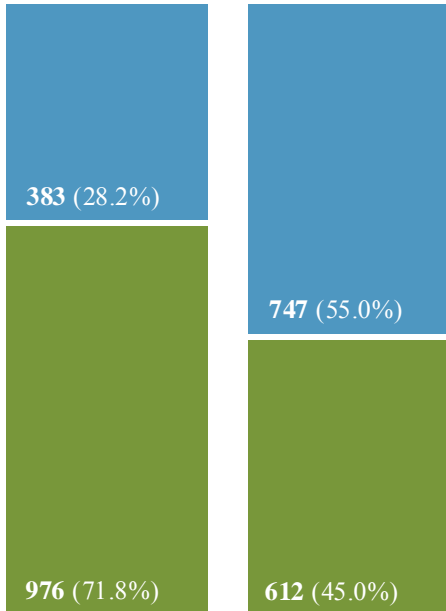


# Student Profile

**Total Headcount**  
**1,359**

**Total FTE\***  
**734.4**

**Total Credit Hours**  
**11,016**

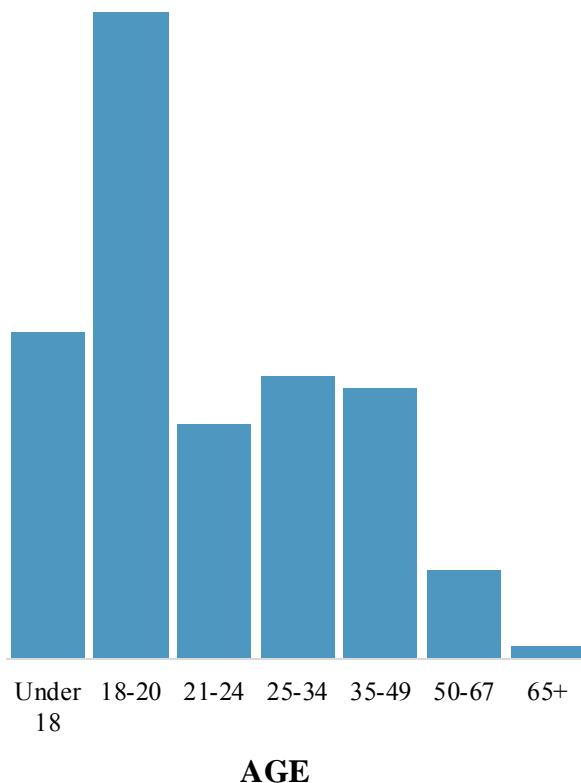


**ENROLLMENT**

■ Full Time  
■ Part Time

**SEX**

■ Female  
■ Male



RACE		
American Indian or Alaska Native	3	0.2%
Asian	50	3.7%
Black or African American	215	15.8%
Hispanic	177	13.0%
Middle East North African	1	0.1%
Two or More Races	55	4.0%
Unknown	95	7.0%
White	763	56.1%

STUDENT TYPE		
Continuing*	760	55.9%
Concurrently enrolled in high school	417	30.7%
First time*	57	4.2%
Returning*	48	3.5%
Transfer*	76	5.6%
Cross Registered*	1	0.1%

**RESIDENCE**



**\*DATA DEFINITIONS**

**Total FTE** – Full time equivalent enrollment (total credit hours:15)

**Continuing** – A student continuing enrollment from the previous semester

**First time** – A student enrolling with CGCC for the first time after completion of high school

**Returning** – A student returning to CGCC after a break in enrollment of one or more semesters

**Transfer** – A student with prior college enrollment, but new to CGCC

**Cross-registered** – A student enrolled with another college, but taking courses at CGCC



The State University  
of **New York**

## The State University of New York

The State University of New York is the largest comprehensive system of higher education in the United States, and more than 95 percent of all New Yorkers live within 30 miles of any one of SUNY's 64 colleges and universities. Across the system, SUNY has four academic health centers, five hospitals, four medical schools, two dental schools, a law school, the country's oldest school of maritime, the state's only college of optometry, and manages one US Department of Energy National Laboratory. In total, SUNY serves about 1.4 million students amongst its entire portfolio of credit- and non-credit-bearing courses and

programs, continuing education, and community outreach programs. SUNY oversees nearly a quarter of academic research in New York. Research expenditures system-wide are nearly \$1.16 billion in fiscal year 2024, including significant contributions from students and faculty. There are more than three million SUNY alumni worldwide, and one in three New Yorkers with a college degree is a SUNY alum.

To learn more about how SUNY creates opportunities, visit [www.suny.edu](http://www.suny.edu).



## The Position

Reporting to the Columbia-Greene Community College Board of Trustees, the President is responsible for the overall operation and administration of the College, promoting the educational effectiveness of the institution, and providing the general educational leadership for personnel. The President leads and empowers the President's Council team comprised of the Provost and Senior Vice President for Academic and Student Affairs; Vice President of Administration and Finance / Chief Financial Officer; Chief Information Officer; Dean of Academic Affairs; Dean of Enrollment Management; Dean of Students;

the Executive Director of the Columbia-Greene Community College Foundation; Chief Diversity Officer, Dean of Nursing and Allied Health; Director of Community Engagement and Professional Development; Director of Marketing and Communications; Director of Institutional Research, Planning, and Effectiveness; and the Director of Safety and Security. The President assures the development of long-range College goals and determines visionary priorities. They also direct the development of the building program and the utilization of buildings and grounds.

Leading a dedicated group of faculty and staff, the President administers collective negotiation agreements and approves the implementation of all procedures, recommendations, and actions from faculty or student committees within the framework established by the College Board of Trustees. Serving as the official representative of the College in its relationships with governmental bodies and the public, the President also approves all official publications, media releases, and other public informational documents. The President prepares the agenda for all meetings with the Board of Trustees; submits annual reports on the operation of the College to the Board; prepares appropriate policies and procedures of operation for Board approval; advises the Board in matters pertaining to a change of status of financial or legal responsibilities of the College; formulates and presents to the College Board of Trustees for their action; provides recommendations on curriculum, budgets, salary schedules and salaries, organizational structure, and granting of degrees or certificates; and attends all Board meetings with the exception of presidential salary or presidential contract consideration discussions.



The President is also expected to represent the College as an institution within the SUNY System under the direction of the Chancellor and the SUNY Board of Trustees. Additionally, the President will be expected to adhere to New York Education Law, and all other applicable local, state and federal laws. The President of the College advances the strategic agenda of the College by providing a strategic focus for every aspect of the operation of the institution and fulfills duties set by the Board of Trustees and as outlined by NYSED and SUNY.

## Qualifications

- The successful candidate will demonstrate high emotional intelligence, strong interpersonal skills, and an approachable, engaging, empathetic, and compassionate leadership style.
- They will express an eagerness to live in and become a visible, respected leader and valuable member of the communities the College serves.
- In addition to a reputation as a student-centered leader, they must also be community-centered and bring a history of building and maintaining positive relationships with community leaders and residents.
- The new President must bring a demonstrated understanding of and passion for supporting the mission of comprehensive community colleges and have the ability to advocate successfully on behalf of the College with public, private, and governmental entities and leaders.
- They will possess a proven track record in building a robust, diverse funding base and strong budget management skills.
- The new President will embrace and support diversity in all forms and promote equity and inclusion.
- The successful candidate will bring experience in developing and implementing effective strategic plans and aligning the budget, systems, and operations to support those plans.
- In addition to understanding national trends in higher education, the successful candidate will display an understanding of the important changing role of technology in all facets of higher education.
- As an empowering leader, they will be skilled at identifying new opportunities and inspiring others to take risks when needed.
- The new President will hold themselves and others accountable and will display evidence of valuing and providing professional development for employees.
- They will have the ability to establish and maintain a positive, collaborative, and transparent relationship with the campus community, including unions; possess a track record of welcoming diverse opinions and using evidence to inform decisions; make tough decisions when needed and have transparency in communicating those decisions; and embrace the opportunity to work in a shared governance environment.
- Community College teaching experience or other relevant higher education teaching experience is preferred.
- A demonstrated record of progressive experience and achievement in a higher education setting is required to lead this public institution of higher learning.
- Qualified candidates will possess an earned doctorate or relevant terminal degree and senior-level leadership experience in higher education.





## Location

Located in the Hudson River Valley, Columbia-Greene Community College sits in one of the Northeast's most scenic and historic areas. Thirty miles south of Albany and 110 miles north of New York City, the landscape is dominated by the verdant Catskill Mountains to the west and the rolling Taconic and Berkshire Hills to the east. Being near the state capital and New York City, the area offers a wide variety of cultural opportunities and also area reflects the rich history of the early settlement of America.

The legends of the Native Americans and Dutch settlers of the region often find their way into history and literature courses at the College. Many of the residences in use today date to the 1700s and early 1800s. Numerous historical museums are all within a short drive of the campus. Olana, the Moorish castle-like dwelling of the renowned nineteenth-century artist Frederic Church and now a state-owned landmark, abuts the College and is only a brief walk away. There, students can view paintings by Church and his instructor, Thomas Cole,

along with Church's impressive collections gathered during his world travels.

Columbia and Greene Counties abound in outdoor recreational resources: [Greene County Highlights](#) and [Columbia County Highlights](#). North Lake, Devil's Tombstone, Lake Taghkanic, and Copake Falls all offer public campgrounds and facilities. Three major ski areas – Hunter Mountain, Catamount, and Ski-Windham – are each within a 30-minute drive from the campus. The Hudson River and more than 20 lakes provide excellent boating and fishing. Nearby golf courses, tennis courts, and athletic fields also are available to students.

The areas served by the College abound with opportunities for business, community involvement, and cultural experiences, and C-GCC is an active member of the Columbia and Greene County [Chambers of Commerce](#). The town of Hudson has been described as trendy and exciting by TripSavvy with an emphasis on local flavor, great restaurants, eclectic shops, and a multitude of things to do.



## Applications

Interested candidates should submit only a cover letter and resume/curriculum vitae to RPA Inc. at [CGCCPresident@rpainc.org](mailto:CGCCPresident@rpainc.org).

For a confidential discussion about this opportunity or to make a nomination, please email Amanda O'Donnell, Vice President and Senior Consultant, or Dana John Cohick, President, at the email address listed above. The first review of candidates will continue through **March 26, 2025**.

*The policy of Columbia-Greene Community College is to take affirmative action to provide equal opportunity in admission, employment, and all college activities for all qualified persons; to prohibit discrimination; and to promote the full realization of equal opportunity. This policy of nondiscrimination applies to everyone, without regard to race, color, national origin, religion, creed, age, disability, sex, gender identity, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction. In the administration of all college programs including employment, employees, students, or applicants may not be subjected to harassment that is prohibited by law, or treated adversely or retaliated against based upon a protected characteristic.*

