



BERKSHIRE

COMMUNITY COLLEGE

VISIT BERKSHIRECC.EDU TO LEARN MORE.



Inviting Applications and Nominations for

Vice President for Academic Affairs and Chief Academic Officer



Berkshire Community College, in Pittsfield, Massachusetts, seeks a dynamic and visionary academic leader to serve as **Vice President for Academic Affairs and Chief Academic Officer**. The VPAA guides the institution's educational mission and is responsible for the planning, development, coordination, and administration of all academic programs and functions. The VPAA reports to the President, who seeks a true partner to help lead the institution during a time of significant transformation and opportunity at the College. The expected start date of the appointment is January 1, 2023.



Our Vision

Berkshire Community College is a dynamic learning community, transforming lives and preparing students to succeed in an increasingly complex, diverse, and changing world.

ABOUT THE COLLEGE

Berkshire Community College (BCC) has the distinction of being the first community college established in the Commonwealth of Massachusetts. The nearly 1,500 students have access to more than 50 associate degree and certificate programs of study, including general education and foundation courses for the Bachelor of Nursing degree conferred by the University of Massachusetts. In addition, BCC has guaranteed junior status agreements with close to 30 other colleges. Courses are offered in a variety of remote, face-to-face, and hybrid formats to expand access and support student learning.

The 180-acre renovated campus, just minutes from downtown Pittsfield, Massachusetts, provides students from a broad range of cultural and socioeconomic backgrounds with an intimate learning environment, small class sizes, individualized support services, and opportunities for interaction with faculty.

Nestled in the scenic Berkshire Hills, Berkshire County was home to many forward-thinking historic figures including W.E.B. Du Bois, Susan B. Anthony, and Elizabeth (Mumbet) Freeman, all of whom were pioneers of social justice. Pittsfield and Berkshire County continue to evolve, with immigrants from over 70 countries now calling the Berkshires their home. BCC seeks to recruit diverse employees who embrace, as well as demonstrate, a commitment to diversity and inclusion and whose experiences and perspectives model the opportunities and success derived from a college education.

As a core pillar of continuing education and lifelong learning in Berkshire County, BCC holds strong relationships with many of the region's community organizations. Collaborations with the Berkshire Branch of the NAACP, the Multicultural BRIDGE, the Elizabeth Freeman Center, the Berkshire Black Economic Council, the Berkshire Immigrant Center,

Volunteers in Medicine, Literacy Network of Southern Berkshires, and many others keep the college grounded and connected to the community it serves.

While Berkshire County is facing demographic challenges, the campus remains a vibrant and diverse community of learners. A critical goal of BCC's mission is to provide engaging, rigorous, accessible, affordable, and relevant educational degree and certificate options that are necessary to ensure the success of its diverse student population. The College has worked hard to provide spaces, technology, and pedagogical practices that engage or involve its students in the learning process.

In tandem with the Massachusetts Department of Higher Education's Equity Agenda, BCC has an active Diversity, Equity, and Inclusion Council composed of faculty, staff, and students. BCC is currently transitioning to a new strategic plan, a campus-wide initiative that will have a sharp focus on equity-mindedness and institutional change to increase student access and success.

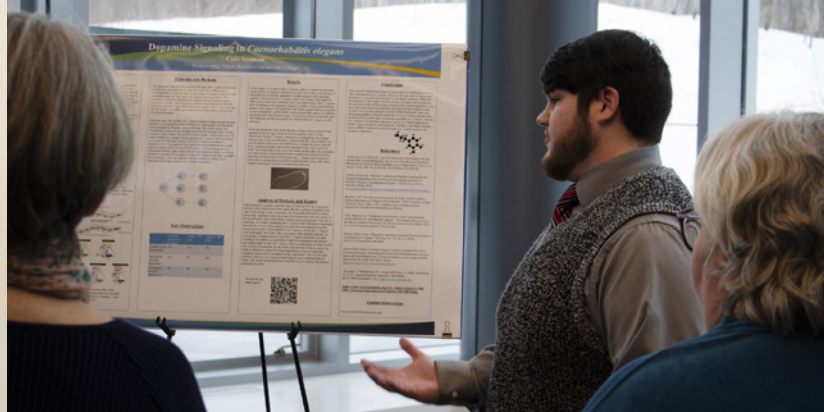
Equity, teaching, and learning are truly at the center of everything BCC does and the faculty and deans demonstrate this daily. Additionally, the Division of Teaching and Learning Innovation facilitates faculty professional development; provides instructional design support; and assists faculty in creating high-quality, accessible courses in all formats. A sustained commitment to professional learning and thoughtful

technology integration has helped BCC navigate the various challenges presented by the COVID-19 pandemic. Throughout this crisis, BCC's faculty and staff have remained committed to the College's core mission of providing a caring, supportive, high-quality education to all students.

Our Mission

- ▶ **BCC STRIVES TO PLACE** higher education within reach of all residents of Berkshire County and beyond.
- ▶ **BCC IS COMMITTED** to access, academic excellence, student success, and leadership in the community.
- ▶ **BCC HELPS STUDENTS** overcome financial, physical, and/or social barriers and welcomes them into a college environment of academic excellence.
- ▶ **BCC PROVIDES QUALITY PROGRAMS** that prepare students to enter or progress within the workforce and/or for transfer, while fostering a lifelong enthusiasm for learning.
- ▶ **BCC PROVIDES THE RESOURCES** and services students need to be successful, to meet our academic standards, and to achieve their personal and professional goals.
- ▶ **BCC PROVIDES LEADERSHIP** by furthering the engagement of our students in the community; by working collaboratively with civic leaders, organizations, and employers; and by serving as a center for diverse educational and cultural activities.





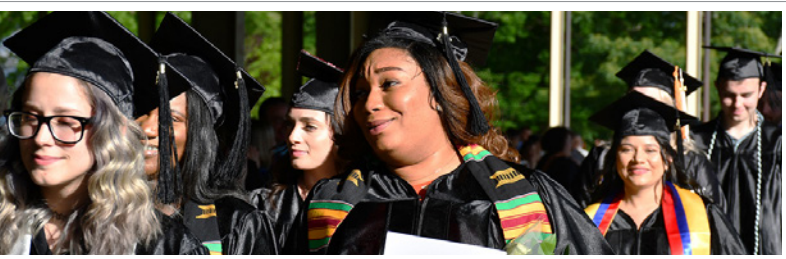
THE OPPORTUNITY

The Vice President for Academic Affairs and Chief Academic Officer provides leadership and administrative direction in areas related to academic affairs. These include curriculum; diversity, equity, and inclusion initiatives; program development and review; assessment; information literacy; accreditation; scheduling; collective bargaining agreements; academic budget; grants development and management; internal and external committees; and other related responsibilities necessary for the effective functioning of the Academic Affairs Division. The VPAA assumes a leadership role in the implementation of the College's strategic plan as it relates to academics.

Essential Responsibilities

- Provide leadership and support innovation in creating systems for systemic review of the College's goals and plans in relationship to BCC's Strategic Plan, Academic Master Plan, and academic program reviews.
- Identify resource needs and curriculum revisions required to maintain successful programs as well as new and ongoing program and curriculum needs while confirming that programs are current and designed to ensure student success in employment and/or transfer.
- Set academic policies and oversee accreditations and assessments.

- Develop and maintain a collegial environment that is conducive to scholarly interactions of students and faculty.
- Ensure equitable academic practices that create supportive educational endeavors reflecting BCC's vision of the continuous creation of an inclusive environment open to all identities.
- Oversee academic support and transition programs to ensure student persistence and success.
- Work with Student Affairs and Enrollment Management to implement strategies known to strengthen enrollment, persistence, completion, and student success.
- Provide leadership for faculty recruitment and development that supports innovation, engaging learning environments (online, on-ground, and labs), and diverse and inclusive teaching and learning.
- Uphold and advance the College's shared governance practices.
- Demonstrate sound fiscal management in overseeing program development, budget, and facilities of all academic and academic support spaces.
- Oversee initiatives in Academic Affairs that support learning; ensure these are consistent with the College's mission, with student retention and success, and with initiatives as set forth by the Massachusetts Board of Higher Education.



- Foster a climate of continual improvement and support professional development for faculty and staff in Academic Affairs.
- Lead and/or support collaborations with local school districts on curriculum alignment, transition programs, articulation, and dual enrollment/early college efforts to improve recruitment and success of incoming high school students.

Qualifications*

- Earned doctorate or senior-level academic career experience
- Experienced leadership and innovation in higher education
- Prior teaching experience with preference for community college teaching
- Experience with collective bargaining would be beneficial
- Ability to strategically define, launch, and sustain diversity, equity, and inclusion initiatives related to faculty and staff recruitment, retention, and professional development; curriculum and pedagogy; and student support programs and services
- Experience using data to inform planning and assessment of academic programs
- Experience working collaboratively with Student Affairs, Enrollment Management, Administration & Finance, Workforce Development, and Community Education
- Successful and substantial administrative experience in educational organizations

**BCC is dedicated to promoting diversity, equity, equality, and inclusion. Its hiring process for this position, including a search committee representative of diverse constituencies across campus, reflects this commitment. The listed qualifications exemplify just one combination of attributes a successful VPAA may possess. BCC strongly encourages anyone with an equivalent or alternative set of qualities, including a passion for public education and a dedication to diversity, equity, and inclusion initiatives, to apply.*

Desired Characteristics and Traits for the VPAA

The faculty, students, staff, Board of Trustees, and community partners seek an experienced academic leader who uses a collaborative approach; values academic excellence in a context featuring an affirming culture, increased diversity, and strengthened civic engagement; embraces accountability; respects the roles of all contributors; is engaged and engaging; and possesses strong communication and listening skills. The VPAA will appreciate and advocate for the vital role of diverse students, faculty, and staff in shaping an enriched learner-centered campus.

The VPAA will be purposeful and achievement-oriented, with a history of accomplishing initiatives that benefit academic programs and, most importantly, students. Moreover, the VPAA must have demonstrable and extensive knowledge of, and interest in, educational research on state, national, and global levels, especially as it relates to reducing barriers and creating more equitable learning experiences for students from historically marginalized groups.

In this regard, the VPAA must be a thoughtful academic leader who will champion the role of academics in increasing equity in the community and ensure that Berkshire Community College continues to provide rigorous, high-quality academic programs in a supportive and inclusive educational environment, and who has a record of leading and supporting multiple initiatives committed to social and educational justice.

The VPAA will be an innovative academic leader who is responsive, open to change, data-driven, resourceful, a creative problem-solver, and savvy regarding budgets and technology. The VPAA will value online and on-campus learning and be experienced with, and supportive of, cross-curricular and cross-divisional initiatives. Furthermore, the VPAA should support and encourage professional growth for faculty and staff. The VPAA will utilize, challenge, and create learning environments within the educational communities that support diverse student populations and creative learning dynamics. The VPAA will affirm and support the College's goal of being a student-ready campus.

Further, the VPAA will possess a strong interest in the broader community, demonstrating a respect for and experience with developing and strengthening relationships with myriad community partners.



Ellen Kennedy, Ed.D., President

In 2012, Ellen Kennedy, Ed.D. was named the seventh President of Berkshire Community College (BCC). Under Dr. Kennedy's distinguished leadership, BCC has completed \$34 million in renovations; secured funding for a One Stop Enrollment Center that is under construction; developed and implemented a five-year strategic plan with development of the next plan underway; and garnered nearly \$21 million in grant funding, including a \$1.9 million from the U.S. Department of Education. The College also was selected by Achieving the Dream as one of seven community colleges in the nation for a *Building Resiliency in Rural Communities for the Future of Work* grant.

During her tenure, BCC has expanded its Teaching and Learning Innovation Center; introduced a Writing Center; and expanded its Certificate programs to address growing needs in the community and workplace. The College's Workforce Program has been realigned

to address both Governor Baker's Berkshire Blueprint and the 1Berkshire Blueprint 2.0.

Dr. Kennedy has been actively engaged throughout her career in local, regional, and national initiatives and organizations. She has held numerous leadership roles and currently is a Commissioner of the New England Commission of Higher Education (NECHE, formerly NEASC). Dr. Kennedy has been recognized for her leadership with numerous awards, including the ACE Women's Network Massachusetts Lifetime Leadership Award in 2021.

Kennedy holds a B.S. degree in Business Administration from Massachusetts College of Liberal Arts, formerly North Adams State College; an M.B.A. from the University of Massachusetts-Amherst; an M.P.A. from the Kennedy School of Government at Harvard University, and an Ed.D. from Northeastern University.



Berkshire Community College is committed to providing an inclusive learning and working environment that values the diverse backgrounds of all people and encourages applications from individuals whose experiences and perspectives model the opportunities and success derived from a college education.

Berkshire Community College is an affirmative action/equal opportunity institution and does not discriminate on basis of race, creed, religion, color, gender, gender identity, sexual orientation, age, disability, genetic information, maternity leave, military service, and national origin in its education programs or employment. All inquiries concerning application of the above should be directed to Melissa Loidice-Walker, Executive Director, Human Resources, Affirmative Action Officer, and Coordinator of Title IX and Section 504, at 413-499-4660, ext. 1022, mloidice@berkshirecc.edu, Susan B. Anthony Annex Building, Room A19.



Living in the Berkshires

Located in the heart of the Berkshire Mountains in western Massachusetts, Pittsfield is among the country's best places to live. With a population of just under 44,000 and a cost of living below the national average, Pittsfield captures the essence of small-town living while at the same time maintaining its place as a center for excellence and hub for the arts.

Designated one of the Cultural Districts in Massachusetts, Pittsfield's downtown, known as the Upstreet Cultural District, boasts a lively roster of music, dance, theater, community festivals, and celebrations. There's a vibrant visual arts scene in Pittsfield with public art, thriving galleries, artist studios, cooperatives, and the monthly First Fridays Artswalk. In 2017, the Arts Vibrancy Index compiled by the National Center

for Arts Research ranked Pittsfield and Berkshire County as the No. 1 medium-sized community in the nation for the arts.

The surrounding landscape is perfect for outdoor recreation year round. From hiking and skiing to water sports and cycling, the Berkshires have it all.

Nearby Lenox is home to Tanglewood, the summer home of the Boston Symphony Orchestra. And if you need an urban fix, Boston and NYC are easily accessible within two to three hours.

Quick Links

Pittsfield Ranks Number 1 in Massachusetts

The Berkshire Eagle

Best Cities for Young Families Awards

Insurify

Application & Nomination Process

Confidential inquiries are welcomed, and nominations are invited.

Applications

Application packet must include the following:

- Cover letter, limited to two pages, that describes strengths, skills, and knowledge that will benefit this position
- Current résumé or curriculum vitae
- A one-page statement containing your philosophy of leading an academic division at a community college
- At least five professional references with full contact and email information (references will not be contacted without applicant's consent)

Additional information will be requested upon submission of an application packet.

Submit application packet to **BCC-VPAA@myersmcrac.com** by **November 4, 2022**, (preferably as PDFs) for best consideration. Applications will be accepted until the position is filled.

Nominations

Submit nominations to **BCC-VPAA-nominate@myersmcrac.com** with complete contact and email information on the individual being nominated.

Consultant

Emily Parker Myers, CEO of **Myers McRae Executive Search and Consulting**, is conducting this search with **Jessica Thompson**, Assistant Vice President and Executive Search Coordinator, assisting. Request a conversation by emailing **JessicaThompson@myersmcrac.com**.

