

RH PERRY & ASSOCIATES  
SEARCH COUNSEL TO HIGHER EDUCATION



ANNE  
ARUNDEL  
COMMUNITY  
COLLEGE

EXECUTIVE SEARCH PROFILE  
**PRESIDENT**

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Interactive

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# The Opportunity

The Anne Arundel Community College (AACC) Board of Trustees invites confidential nominations and applications for the position of President following the retirement of Dr. Dawn Lindsay, who has served as President since 2012. The next President will lead one of the most successful and well-respected community colleges in the country. AACC enjoys a stellar reputation locally, regionally and nationally from its home in Anne Arundel County, Maryland, outside of the state's capital of Annapolis and nearly equidistant to Baltimore and Washington, D.C.

The Board seeks an exceptional leader who will inspire, motivate and unify efforts to advance student success and promote economic and social mobility in the region. They will have deep leadership experience and model a commitment to the value of higher education and mission of community colleges. The successful candidate will be an excellent communicator and strong relationship-builder. They will be approachable, ethical, culturally competent and emotionally intelligent. Their leadership style will be transparent, courageous, inclusive and respectful. The next President will be well-rounded, financially astute and have a track record of successful leadership, which includes working comfortably within shared governance structures and with all employee groups. They will be visionary, adaptable and able to lead and manage change effectively. The next President will embrace the opportunity to be part of the region and work with the Board, employee groups and community partners to lead AACC into the future.





# The College



Anne Arundel Community College is an award-winning, fully accredited public two-year institution and the largest single-campus community college in Maryland. Established in 1961 as a comprehensive community center of higher learning, AACC served 270 students in temporary quarters at Severna Park High School in its first year. Now in its 65th year, AACC serves nearly 30,000 students annually in credit and noncredit courses. Located on 230 acres in Arnold, Maryland, AACC's beautiful campus includes 12 academic buildings, a gymnasium, student services center, student union, astronomy lab, a 389-seat performing arts center, library, two art galleries, nature trail and a 3,000-seat athletic field.

The 175,000 square foot, three-story state-of-the-art Health and Life Sciences Building (HLSB) opened in 2021 and often is the center of the college's activity. Because of the expanded space, the college was able to double enrollment in its nationally-recognized nursing program and boasts the following: computer-controlled manikins that mimic patient conditions; simulation labs for clinical rotations and real-world emergency response practice; an environmental center with cutting-edge research contributing to the region's environmental health; a greenhouse and aquaculture labs; a white box theater-style area that provides a highly flexible space; and varied interprofessional learning spaces to bring more collaboration among similar programs of study. The college launched the Journal of Emerging Scholarship in 2022 to promote undergraduate research by AACC students from disciplines across the college. This past year, AACC received a \$600,000 grant from the National Science Foundation to expand access to research opportunities for underserved populations.

The 11,300-square-foot Clauson Center for Innovation and Skilled Trades was built "by the community, for the community," as AACC's first building to be funded solely

through philanthropy. The building opened in 2022 to support students studying electrical work, forklift operations, HVAC, plumbing, welding, framing and finish carpentry, general contracting and more. The modular design of the building will allow for additional expansions, including space for the Hotel, Culinary Arts & Tourism (HCAT) program by January 2031.

The Florestano Building was vacated when the Health and Life Sciences Building was completed in 2021. Since then, the fourth floor has been renovated to create the Learning Innovation Center. The renovation of the first three floors began in July 2025 to create a One-Stop Student Services Center to help new students and anyone seeking help from Enrollment or Student Services find comprehensive support. It is expected to be open and operational by spring 2027.

Renovations are currently ongoing in the Henry L. Dragun Science Building to create new state-of-the-art laboratories for the physical sciences. When complete, the building will reopen as the Dragun Physical Sciences Building, consolidating AACC's science programs on the East campus. It is scheduled to open in January 2028.

AACC also holds courses and provides support services in multiple satellite locations throughout the county, including a full-service center at AACC at Arundel Mills (AMIL), where students have access to academic advising, financial aid, registration, testing and tutoring. Anne Arundel Community College also offers services at the Fort Meade Education & Resiliency Center located on the Fort George G. Meade Army Installation. Services provided include admissions and registration, placement testing, academic advising, bill/payment plans and career services.

[Learn More](#)

# Accreditation



AACC is accredited by the Middle States Commission on Higher Education, which is responsible for the quality of programs and services of the colleges in the mid-Atlantic region. The College's accreditation was reaffirmed most recently in June 2023. During the exit report, the evaluation team shared that AACC met each of the Standards for Accreditation and supported the college's identified opportunities for improvement – with no additional recommendations from the reaccreditation evaluation team, an outstanding achievement. The evaluation team commended AACC in a number of areas, including a highly collaborative approach to the self-study report, insightful determination to improve and many high-impact practices.

In addition to Middle States accreditation, many of AACC's academic programs receive additional accreditation from other organizations recognized by the Maryland Higher Education Commission, the Council for Higher Education Accreditation and the United States Department of Education.



# AACC Vision, Mission & Values



## Vision

Anne Arundel Community College is a premier learning community that transforms lives to create an engaged and inclusive society.

## Mission

With learning as its central mission, Anne Arundel Community College responds to the needs of our diverse community by offering high quality, affordable, accessible and innovative lifelong learning opportunities.

## Values

- Community and Relationships
- Equity and Inclusion
- Innovation and Creativity
- Opportunity
- Positivity

**AACC Forward 2030 Strategic Plan**

# Points of Pride



Anne Arundel Community College has won numerous national, regional and state awards including being designated a 2026 Leader College by Achieving the Dream (ATD), a national organization committed to advancing community colleges as accessible hubs of learning, credentialing and economic mobility. AACC has been part of the ATD Network since 2010.

As one of the nation's 19 community colleges currently represented on the League for Innovation in Community College's board of directors, AACC has been a member of this elite organization since 2004 when it was unanimously selected for its innovative programs and services, commitment to learning-centered education and dedication to serving students and the community.

The College earned the 2025 Higher Education Excellence and Distinction (HEED) Award for excellence and community impact from Insight Into Academia magazine. This is the fifth year AACC has been named a HEED Award recipient.

Some additional recent rankings and recognition earned by AACC include:

- **No. 3 Community College** by Academic Influence in 2026.
- **No. 3 Community College** nationwide by Intelligent in 2025.
- **No. 22 for Best Online Community Colleges and Trade Schools** by Intelligent in 2025.
- **Named a 2025-2026 Silver Military Friendly® School** and 2025-2026 Military Spouse Friendly® School for the services and resources the college provides military and veteran students and their families.
- **No. 1 Northeast Region Best Associate Degree RN Programs for 2025** by nursingprocess.org.
- **No. 1 Best Associate Degree Program in Cybersecurity** by programs.com in 2026.
- **No. 1 Associate Degree in Nursing (ADN) programs in Maryland** by Nursing Schools Almanac in 2024.
- **No. 14 Best Cybersecurity Associate Degree Program for 2026** by Cybersecurity Guide.
- **No. 14 Best Culinary Schools in the U.S.** by Best Choice Schools and No. 1 in Maryland.
- **Engagement Coach Training Program** earned International Coach Federation's ACTP accreditation, the first community college to do so.



## AACC Fast Facts

# Governance



The College is chartered by the State of Maryland and governed by the Board of Trustees, consisting of nine community members and one student member who are appointed by the Governor of Maryland.

AACC has a well-defined system of shared governance that engages faculty, staff and students in the major decisions of the College. With the goal of improving student success, this collaborative process allows for input from key stakeholders,

encouraging the free flow of ideas and positive resolution of critical issues. The governance structure is a hallmark of the institution and assures institutional integrity to fulfill its mission of service to the community.

The AACC Shared Governance Policy applies to all members of the College community of which the Board of Trustees and their role in governance is a part.

# AACC Foundation



The AACC Foundation is a 501(c)(3) charitable organization committed to enhancing the mission of Anne Arundel Community College by bringing tools, resources and partnerships that can support its students and the initiatives that strengthen the community.

## Mission:

The AACC Foundation expands private philanthropy and cultivates partnerships to enhance AACC's ability to support students and initiatives that strengthen our community.

## Vision:

As an indispensable partner to Anne Arundel Community College, the AACC Foundation ensures the College has the necessary resources and partnerships to create an engaged and inclusive society.

Highlights of the foundation's accomplishments in the 2024-2025 year are:



**\$3.7 Million**  
raised to support students and initiatives



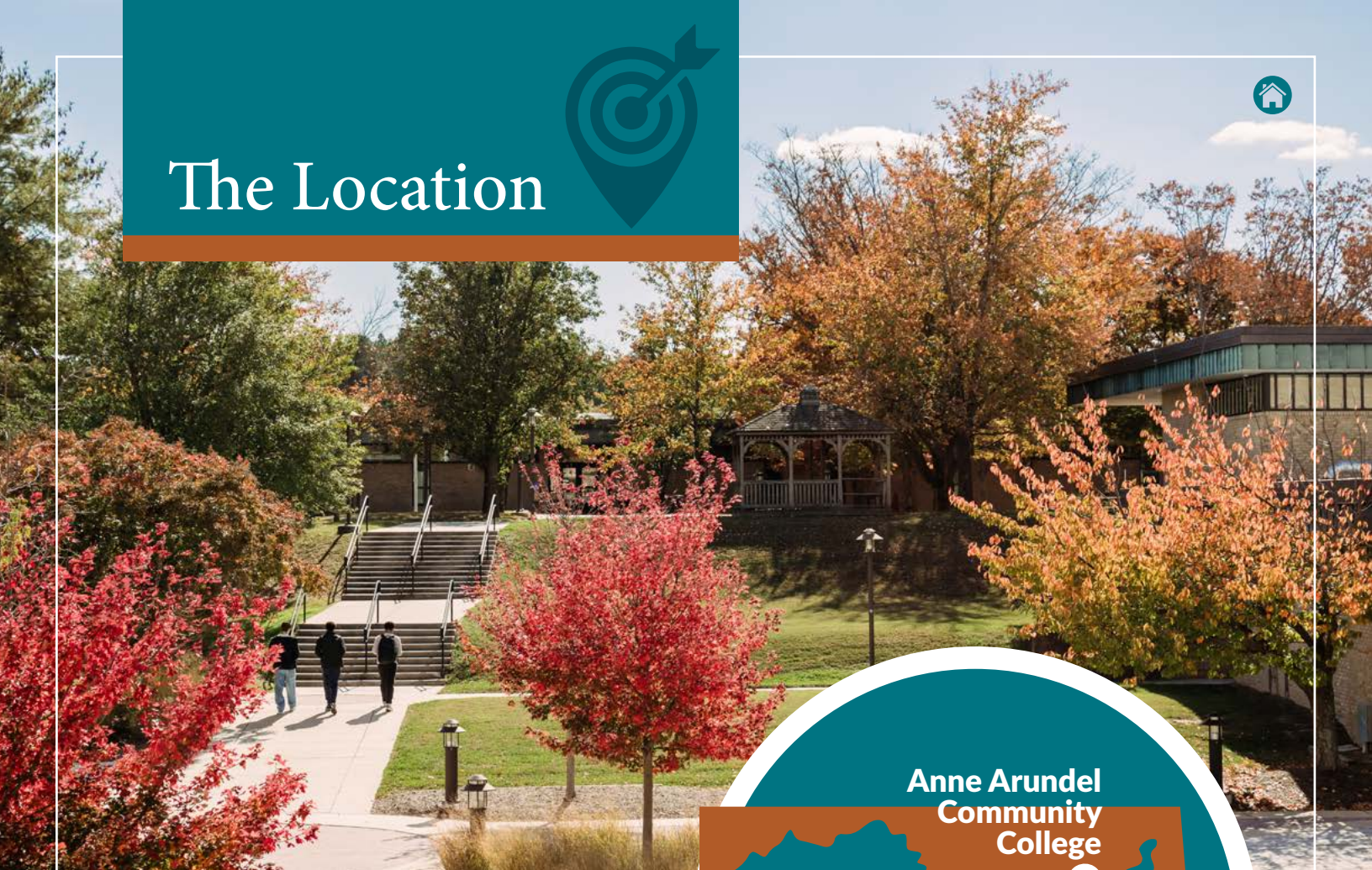
**\$1.8 Million**  
in private scholarships transferred to **806 students**

**\$550,000**  
in programmatic support transferred to the College to enhance student educational experiences

**100% Giving**  
from the AACC Foundation Board of Directors and the AACC Board of Trustees

**2024-2025 Impact Report**

# The Location



Anne Arundel County, Maryland, is centrally located in the state and known for its extensive coastline and water activities such as boating, sailing, crabbing and swimming. The College draws from its largely rural southern part of the county to its more urban north that borders Baltimore as well as multiple suburban communities throughout. The county balances natural beauty and recreation with historical sites and modern amenities, serving as a major hub for both maritime culture and regional government/education.

Anne Arundel County is home to Maryland's capital, Annapolis, **the U.S. Naval Academy**, and boasts a rich colonial history, as well as a mix of suburban living with access to parks, farms, and vibrant communities. Annapolis' nickname as "America's Sailing Capital" captures the heart of the lifestyle of the region and as the nearest city to the College, it connects the students, faculty and administrators to the nearby government offices and history of the region. The College's location near the state capital ensures that it is engaged at the state level.

With the United States Naval Academy, Anne Arundel Community College and St. John's College, the county and the community have an outstanding and engaging higher education environment.

Anne Arundel County also benefits from its location within the Baltimore–Washington metropolitan region, providing direct access to Baltimore, Washington, D.C., and major employers in government, healthcare, technology and defense.



Through strong relationships with Fort Meade, BWI, local hospitals, Anne Arundel County Public Schools, Anne Arundel Workforce Development Corporation (AAWDC), Leadership Anne Arundel and county government, AACC is able to offer cutting-edge programs to recent high school grads and career changers alike.

## More about Anne Arundel County and Annapolis

[About Anne Arundel County](#)

[Visitannapolis.org](http://Visitannapolis.org)

# Academics

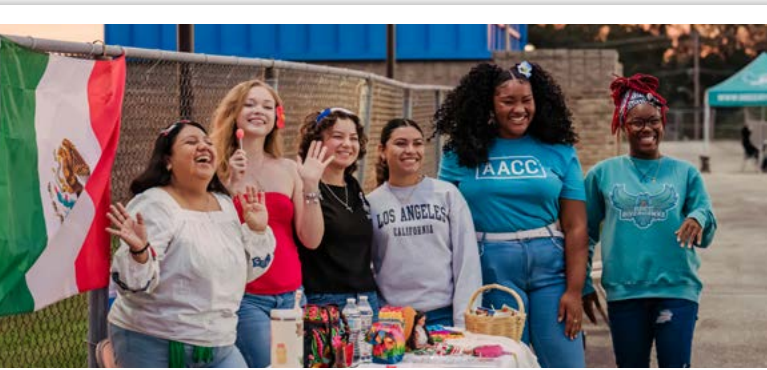


AACC offers nationally recognized programs and innovative instruction to meet students' needs and interests at any stage of their careers and lives. The College offers over 160 credit-bearing degrees and certificates, career training courses and certificates and personal enrichment classes through five schools of study. Four of the schools offer credit programs that lead to two-year associate degrees or certificates that can transfer to a four-year institution or prepare students for immediate entry into a career. The School of Continuing Education and Workforce Development offers courses and programs that complement transfer and degree programs and contribute significantly to the academic offerings and enrollment. They provide important career training, enrichment, Adult Basic Education/GED courses, English as a Second Language education and contract training for community members.

## Five Schools:

1. School of Business and Law
2. School of Continuing Education and Workforce Development
3. School of Health Sciences
4. School of Liberal Arts
5. School of Science, Technology and Education

## More about Schools of Study



### Most popular AACC academic programs by student enrollment:

ACADEMIC PROGRAM	FALL 2025	SPRING 2026
Transfer Studies	2,069	1,849
Nursing/Pre-Nursing (RN)	1,463	1,365
Business Administration	572	502
Radiologic Technology	490	420
Psychology	330	279
Computer Science	250	188
Information Assurance and Cybersecurity	244	208
Engineering	197	170
Biology	178	159
Elementary Education/ Elementary Special Education	121	110

AACC is responding to the need for more healthcare workers locally and nationwide. Specifically, recognizing a workforce shortage in the dental field, the College is helping fill the gap with its new Dental Hygiene program. The country also faces critical nursing shortages. As the largest supplier of nurses for the community's two hospitals, AACC has committed to significantly expanding its Registered Nursing program. The AACC Foundation supports this program through its latest initiative, the Future Nursing Professional Scholarship.

The AACC Foundation also addressed a severe workforce shortage in skilled trades by funding, building and gifting the Clauson Center for Innovation and Skilled Trades to the College in 2021. Located on the Arnold Campus, it has been home to dynamic skilled trades programs that adapt to market demands. Students studying electrical work, forklift operations, HVAC, plumbing, welding, framing and finish carpentry, general contracting and more fill the classrooms.

The College has a robust array of online courses, which were heightened during the pandemic and remain popular with learners. During fall term 2025, 58% of students were enrolled in at least one online class and success rates attest to the quality of these courses.

# Students

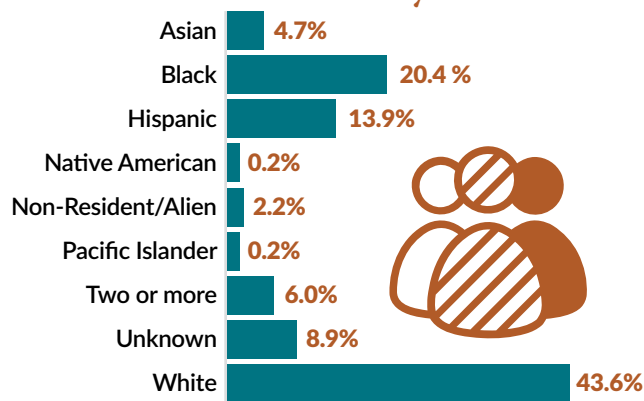


AAC  
IDEA  
LAB



AACC enrolled about 12,000 students in credit courses and programs in Fall 2025 and about 7,600 students in non-credit courses.

## Student race/ethnicity:



## Age:

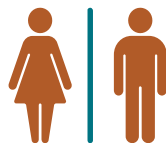
**69%**  
24 and younger



**31%**  
25 and older

## Gender:

**62%**  
Female



**38%**  
Male

## Enrollment Status:

**26%**  
Full-time



**74%**  
Part-time

## Financial Aid Status of First-time Students:

**51%**  
receive some financial aid



**32%**  
receive Pell grants

## Student Life

The Office of Student Engagement (OSE) at the College offers programs and services to all students to engage, support and serve students. The office also encourages student learning and engagement inside and outside of the classroom. OSE engages with and provides support for all students and to over 80 student clubs and organizations by encouraging students to be a part of campus governance; participating in student leadership development activities; offering access to emergency support services; facilitating, creating and offering various enrichment activities and making sure that students have the tools that underpin their commitment to their academic journey and to students on a personal basis.

The Student Achievement and Success Program (SASP) is a support and retention program designed to increase academic success, retention, graduation and transfer of students who may have more barriers and challenges to overcome in order to realize their goals. Within the SASP umbrella are special initiatives such as the Military/Veteran Resource Center, the Black Male Institute and the Presidential Opportunity Scholarship.

Students can take advantage of service learning, internships and career counseling through the Sarbanes Center for Career and Civic Engagement.

## Athletics

The AACC Riverhawks have a proud athletic tradition. AACC sponsors 11 NJCAA varsity sports, all of which offer athletic scholarships: men's and women's soccer, women's volleyball, men's and women's basketball, baseball, men's and women's golf, men's lacrosse, softball and esports. Tryouts for the Riverhawks teams are open to all students, and all regular-season home sporting events at AACC are free admission.

### National championships:

- 2023: Women's Lacrosse
- 2007: Women's Lacrosse
- 2006: Women's Lacrosse
- 2003: Softball
- 1998: Men's Lacrosse

### Recent National Tournament Appearances:

- 2024-25: Women's Soccer
- 2023-24: Men's & Women's Golf




### Recent Region 20 Championships:

- 2025-26: Women's Soccer, Men's Golf
- 2024-25: Women's Soccer, Men's Golf
- 2023-24: Men's Golf









# Key Indicators

	Investment in Plant, less depreciation	\$167,440,648
	Plant Replacement Insured Value	\$495,520,274
	Cost of Operating Physical Plant (FY 2025 audited values):	\$13,194,352 (excluding \$12,209,834 depreciation and amortization)
	Deferred Maintenance:	\$67,946,000 over the next ten years (2026 – 2036)
	Endowment/Foundation (FY 2025)	\$17,892,533 (including designated funds of \$412,776)
	Total Operating Budget (FY 2026):	\$143,305,600
	Revenue Mix (FY 2026):	Tuition/Fees: 28% • Local: 37% • State: 30% • Other: 5%
	Operating Budget per FTE:	16,287 (FY2026 Budget/Budgeted FTE)
	Grants (FY 2025 audited values):	
	Federal:	14 (\$23,174,293) (including \$21,743,324 student financial aid cluster)
	All:	33 (\$25,017,158)
	Current Tuition (AY 2025-2026)*:	
	State resident from sponsorship area:	PT: \$130/credit hour • FT Semester: \$1,921 (based on 12 credits)
	State resident not from sponsorship area:	PT: \$305/credit hour • FT Semester: \$4,021
Out of state and country:	PT: \$442/credit hour • FT Semester: \$5,665 <i>*inclusive of other required fees</i>	
	High School Penetration Rate:	About 55% of recent Anne Arundel County college-bound graduates choose to attend AACC
	Student Enrollment (Fall 2025):	
	FTE:	3,184
	Total Headcount:	12,112 total students
	% In Developmental Programs:	17.3%
	% in Career & Technical Programs:	26.7%
	Non-Credit Enrollment:	7,643 (Unduplicated)
	Student Diversity Statistics:	Asian: 4.7% • Black: 20.4 % • Hispanic: 13.9% Native American: 0.2% • Non-Resident/Alien: 2.2% Pacific Islander: 0.2% • Two or more: 6.0% Unknown: 8.9% • White: 43.6%
	Mean Student Age:	25
	First Year Retention Rate (Fall 2024/25):	72.1% first-time, full-time • 54.4% first-time, part-time
Total Number of Degrees Awarded in FY2025:	1,368 Associates degrees and 807 Certificates	
Number of Students Transferring to 4-year Institutions Annually:	On average, approximately 1,500 AACC students transfer to 4-year institutions annually – 80% transfer to a Maryland public or private college or university.	



# Key Indicators

<b>Full-time Faculty (AY 2025-2026):</b>	
 Tenured:	113
Tenure-track or Non-tenure Track Faculty:	118
Part-time Faculty:	747
Average Full-time Faculty Salary:	\$96,592
Student/Faculty Ratio:	18.61
<b>Library Collection:</b>	
 Print:	142,441
Electronic Databases:	52 including a variety of digital resources such as ebooks, films, magazines, newspapers and scholarly journals
<b>Intercollegiate Sports:</b>	
 Men's Programs:	Baseball, Basketball, Esports, Soccer, Lacrosse, Golf
Women's Programs:	Basketball, Soccer, Golf, Cross Country, Esports, Softball, Volleyball
<b>Unions:</b>	
Full-time faculty:	MSEA (Maryland State Education Association)
 Part-time faculty:	SEIU (Service Employees International Union)
Staff:	None
Administration:	None
Services/Supports Outsourced:	Dining Services
Board of Trustees Total:	10 appointed trustees



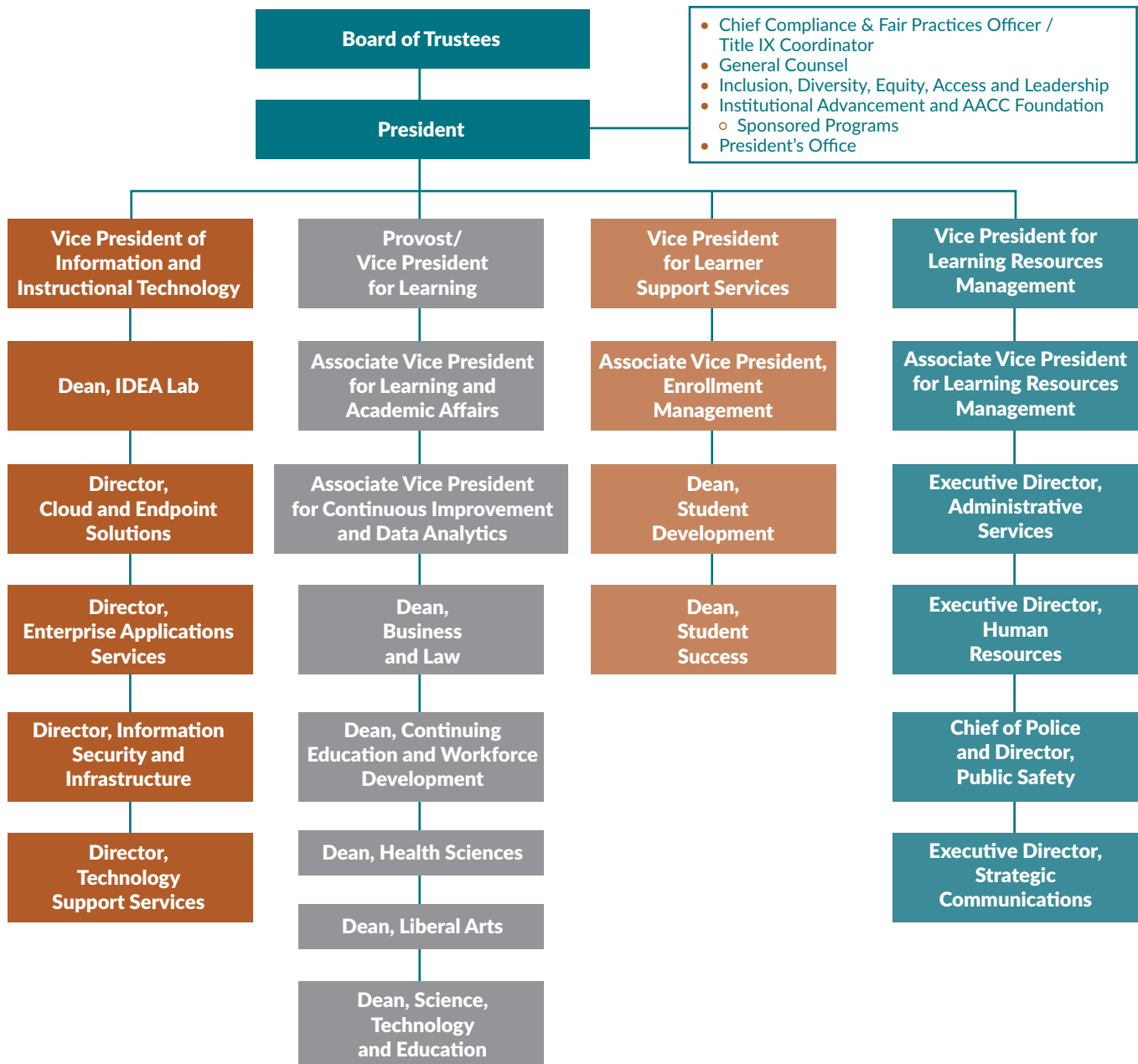
# The Position



Reporting to the Board of Trustees, the President serves as the chief executive officer of the College. In addition, the President is the secretary-treasurer of the Board and a non-voting member. The President is responsible for the administration, management, leadership and oversight over the operations of

the College. Working with a wide range of internal and external constituents, the President leads, supports and sustains the College's vision, mission and values. The President also advocates locally, regionally and nationally for the College.

## Anne Arundel Community College Organizational Chart



# Community Feedback



In addition to the direction and opportunities presented by the strategic plan, the next President is invited to listen to the many voices that contribute to the success of the College. To that end, the Board of Trustees, faculty, staff, students and community members provided input on areas of importance for the next President to consider. Based on feedback, six key areas of significance were noted for consideration:

## Institutional Culture

The college has enjoyed a strong, engaged culture committed to shared governance and input from all levels of the organization. A leadership transition creates a powerful opportunity to revisit and strengthen relationships across faculty, staff and administration to ensure continued, inclusive collaboration. The next President will have the opportunity to enhance trust and strengthen the AACC culture. The arrival of two new unions, representing part-time and full-time faculty, provides the opportunity to clarify further faculty representation, and how faculty and administration will work together to ensure shared governance will be areas of opportunity for the next President. Through transparent communication, inclusive decision-making and consistency, the next President can bolster campus climate, support collective bargaining, strengthen shared governance and foster a collaborative, respectful environment.

## Strategic Partnerships

AACC enjoys strong partnerships with the county school system, hospitals, workforce development, county government, business associations and chambers and more. The college is active and recognized at the state and regional levels and has strong representation in organizations nationwide. The next President will build upon these relationships to expand strategic partnerships and community engagement as a vibrant resource for the community. By building on existing relationships and developing new ones, the next President will strengthen AACC's connections with K-12 systems, employers, transfer institutions and local/state government to strengthen enrollment pipelines (e.g., dual enrollment), enhance workforce alignment, increase funding opportunities and extend the College's regional impact.

# Community Feedback



## Workforce Development

Through the Clauson Center for Innovation and Skilled Trades and other programs, the college has the opportunity to continue to grow its workforce programs. The next President will see an opportunity to align and elevate workforce development and academic pathways along with its degree programs. With the renovation of the Florestano building to be a “one-stop shop” for prospective and current students, there is real potential for the next President to support further integration between credit and noncredit/continuing education/workforce development programs. Strengthening these connections, expanding short-term credentials and apprenticeships, while continuing to carefully align offerings with labor market needs can improve access, relevance and student economic mobility.

## Strong Financial Performance

AACC continually invests in student success while remaining mindful of fiscal realities to balance forward-thinking initiatives with responsiveness to the current operating environment. The Board of Trustees has emphasized the importance of protecting the long-term viability and sustainability of the institution. At the same time, proactive financial planning has led to intentional budget restraint in line with enrollment fluctuations, rising costs and changes in external funding (federal, state and local). The next President will be expected to continue to proactively manage resources, evaluate salary competitiveness and staffing levels, prioritize allocations carefully and expand fundraising to remain competitive and affordable. The next President will boost the College's stable finances and the strong performance of the AACC Foundation to maintain the highest quality learning environment for AACC students and the wider community.

## Student-Centered Culture

A major component of AACC's strategic plan is continuing to foster a student-centered culture. The next President will have the opportunity to continue to emphasize and focus on students by articulating further a clear and compelling student-focused vision. This Presidential transition provides a chance to strengthen institutional alignment, potentially realign priorities, remove silos as needed and streamline operations in service to students. By building on existing strengths including a committed faculty and staff, strong programs, and community diversity, the next President can lead the College to rededicate itself in service to students for long-term success.

## Technology and Innovation

Technology continues to drive much of the economy and workforce needs. AACC has implemented a new technology infrastructure that will strengthen college operations over time, and it will continue to invest in technology upgrades for enhanced services and greater digital security. The next President will expect and support innovation in programs, technology and delivery. Emerging trends, including AI, online learning and flexible credentialing, offer opportunities to redesign curriculum and learning opportunities, expand access for diverse learners (including adult students) and improve the overall student experience.

# Essential Functions



## 1. Institutional Stewardship and Continuity

- Maintain stable and effective operation of the College.
- Uphold and sustain the College's mission, vision, values and strategic framework.
- Foster an inclusive campus culture and spirit of community as "One College."
- Support and maintain a strong culture of shared governance while strengthening and maintaining positive relationships with collective bargaining units at the College.
- Ensure that plans for future development and growth of the College are prepared and periodically presented for review and approval by the Board of Trustees. This should include enrollment growth, academic excellence and innovation.
- Establish and maintain strong and appropriate communication and relationship with the Board of Trustees.

## 2. Fiscal and Operational Oversight

- Exercise fiscal and budgetary authority over the College.
- Ensure responsible and proactive allocation of human and financial resources.
- Ensure institutional compliance with applicable laws and regulations.
- Monitor institutional risk and elevate material concerns to the Board.

## 3. External Relations and Advocacy

- Represent the College before local, state and federal agencies and governing bodies.
- Solicit and obtain financial support and other resources for new and enhanced instructional programs.
- Establish and maintain relationships with elected officials and community stakeholders.
- Support ongoing fundraising and advancement initiatives consistent with established priorities.
- Serve on boards and commissions at the local, state and national levels.

## 4. Academic Leadership, Student Success and Accreditation

- Provide executive oversight of academic affairs and student services.
- Provide executive leadership in AACC's work to provide programs and services that enhance student success and community prosperity.
- Ensure continued compliance with national and programmatic accreditation standards.
- Monitor and respond to demographic, curricular and organizational trends to maximize student success and respond to community needs.
- Ensure that academic programming aligns with community needs and supports social and economic mobility.
- Formulate, develop, implement and review a broad range of policies, standards and outcomes to ensure that students are afforded optimal and equitable opportunities to succeed.

## 5. Operational Efficiency, Integrity and Continuous Improvement

- Leverage technology to enhance effectiveness and efficiency in operations as well as maximizing student learning and access.
- Review and evaluate effectiveness of key personnel, programs and services, recommending changes and improvements as needed.
- Effectively supervise direct reports and provide for development and growth in their roles.
- Ensure compliance with all applicable laws, rules, regulations and restrictions related to instructional programs, student services, College operations and expenditure of funds.
- Ensure that the highest legal and ethical standards are maintained and clearly communicated to College personnel, the Board of Trustees and the community.

# Key Characteristics and Expectations



## Communication and Interpersonal:

- Ability to unify the College by motivating employees to realize potential and achieve goals.
- Demonstrate strong communication and relationship-building skills.
- Act with diplomacy and discretion in working with internal and external stakeholders.
- Ensure effective engagement and regular reporting to the Board of Trustees.
- Ability to work effectively within a unionized environment.

## Decision-Making and Accountability:

- Exercise independent judgment guided by College policy, mission and Board direction. Decisions must reflect sound fiscal management, ethical leadership and institutional continuity.
- Lead and perform effectively by being accountable to the Board of Trustees for institutional performance, operational integrity and risk mitigation.
- Proven leadership in navigating complex crises, including public health emergencies (e.g., the COVID-19 pandemic), reputational challenges and campus safety concerns, while maintaining institutional stability and stakeholder trust.

## Equity, Access and Community Impact:

- Promote access to affordable, high-quality education.
- Advance equity-minded practices that support diverse student populations.
- Ensure the College remains responsive to regional workforce and economic development needs.



# Qualifications



## Required:

- Earned doctorate from an accredited institution; other terminal degree may be considered.
- Significant senior-level administrative/leadership experience in higher education, preferably within a community college.
- Demonstrated expertise in fiscal management, fundraising, accreditation, governance and institutional operations.
- Proven leadership marked by integrity, transparency, collaboration and sound judgment.
- Strong experience in government relations, external engagement and community partnership development.
- Excellent communication skills and leadership style that inspires confidence and trust among all stakeholder and constituent groups.
- Demonstrated commitment to student success, cultural competency and community college mission.

## Preferred:

- Faculty experience in higher education, preferably at a community college.
- Experience working in a unionized environment.
- Proven ability to lead through change in political and policy climates.
- Experience with advocacy, navigating state and federal higher education policy shifts.

## Desired Competencies and Leadership Traits:

- Strategic thinker with the ability to execute
- Strong communicator and relationship-builder
- Politically astute and community engaged
- Data-informed decision-maker
- Transparent, collaborative and inclusive leadership style
- Crisis leadership and change management experience
- Fosters an inclusive campus culture and community
- Leads shared governance effectively
- Demonstrates institutional vision aligned to mission
- Models integrity, transparency and collaboration



## RH PERRY & ASSOCIATES

SEARCH COUNSEL TO HIGHER EDUCATION

# Application Procedures

**Completed applications are due by August 4, 2026.** To ensure full consideration, you will be required to submit: 1) a current résumé or curriculum vitae; 2) a cover letter addressing the position; and 3) the contact information for three professional references (a current or former supervisor, a current or former direct report, and a professional colleague). Please submit your application securely through the **RH Perry Application Portal**.

## For further information, please contact:

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## RH Perry Policy

RH Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without their consent.

## Anne Arundel Community College Policy

The College prohibits all types of discrimination including, but not limited to, race – including hair texture and hairstyle – color, religion or creed, ancestry or national origin, sex, age, marital status, disability, sexual orientation, gender expression, gender identity, veteran or military status, citizenship, and genetic information (including family medical history), pregnancy or related conditions, and any other protected characteristic under applicable local, state, or federal law, including protections for those opposing discrimination or participating in any Discrimination, Retaliation or Discriminatory Harassment grievance process within the College, with the Equal Employment Opportunity Commission, and/or other human/civil rights agency.

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