

RH PERRY & ASSOCIATES

SEARCH COUNSEL TO HIGHER EDUCATION



Macomb
Community College

EXECUTIVE SEARCH PROFILE

PRESIDENT

Contents



PAGE

3 The Opportunity

4 About Macomb Community College

7 Vision, Mission, Values & Strategic Plan

8 Educational Programming

9 Accreditation

10 Students

11 Macomb County

12 Points of Distinction

13 Key Indicators

15 The Position

16 Challenges & Opportunities

18 Presidential Qualifications

19 Application Procedures

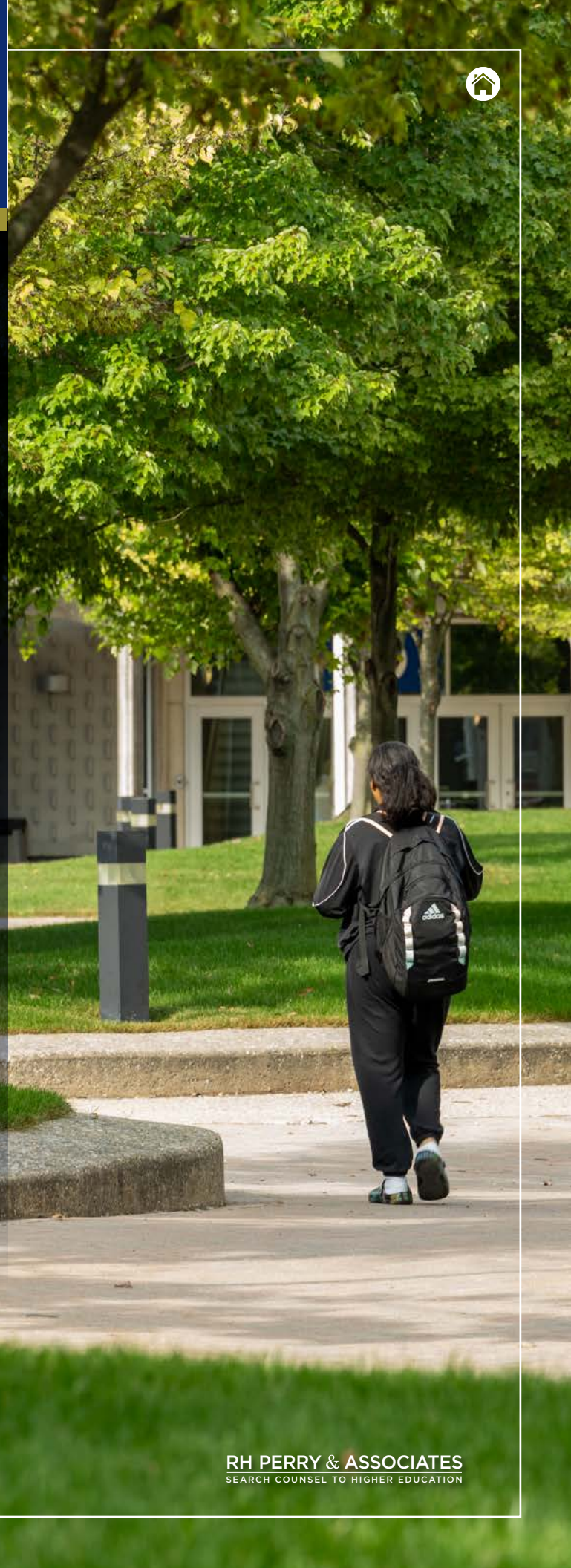


The Opportunity

The Board of Trustees of Macomb Community College invites confidential applications and nominations for the seventh president of the College. The current president, James O. Sawyer IV, will retire at the end of the current fiscal year, June 30, 2026. The successful candidate will build upon the accomplishments the College has made under the institution's current leadership and through the outcomes of its 2025 Strategic Plan. The College's ongoing strategic plan process will continue to guide and unite the entire Macomb Community College organization through shared goals in support of its Mission Statement.

The next President will lead a vibrant institution to greater heights as it continues to provide innovative quality educational programs and services to residents of Macomb County, the Detroit region and the state of Michigan.

As the largest community college in Michigan, this is an excellent opportunity for an experienced and seasoned leader with a true passion for the mission of community colleges to lead a team of talented faculty, staff and administrators, joining a team of committed high-performing colleagues. As such, the next President must be a dynamic, collaborative, successful and highly visible leader who can communicate an institutional vision to both internal and external constituents, motivate and support employees with implementation of that vision, build external support, and move the institution forward to achieve strategic goals.



About Macomb Community College



Established in September 1954 with 84 students meeting in borrowed high school classrooms, today Macomb Community College is an accredited, two-year, comprehensive, community college with a campus and a Michigan Technical Education Center in Warren, and another campus along with a Public Service Institute in Clinton Township.

Key milestones in Macomb's institutional history include:

- 1954:** Classes begin at Lincoln High School, in Warren (17 courses, 84 students)
- 1962:** Macomb County voters approve establishing the Community College District of Macomb County
- 1965:** South Campus opens
- 1968:** Center Campus opens
- 1971:** Macomb begins law enforcement and police training
- 1975:** Health and Physical Education Building opens at South Campus (renovated and renamed in 1999 to the Sports & Expo Center; currently under renovation and will reopen mid 2026)
- 1982:** Macomb Center for the Performing Arts opens
- 1991:** University Center (UC) opens
- 1997:** East Campus opens (now houses Public Service Institute)
- 2002:** Michigan Technical Education Center (M-TEC) opens
- 2006:** Lorenzo Cultural Center opens
- 2008:** Macomb Multicultural International Initiatives (MMII) established
- 2009:** Michigan State University College of Osteopathic Medicine (doctoral program) opens at the UC
- 2010:** Early College of Macomb debuts
- 2010:** Center for Advanced Automotive Technology (CAAT) established
- 2014:** Society of Active Retirees (SOAR) established (rebranded to Macomb Organization for Retiree Enrichment (MORE) in 2021)
- 2015:** Reading and Writing Studios open (now called Academic Success Centers)
- 2018:** Strategic Plan 2025 initiative launches
- 2019:** Designated a National Center for Academic Excellence in Cyber Defense Two-Year Education by the National Security Agency and the Department of Homeland Security
- 2021:** Dental Science Building opens with new Dental Assisting program
- 2022:** New Dental Hygiene program accredited
- 2023:** Skilled Trades and Advanced Technology Center reopens after a nearly \$45 million renovation, creating 130,000-square-foot state-of-the-art facility
- 2024:** Maritime Skilled Trades Center in Macomb M-TEC opens as part of a \$15.4 Navy investment in the college to support accelerated training programs

About Macomb Community College



Macomb Community College is governed by an elected seven-member Board of Trustees who work together with the administration to carry out the college's educational Vision, Mission, Values and Strategic Plan.

The College has a President's Council, nine collective bargaining units, an institutional Curriculum Committee and a monthly Administrative Briefing. The institution does not have a formal College Council or Student Government Association.

The College attracts a diverse student body that includes high school students in the early college and dual enrollment programs, recent high school graduates, working adults and displaced workers, veterans, traditionally underrepresented minorities, English language learners, international students, student-parents, students with disabilities, low-income students and first-generation college students, as well as students with a postsecondary credential preparing for new careers.

Macomb Community College currently employs 1615 talented, dedicated and committed staff and faculty: 506 full-time staff, 296 part-time staff, 217 full-time faculty and 596 part-time faculty. Most employees are represented by one of nine collective bargaining units.

Macomb Community College provides a broad array of student programs and services that supports the academic enterprise, fosters student growth and prepares students for success. The College understands the value of co-curricular activities in higher education. Studies show that students who participate in such activities on campus experience higher graduation rates.

Macomb Community College is a community convener, serving as a connector for outside organizations to discuss issues important to the county and the region. In addition, the College is the largest provider of cultural programming for Macomb County. With ticket sales revenue topping \$1 million annually, the Macomb Center for the Performing Arts on its Center Campus engages the community in a diverse range of cultural and arts experiences. and inspires and encourages artistic expression through education, performance and volunteer opportunities, as well as providing a venue for community-based arts organizations. It is adjacent to the College's Lorenzo Cultural Center, which offers free, interactive learning experiences for all ages, creating opportunities to explore the influences and experiences that shape the community's heritage. Macomb Community College's cultural programming reaches more than 100,000 individuals annually.

About Macomb Community College



The Macomb Community College Foundation

The Macomb Community College Foundation is a 501(c)(3) organization that engages friends of the College to enhance its impact in transforming lives and communities. The Foundation offers tailored opportunities for passionate individuals, foundations and corporations to invest in the work of the College and in the success of Macomb Community College's students. The Foundation's Board is comprised of the President of the College as Chair, the Board of Trustees Chairperson as vice chair along with a treasurer and secretary who are members of the college's senior leadership. Additionally, the Foundation has eight Community Directors.

The Foundation will be wrapping up the College's current comprehensive campaign, *Transforming Tomorrows*, on June 30, 2026. Focused on supporting academic and workforce development, student access and success, arts and culture, and technology and innovation, the campaign surpassed its \$15 million goal in April 2025. Key outcomes from the campaign include funding of a K-12 office significantly enhancing relationships and opportunities, growth of endowed scholarships that fully supports part-time and returning students, and a greatest needs fund to address critical resource gaps.

Facilities

Macomb Community College has three campuses, which include 43 buildings spread over 400 acres, plus a Michigan Technical Education Center (M-TEC). South Campus and the M-TEC building are in Warren, the third largest city in Michigan. Both Center and East campuses are in Clinton Township, with East Campus housing the Public Service Institute, providing training for police, fire and emergency medical services.

The College's facilities are the result of a shared commitment and steady investments by Macomb County and the state of Michigan. The College continues to invest in technology, providing high-tech computer labs, modern equipment to facilitate collaboration, wireless access and charging stations throughout campus and much more, all designed to provide students with the services they need to succeed both in college and in their future careers. The College's University Center, which is located on Center Campus, hosts 10 colleges and universities that provide bachelor-degree completion programs and advanced degrees, including a Doctor of Osteopathic Medicine through Michigan State University.

Vision, Mission, Values and Strategic Plan



Vision

Macomb Community College will be a leader in higher education, improving society through innovative learning experiences that create pathways for personal advancement and drive economic vitality.



Mission

Transform lives and communities through the power of education, enrichment and economic development.

Values

Macomb Community College embraces six key values which drive personal and professional behaviors for its broader community of learners. They include:

- 1. Accountability** – We take personal and collective responsibility for our actions in order to provide excellent services and experiences.
- 2. Collaboration** – We rely on partnerships with students, employees and the community to achieve our common goals.
- 3. Inclusion** – We embrace diversity and individuals' experiences to create a sense of belonging and empowerment for all students and employees.
- 4. Innovation** – We foster creativity and agility to succeed in a constantly changing environment.
- 5. Integrity** – We demonstrate high levels of professionalism, honesty and ethical behavior throughout the institution.
- 6. Respect** – We value all people and treat everyone with dignity.

Strategic Goals

The current institutional strategic plan consists of five overarching goals. They include:

- 1. Success & Equity** – Promote the success of all students through academic experiences and credential attainment that supports educational and economic mobility.
- 2. Student Experience** – Foster a student-centered journey through inclusive support, accessible systems, and holistic services that drive student success and well-being.
- 3. Organizational Effectiveness** – Strengthen organizational effectiveness through the efficient use of institutional resources.
- 4. Employee Engagement** – Cultivate a mission-driven workforce focused on organizational values through strategic talent acquisition, continuous learning, development, and employee well-being.
- 5. Awareness & Value** – Strengthen community awareness of Macomb Community College's impact as a leading resource for education, enrichment and economic development.

Educational Programs



Macomb Community College offers more than 150 degree programs and certificates for learners at all levels to reach their educational goals.

The academic divisions are:

- Arts and Sciences
- Business, Information Technology and Culinary
- Engineering and Advanced Technology
- Health and Public Services

Macomb Community College offers five degrees:

- Associate of Arts (AA)
- Associate of Science (AS)
- Associate of Applied Science (AAS)
- Associate of Business Administration (ABA)
- Associate of General Studies (AGS)

Macomb Community College is also authorized to offer online degree programs (hybrid and online) to address the varying needs of its students using the Canvas Learning Management System. According to recent IPEDS data, 36% of the student body is enrolled exclusively in online courses; 30% are enrolled

in some, but not all online courses. Thirty-four percent of the student body is not enrolled in any online courses.

The Business, Information Technology and Culinary; Engineering and Advanced Technology; and Health and Public Services divisions offer nearly 40 workforce and continuing education programs. These short-term programs, which vary from five weeks to a few months, are designed as direct pathways to in-demand jobs and are not scheduled within a traditional college semester.

The academic enterprise is strengthened by a comprehensive network of academic and student support services designed to foster student growth, well-being and success in a safe and nurturing environment. These supports include counseling and academic advising, accessibility support, comprehensive first year experience, and assistance with financial aid and registration for a smooth transition to college. Equitable learning is promoted through tutoring, libraries, academic success centers and computer labs, while wellness programs, crisis counseling, food pantries and veterans' resources support the whole student. Career development spans career counseling and services, student employment, internships and apprenticeships, and is complemented by campus bookstores, grab-and-go food options, and study abroad programs that broaden global perspectives.

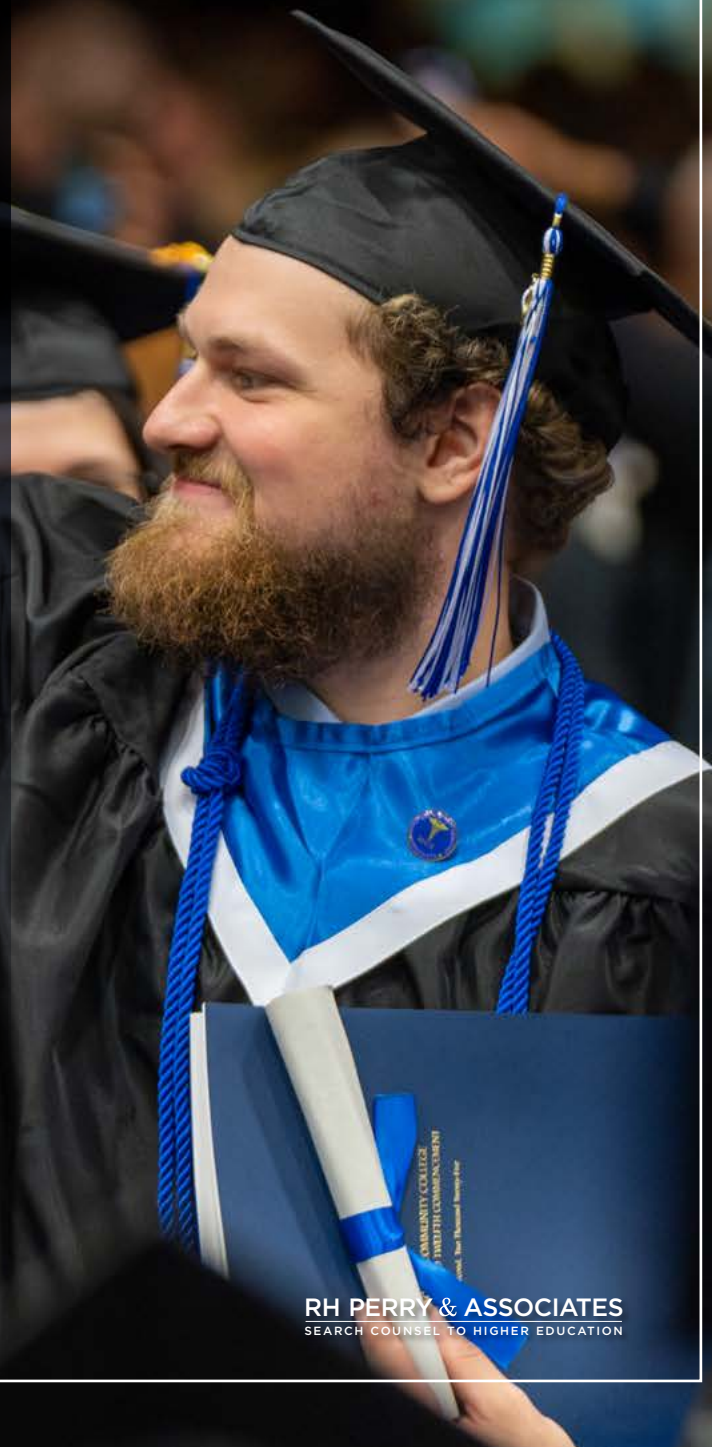


Accreditation

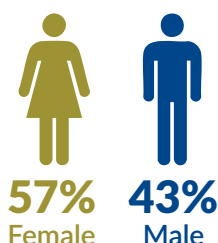
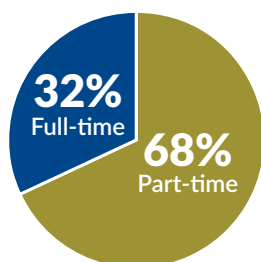
Macomb Community College is regionally accredited by The Higher Learning Commission, an institutional accreditation agency that accredits degree-granting colleges and universities based in the United States. Macomb Community College's most recent reaffirmation of accreditation was in 2016-2017. The next cycle will occur in 2026-27.

The college's programmatic accreditations include:

- Dental Hygiene - Commission on Dental Accreditation of the American Dental Association
- Medical Assistant - Commission on Accreditation of Allied Health Programs
- Nursing - Accreditation Commission for Education in Nursing
- Occupational Therapy - American Occupational Therapy Association
- Paralegal program - American Bar Association
- Paramedic - Commission on Accreditation of Allied Health Education Programs
- Physical Therapist Assistant - Commission on Accreditation in Physical Therapy Education
- Respiratory Therapy - Commission on Accreditation for Respiratory Care
- Surgical Technology - Commission on Accreditation of Allied Health Education Programs
- Veterinary Technician - American Veterinary Medical Association and American Animal Hospital Association

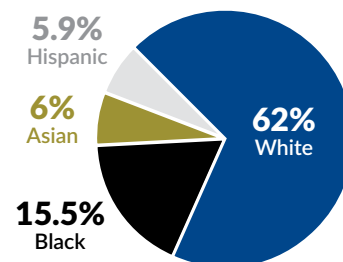


Students



2,230
Degrees

455
Undergraduate
Certificates
in 2024/25



Each time a student enters the college's classrooms, laboratories, studios, libraries, counseling offices and student centers, Macomb Community College promises to its students that they will:

- **Discover** their interests and talents and how to transform them into a rewarding career or enriching pastime.
- **Connect** with other students who share their curiosity, faculty and staff who care about students' success; and
- **Advance** students' skill, knowledge, and confidence as they pursue their dreams and prepare to achieve their full potential.

Most Macomb Community College students are county residents. Sixty-eight percent attend part time and are between the ages of 18 and 24. According to its most recent IPEDS Report, Macomb Community College enrolled 16,300 students in Fall 2024 and has a student-to-faculty ratio of 24:1. Of the student body, 32% are enrolled full time and 68% part time. First to second year retention of full-time students is 61%, while part-time student retention is 56%. The three-year graduation rate is 18%, and the transfer-out rate is 33%.

In the 2024-25 academic year, Macomb Community College conferred 2,230 degrees and 455 undergraduate (UG) certificates for a total of 2,685 UG credentials. Additionally, it conferred 238 workforce (noncredit) certificates, for a total count of 2,923 (UG and NC) credentials.

The student body is racially diverse: 62% White, 15.5% Black, 6% Asian and 5.9% Hispanic. Fifty-seven percent are female, and 43% are male. Sixty-eight percent of the student body is under 24 years of age. Forty-three percent of Macomb Community College's students receive financial aid, with 34% of them Pell eligible, and 9% receiving federal loans.

Macomb Community College is also home to one of the state's largest early college programs. Offered in partnership with the Macomb Intermediate School District, the Early College of Macomb is a three-year, county-wide program for high school students who want to get a jump-start on their college education. They participate in an integrated sequence of high school and college courses during their junior and senior years, with the third year completely devoted to college coursework. There is no out-of-pocket expense for books, fees or tuition. Attendance has grown from 53 students in 2010 to 585 students in 2025-26. Macomb also has more than 1,300 high school students taking courses at the college through dual enrollment.



Macomb County



Macomb County is on the eastern shore of Michigan. Its seat of government is Mount Clemens, and its largest community is Warren. As of the 2020 census, the county had a population of 881,217, making it the third-most populous county in the state, behind neighboring Wayne and Oakland counties. Macomb County has 27 cities, townships and villages, including three of the ten most-populous municipalities in Michigan.

Macomb County's leading industries are automotive, aerospace and defense. The county has the highest concentration of engineering workforce in the nation, with facilities from three major automakers in Macomb County. On the other end of the spectrum, Macomb County is ranked in the top 5% of counties nationwide in the dollar amount of products sold for nursery, greenhouse, floriculture and sod products.

According to the U.S. Census Bureau, the county has a total area of 571 square miles, of which 479 square miles is land and 92 square miles (16%) is water. The county's southeastern border with Canada is located across Lake St. Clair. Southern Macomb County is characterized by a mix of densely populated suburban and urban areas, while the northern part is more rural and agricultural.



Macomb County is home to more than 130 parks covering 12,000 acres managed by the state, regional, county and local governments. There are four major public parks in the county including Freedom Hill County Park, Macomb Orchard Trail, Lake St. Clair Metropark, and Stony Creek Metropark. The county also has 31 miles of shoreline and over 100 marinas.

Points of Distinction



- Macomb Community College is the **largest community college in the state of Michigan** with a mission to “**transform lives and communities through the power of education, enrichment and economic development**”.
- The financial health of Macomb Community College is strong, boasting a **nearly \$40M endowment**.
- Macomb Community College is a forward-looking, top-tier community college in Michigan, offering **more than 150 degree programs and certificates** along with **nearly 40 noncredit, workforce programs** to help learners at all levels to reach their educational goals.
- Macomb Community College is committed to removing financial barriers to college, providing opportunities for **tuition-free attendance** that goes beyond recent high school graduates who are covered by the **Michigan Community College Guarantee**.
- Macomb Community College provides a breadth of cultural enrichment opportunities to **more than 100,000 individuals annually** with programming that supplements education objectives, spans generations and enriches community life through the **Macomb Center for the Performing Arts, Lorenzo Cultural Center and Macomb Organization for Retiree Enrichment**.
- Macomb Community College, known for developing a deep talent pool to support sustaining and growing local industry while creating opportunities for residents to prepare **well-paying, in-demand jobs**, was the Navy’s choice for establishing a **maritime skilled trades training center in Michigan**, resulting in a **\$15.4 million investment** in the College.





Key Indicators

	Investment in Plant, less depreciation:	\$202,634,715
	Plant Replacement Insured Value:	\$799,494,700
	Cost of Operating Physical Plant:	\$18,609,014
	Deferred Maintenance (5 Yr DMB):	\$60,198,094
	Endowment/Foundation:	\$39,809,798
	Total Operating Budget:	\$164,598,430
	Percentage of Revenue Mix:	Tuition/Fees: 34% Local: 34% State: 26% Other: 6%
	Operating Budget per FTE*:	\$14,842
	<u>Grant Awards - Administered in 24-25</u>	
	Federal	\$ 32,974,583
	State	\$ 4,563,916
	Private	\$ 5,034,560
	All:	\$ 42,573,059
	<u>Current Tuition and Fees per billable contact hour</u>	
	In-district tuition rate	\$ 113
	In-state tuition rate	\$ 212
	Out-of-state tuition rate	\$ 270
	FTE Student Enrollment - Fall 2024	11,003
	Total Headcount:	31,263
	% In Developmental Programs	0%
	% in Career & Technical Programs:	32.9%
	Non-Credit Enrollment:	29.4%
	Student Demographics:	Asian: 6.2% Black: 15.5 % Hispanic: 5.9% Native American: .5% Non-Resident/Alien: 1.7% Pacific Islander: .1% Two or more: 3.9% Unknown: 4.1% White: 62.1%
	High School Dual-Enrollment/Early College	7.6%
	First Year Retention Rate:	61% first-time, full-time / 56% first-time, part-time
	Total Number of Degrees Awarded in 2024-2025:	2,685
	Number of Students Transferring to 4-year Institutions Annually:	2,483
	Source: Center for Educational Performance and Information (CEPI), mischooldata.org. IPEDS does not include total annual transfers in its reports.	

* Assume FTE is for student count. FTE = FYES for state reporting

FYES from 23-24 CEPI CC Data Inventory: 11,090

FYES = fiscal year equated student or total credit hours divided by 30 credit hours for academic year



Key Indicators

	Faculty (Fall 2025)	
	Full Time Teaching Faculty:	189
	Full Time Counselors, Advisors and Librarians:	28
	Part time/adjunct faculty:	596
	Percentage of diverse faculty:	9.8% FT / 12.7% PT
	Average Full Time Faculty Salary:	\$105,491.68
	Starting Full Time Faculty Salary:	\$67,613.77
	Student/Faculty Ratio:	24:1
	Library Collection:	
	Library Volumes:	1,247,766
	Percent of Electronic Volumes:	80%
	Intercollegiate Sports Total	9
	Men's Programs:	4 (Baseball, basketball, cross country, track & field)
	Women's Programs:	5 (Softball, basketball, cross country, track & field, volleyball)
	Unions: Faculty, Staff, Administration, etc.	With the exception of President's Council and select non-bargaining unit and non-affiliated employees, all employees belong to one of the college's nine bargaining units:
		Macomb Community College Faculty Organization
		Association of Adjunct Faculty of Macomb Community College
		Macomb County Community College
		Operational Personnel Association
		AFSCME 128 - Supervisors and Technical Employees
		AFSCME Local 2172.15 - Administrative Support Personnel
		AFSMCE Local 2172.16 - AFL-CIO Part Time Support Staff
		Police Officers Labor Council
		Police Officers Labor Council - Command Officers
		UAW 2411 - Macomb College Association of
		Administrative Personnel
	Outsourced Functional Areas	Bookstore, Food Service, Custodial
	Board of Trustees	Katherine Lorenzo, Chairperson
	Total: 7 elected Trustees	Shelley Vitale, Vice Chairperson
		Roseanne DiMaria, Treasurer
		Kristi Dean, Secretary
		Frank Cusumano, Trustee
		Joan Flynn, Trustee
		Vincent Viviano, Trustee

****Notes:** IPEDS was used for all IR indicators above, except those that IPEDS does not collect. Indicators not collected in IPEDS include: Percent Developmental Program Enrollment, Percent in Career & Technical Education and Percent of Non-credit Enrollment. Total headcount includes UG headcount 2024-25 of 23,613 plus NC headcount FY2025 of 9,187, then unduplicated.



The Position

The President of Macomb Community College, reporting to the Board of Trustees, serves as the Chief Executive Officer of the College and oversees the daily administration and operation of the College. The President is responsible for supporting the philosophical tenets reflected in the institution's vision statement, mission statement, strategic goals and values. The President of the College advances the college's strategic agenda by providing a strategic focus for every aspect of the operation of the institution.

These tenets include open access, academic excellence in teaching and learning, student success, program delivery and expansion to meet the needs of the region, accountability, shared governance and collaboration, respect and integrity, organizational capacity, lifelong learning, enrollment management, financial responsibility, continuous improvement, and community collaboration and partnership.

The President is expected to be a highly visible and engaging leader with a future-focused vision. Being able to inspire others using high-level communication and interpersonal skills, he/she should exemplify authenticity and empathy.

The President should have the ability to manage change and move initiatives forward. Therefore he/she should demonstrate an understanding of the complexity of a large, multi-campus college that serves diverse populations and be able to balance the interests and changing student/community needs with the internal needs of the institution.

The President should be aware of the talents and resources available both inside and outside of the institution.



Challenges & Opportunities



- Macomb Community College, like other community colleges across the country, has experienced a decline in enrollment, and, given the demographics, may continue to see additional fluctuations as the number of high school graduates declines. Developing strategies and initiatives to mitigate declining enrollments while simultaneously maintaining and ensuring the financial health and stability of the College will be a major priority for the next President.
- Sixty percent of Macomb County residents have attended college but have not completed a degree or certificate in higher education. As enrollment from high school graduates begins to decrease, Macomb Community College can continue to expand engagement with non-traditional completers while mining untapped student populations.
- Macomb Community College has developed various programs and initiatives to support its students in achieving their educational, career and personal aspirations. The incoming President is expected to be deeply committed to fostering student success by ensuring access to comprehensive support services and helping students follow clear pathways toward timely completion of degrees or certificates, successful transfer or progress within the workforce.
- The next President is expected to have significant financial acumen and experience advocating for resources and balancing funding allocations. They will also build on the college's reputation of business and industry partnerships, K-12 and government partnerships in response to student and community needs.
- Macomb Community College has almost finished conducting a study of space utilization for all campuses. Collaborating with the wider educational community, the next President will need to review the results and develop an action plan to present to the Board of Trustees.
- With an understanding of Macomb County's changing demographics—such as age, gender, race, ethnicity, education and income, the next President will work to maintain an atmosphere that is open, inviting, supportive, nondiscriminatory and conducive to the success of all students.
- The next President is expected to keep a highly visible and engaging presence in the county to acquire a thorough understanding of how Macomb Community College can best serve them.
- Macomb Community College fosters an open and inviting environment where people of all races, ethnicities, sexual orientations and lifestyles should feel welcomed and supported. The next President is expected to continue and expand Macomb Community College's ongoing commitment to an open, inviting environment where people of all races, ethnicities, religions and lifestyles feel welcome, are supported and can reach their fullest potential.
- Macomb Community College's faculty and staff are dedicated to meeting the needs of students and the communities the College serves. Faculty and staff offer a wealth of knowledge and expertise. The next President is expected to collaborate with faculty and staff, drawing on their expertise and knowledge in deciding the best path forward to meet the diverse needs of students and the local region.

Challenges & Opportunities



- Macomb Community College has an outstanding reputation in the area and tremendous support from leaders in education, government, business and industry, and nonprofit organizations. The next President is expected to build on the College's existing support and the strong reputation of Macomb Community College in the region to expand strategic partnerships and coalitions that will assist the College in strengthening its programs and services, and identifying and securing additional sources of revenue while providing employment avenues for students.
- Changing labor market trends require a continuing focus on curricula and programs. The next President is expected to strengthen Macomb Community College's position as an economic driver in the region through the expansion of workforce initiatives, brokering mutually beneficial partnerships and coalitions with public and private sector interests. Such connections will prove beneficial as the College seeks to keep its programs in alignment with changing workforce demands.
- A large majority of employees belong to one of nine Collective Bargaining Units. The next round of negotiations for these groups will be in 2028 or 2029. The only contracts that will be negotiated in the near term are faculty and adjunct faculty. The President is expected to welcome the opportunity to work collaboratively within a unionized environment and benefit from listening to the voices of faculty and staff throughout the College.
- Macomb Community College has a strong strategic planning culture. The College's current strategic plan was developed with institution-wide input and candor and is a source of pride of the greater College community. The next President will have the opportunity to work with the Board of Trustees and the College community to assess the outcomes of the existing plan, and lead the institution during its next planning cycle as it seeks to strengthen and expand its programs and services, increase enrollments and explore new revenue streams, and invest in its employee base and infrastructure.
- The next President is expected to ensure the engagement of employees, and review staffing levels to determine the optimal system to meet the needs of students, faculty and staff and the diverse communities that Macomb Community College serves. This is especially significant given the generational changes in staffing at the College and the potential loss of senior people as they reach retirement. In addition, succession planning will be necessary to build strong institutional leadership for the future.
- College campuses today are microcosms of society. The President will collaborate with its public safety leadership to be proactive by supporting a higher safety threshold that balances safety with an open and inviting campus.
- Macomb Community College, like many large complex institutions, has departments and individuals that at times function in isolation from each other, creating silos. The next President will explore and address any gaps in communication, differences in the application of policy and determine proper levels of decision-making throughout the organization.

Presidential Qualifications



- An appropriate terminal degree from a regionally accredited institution or its equivalency in work or professional experience.
- Significant and progressive administrative and leadership experience in higher education, preferably at a community college.
- Higher education teaching experience is preferred, especially at a community college.
- Demonstrated thorough understanding of and a commitment to the mission of a comprehensive community college.
- Possess the financial acumen to address budget realities in the changing higher education and funding landscape.
- Demonstrate a sensitivity to diverse learning styles and needs of students and a passion for creating an environment in which all students can experience success.
- Experience in the development and implementation of a long-range institutional strategic planning process.
- Experience and success in the execution of a capital campaign and other assorted strategies in development, fundraising, and friend raising.
- Understand the changing role and significance of technology in the delivery of education and services for students, and how Artificial Intelligence can affect teaching and learning and operations.
- Demonstrated ability to establish and maintain a positive and collaborative relationship with the nine collective bargaining units of the institution; leadership experience in a union environment strongly preferred.
- Demonstrated belief in the value of shared governance and success in working within a shared governance environment.
- A record of welcoming diverse opinions to inspire and empower others to engage in a strategic and comprehensive student success agenda using evidence to guide decision making.
- Demonstrated in-depth knowledge of workforce and economic development and an understanding of the integral role of the College as an economic driver for the region to meet area workforce needs and to ensure students have access to employment within local business and industry.
- Demonstrated understanding of the values of peer review and self-improvement within the constructs of regional and programmatic accreditation.
- Ability to advocate successfully on behalf of the College with public, private and governmental entities and leaders; demonstrate the skills and expertise to raise funds from individuals as well as public and private sources.



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Application Procedures

Completed applications are due by January 9, 2026. To ensure full consideration, applicants will be required to submit: 1) a current resume or CV; 2) a cover letter addressing the position; and 3) one letter of recommendation from a professional reference. All application materials submitted in response to this presidential vacancy shall be considered confidential upon request of the applicant. Please note that the identity of finalists for this position will be made public.

Submit your application securely through our website by clicking [here](#).

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.

Macomb Community College Equal Opportunity

Macomb Community College ("the College") is an equal opportunity institution. The College prohibits discrimination in any College program or activity, including but not limited to employment, admissions, grading and facilities use, based on race, color, sex, age, religion, national origin, ancestry, height, weight, sexual orientation, pregnancy, disability, genetic information, familial status, marital status, military or veteran status, gender identification or expression, or any other status or characteristic protected by applicable law.

macomb.edu