

**RH PERRY & ASSOCIATES**  
SEARCH COUNSEL TO HIGHER EDUCATION



**Monroe Community College**  
STATE UNIVERSITY OF NEW YORK

# Monroe Community College

EXECUTIVE SEARCH PROFILE

**DEAN OF LIBERAL ARTS AND  
PROFESSIONAL STUDIES**

# Contents

PAGE

3	The Opportunity
4	The College
5	Vision, Mission, Core Values
6	Foundation
7	Accreditation
8	Location
9	Campuses
10	Leadership
11	The Position
12	Duties & Responsibilities
13	Qualifications
14	Opportunities & Challenges
15	Application Procedures





# Monroe Community College

STATE UNIVERSITY OF NEW YORK

## The Opportunity

Monroe Community College seeks an experienced academic leader for the Dean of Liberal Arts and Professional Studies. The successful candidate will possess an exemplary academic and administrative background and demonstrated ability to excel in a fast-paced, dynamic and complex community college that values educational access, academic integrity and excellence, inclusiveness, collaboration and stewardship. The new Dean will be committed to advancing the success of MCC's diverse student population and strengthening the College's impact on the Rochester community.





# The College

## Monroe Community College

STATE UNIVERSITY OF NEW YORK

### Overview

Monroe Community College (MCC) is in its sixth decade as a premier two-year college within the State University of New York (SUNY) system. Ranked among the top 3% of U.S. community colleges for most associate degrees awarded, innovation has always been at the heart of MCC and the constant driver in the College's evolution to meet the ever-changing needs of its students and the Rochester community.

The College has developed new and exciting degree programs, created unique educational and workforce initiatives, and built contemporary urban and suburban campus facilities to meet the needs of the community. Today, MCC offers more than 100 outstanding degree programs taught by award-winning faculty members at an affordable price. MCC is the proud recipient of 121 SUNY Chancellor's Awards for excellence in teaching, service, librarianship, scholarship and creative activities.

Recent significant advancements include continued enhancements to the Downtown Campus, which moved to its new location in the High Falls District and now features extensive green roofs capturing thousands of gallons of rainwater annually. Monroe Community College is a workforce development lead for the federal CHIPS and Science Act, a federal tech hub designation. The Governor of New York has also designated MCC as an "On-Ramp" - a hub for regional talent development, bringing training directly to businesses. This aligns with the new Finger Lakes Workforce Development Center, a 50,000 sq ft, \$11 million facility at the downtown campus.

In addition to preparing graduates to continue their education at four-year colleges and universities, MCC identifies, teaches, and trains quality employees in key career areas, which helps local businesses stay competitive and keeps our economy going strong. Each year, the MCC-educated workforce adds approximately \$510 million in income to Monroe County.

In 2019, SUNY selected MCC as an early partner in the SUNY Online initiative, a testament to the expertise of MCC faculty and the Virtual Campus team. This expertise and early experience positioned the College well to pivot quickly to a remote teaching and learning environment as a result of the COVID-19 pandemic. MCC is a leader in the implementation of the SUNY Guided Pathways initiative among community colleges— a statewide strategy focused on building capacity for community colleges to design and implement structured academic and career pathways at scale, for all students. MCC was chosen as one of the 10 "Champions of Reform" by the Aspen Institute's College Excellence Program and the only school in New York State) for their "Unlocking Opportunity" Community College 3.0 strategies. MCC is also a member of the [League for Innovation in the Community College](#). The League provides direction and leadership for experimentation and innovation in two-year colleges, and its members are recognized as among the best community colleges in the United States and Canada.

The College has also dedicated a new Veteran Services Office to provide support for active-duty service members, veterans and military families and has established a "Health and Wellness whole-person care model" by merging Health Services with Counseling and Disability Services. Student support has further expanded with initiatives like an enhanced Personal Librarian service for first-year students and the launch of an inaugural Black, Indigenous, and People of Color (BIPOC) Teacher Mentoring Program in collaboration with the Rochester City School District.

MCC is governed by a 10-member, government-appointed board of trustees, an administrative team led by President Dr. DeAnna Burt-Nanna, and our [shared governance](#) partners. Dr. Burt-Nanna, who officially began her term on May 10, 2021, was formally inaugurated as MCC's sixth President on September 22, 2022. Under her leadership, MCC has embarked on "[Vision2027](#)," a five-year strategic plan to enhance the College's relevance and address evolving challenges.



# Monroe Community College

STATE UNIVERSITY OF NEW YORK

## Vision

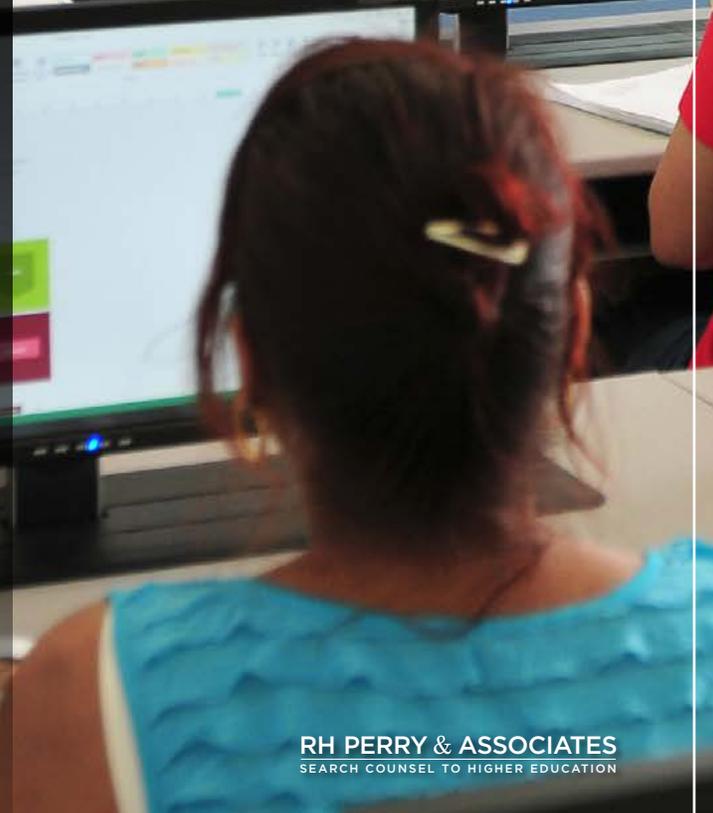
Monroe Community College champions equity, opportunity, innovation, and excellence while transforming students' lives and communities.

## Mission

Monroe Community College transforms lives and communities, fostering the success of diverse students through affordable and innovative academic, career, technical, and workforce development programs. Our shared work inspires and champions excellence in higher education and builds global engagement and understanding.

## Core Values

Monroe Community College values **community, inclusiveness, integrity, excellence, empowerment, and stewardship.**





# Monroe Community College

STATE UNIVERSITY OF NEW YORK

## Foundation

Private and corporate philanthropy through the [MCC Foundation](#) continues to empower MCC students to achieve their academic and career goals. For the 2023-2024 academic year, the Foundation provided a record of over 1,200 scholarships, totaling more than \$1.6 million, benefiting over 900 hardworking students. This includes the Wentworth Family Scholarship, which for the first time awarded 100 individual scholarships in 2024, now endowed to provide up to \$3,000 annually per recipient in perpetuity. Beyond scholarships, the Foundation also offers crucial support through programs like MCC Assist, which awarded \$74,600 in emergency grants to 350 students last year. Their impact is further amplified by key initiatives such as the Financial Career Aspirations Partnership with LVW Advisors and the establishment of new scholarships like the David L. Pogue Scholarship, honoring influential faculty, in addition to supporting vital areas like the Applied Technologies Center (ATC).





# Monroe Community College

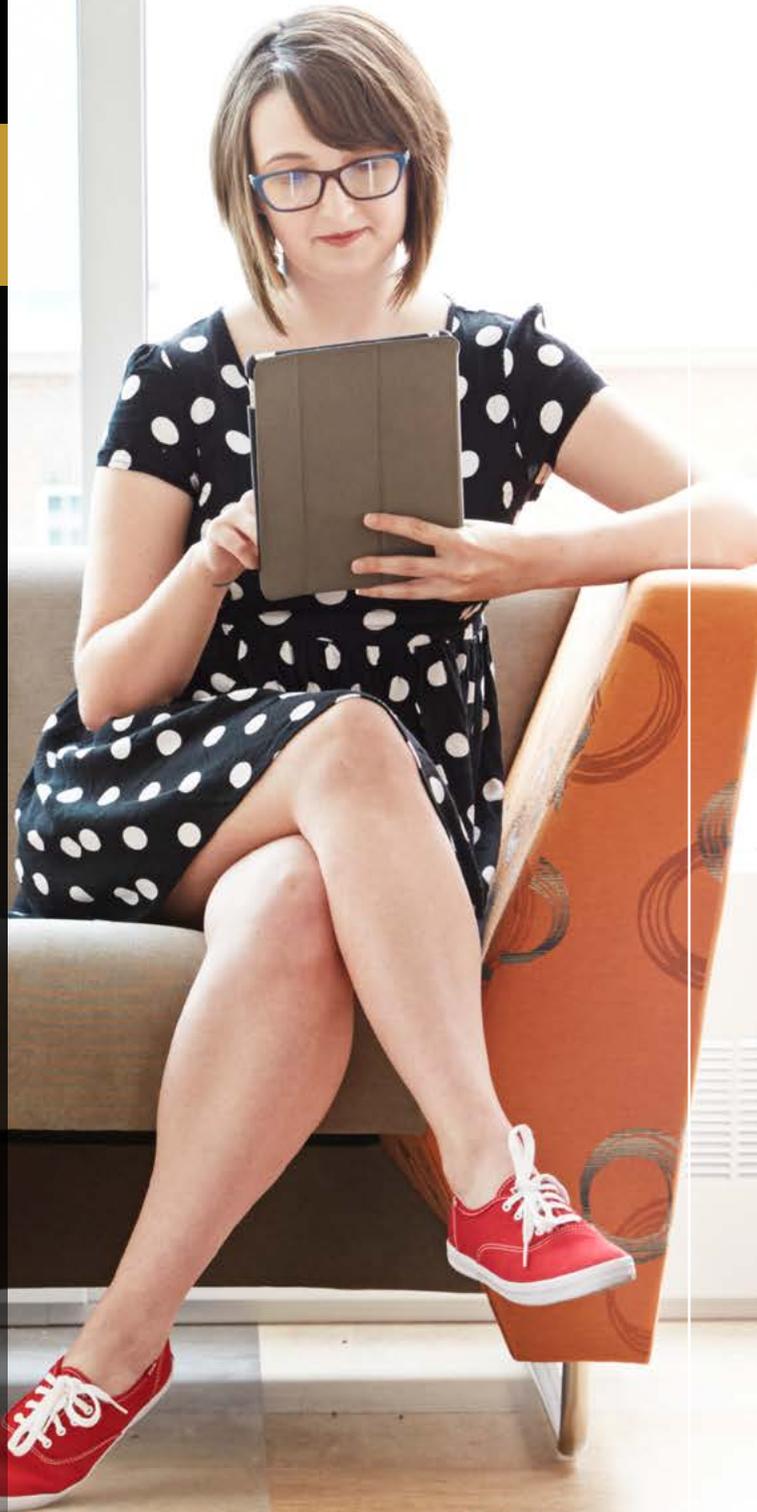
STATE UNIVERSITY OF NEW YORK



## Accreditation

MCC is accredited by the [Middle States Commission on Higher Education](#) and curricula are registered and approved by the [New York State Department of Education](#) and the [State University at New York \(SUNY\)](#) system. The College's accreditation status was reaffirmed in 2016 and its next self-study evaluation is due in academic year 2025-26.

Programmatic accreditations are maintained for the following A.A.S. and Certificate programs: Clinical Lab Technician, Dental Hygiene, Electrical Engineering Technology-Electronics, Health Information Technology/ Medical Records, Nursing, Paramedic, Paramedic Certificate; Radiologic Technology, and Surgical Technology.





# Location



Rochester, NY has a vibrant history as part of the Civil Rights movement. Susan B. Anthony was arrested and jailed for voting in the city. Frederick Douglass published his abolitionist paper North Star in an office on Main Street. Rochester began as a mill town known as the flour city and now is known as the flower city for its annual Lilac Festival in Highland Park. The Erie Canal flows through Rochester and the trails used for a mule named Sal are now paths for cyclists and runners.

Rochester has long been known for its innovative technology with Kodak, Bausch & Lomb and Xerox. Now it is a center for optics and optics research through local businesses and many colleges that are part of the area. The city is located on Lake Ontario, close to Niagara Falls, Canada and the Finger Lakes. The outdoor activities are numerous with hiking, boating, skiing, cycling, and skating nearby. There is also the delightful Seneca Park Zoo with giraffes.

There are many indoor activities like Strong National Museum of Play, George Eastman Museum, Rochester Museum and Science Center and Planetarium, and Memorial Art Gallery. Rochester is also a music center with the world-famous Eastman School of Music. There are 750 free concerts each year as well as numerous concerts by the Rochester Philharmonic Orchestra and the Rochester Pops. Each June, the city hosts a ten-day Jazz Festival in the East End of downtown.

Rochesterians love festivals, and there are a good many to choose from during the good weather. At the Park Avenue Festival and Corn Hill Festival, you can enjoy music, art, crafts,

and time to visit. In September, The Memorial Art Gallery hosts a Festival on the lawn at the Gallery, which features art plus local wines, and The Fringe Festival presents amazing performances.

Strong Memorial Hospital affiliated with the University of Rochester Medical Center and Rochester Regional Health are part of a health care system that delivers excellent health services to the area. Eastman Dental is a leader in dental care and research.

Rochester has long had affordable housing and activities that surprise visitors and engage the local community throughout the year.

# Campuses



## Brighton Campus

The Brighton campus, MCC's largest location, is situated in a vibrant suburb of Rochester, NY, spanning over 300 acres. Students can enjoy apartment-style housing overlooking a picturesque pond, with trails leading directly to the nearby Erie Canal. Demonstrating MCC's commitment to sustainability, several buildings on campus are LEED certified. The Brighton campus is a hub of activity, featuring the Mercer Art Gallery, a robotics lab, a Childcare Center, an indoor turf field, an Olympic-size diving pool, a greenhouse, a top-notch student-run restaurant, and an on-campus, state-of-the-art dental lab where students gain hands-on experience while serving the community. By Fall 2026, the Brighton campus will also be home to a brand new, nearly \$70 million Advanced Technology Center (ATC), moving its high-tech labs and classrooms here to provide expanded hands-on training in precision machining, automotive technologies, HVAC, diesel mechanics, and the College's pioneering Optics Systems Technology program. This new facility will also include an advanced solar lab.

## Downtown Campus

The Downtown Campus, opened in 2017 boasts seven floors of innovative classrooms and meeting spaces in the heart of Rochester's historic High Falls district, just a block away from the Genesee River and the majestic Upper Falls, a 96 foot waterfall. The campus is well connected to the community and the Brighton campus through MCC's partnership with the Regional Transit Services (RTS) buses. The entire campus is LEED certified and includes four eco-roofs. MCC's Economic and Workforce Development Center calls the Downtown campus its home. It is a hub for credit and non-credit labor market driven programming, including MCC Corporate College.

## Applied Technologies Center

MCC's Applied Technologies Center, a mile away from the Brighton Campus, offers hands-on training in precision machining, automotive technologies and HVAC technology in high-tech labs and classrooms. The center includes a Solar Thermal Auxiliary Resource (STAR) Lab. It was built by students for students – this 40-foot-high outdoor lab simulates an actual rooftop panel installation.

## Public Safety Training Facility

The Public Safety Training Facility allows students to receive an exceptional education in emergency response through training with all the latest equipment and technology, including burn building simulators, hazmat sprinkler labs, weapon ranges, diagnostic equipment and more. The facility is a regional emergency training complex for police, fire and emergency medical personnel located in Rochester, NY.

## Sydor Optics Advanced Technology Center

With an official opening scheduled for Fall 2026, the Sydor Optics Advanced Technology Center will replace the existing facility on West Henrietta Road, and more than double the size of the current space. It will enhance the College's curriculum with state-of-the-art resources and innovative learning opportunities designed to prepare graduates for a competitive job market and the needs of future industries. Students will train in simulated, real-world workplace environments while earning industry-recognized credentials in areas such as advanced manufacturing, automotive technology, and heating, ventilation, and air conditioning. It will also become the new home of MCC's Optics program. This two-year program—the first of its kind in the nation—trains technicians in optics and photonics and provides a direct pathway to employment for hundreds of students.

# Leadership



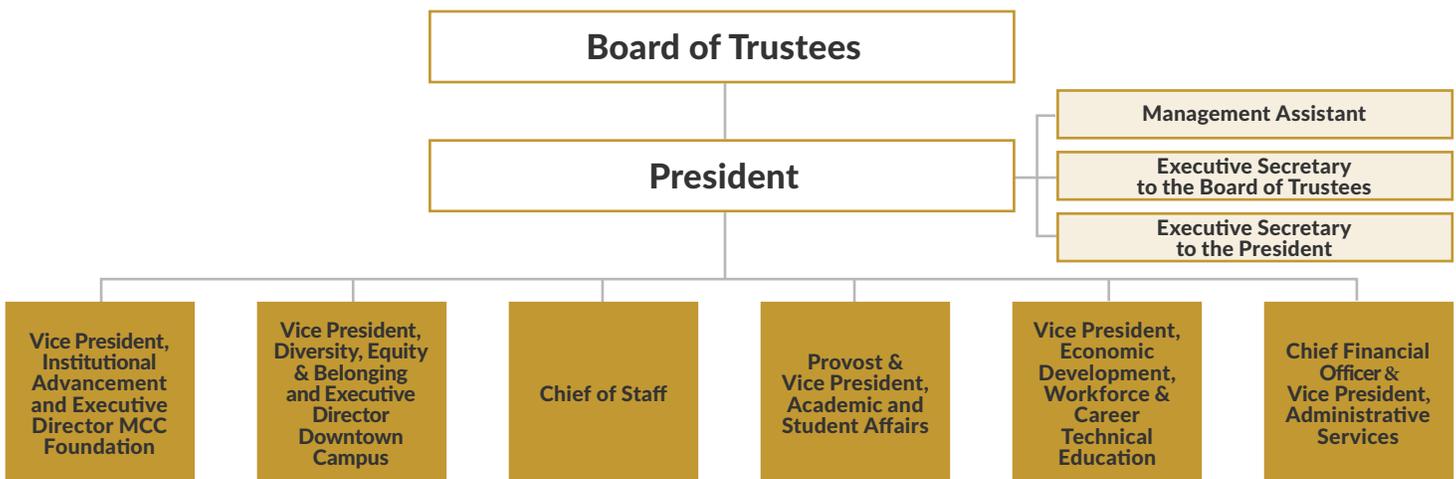
## President



**Dr. DeAnna R. Burt-Nanna** is the sixth president of Monroe Community College and began her term on May 10, 2021. She is a staunch advocate for diversity, equity and inclusion, educational access and attainment, philanthropy, and workforce development at local, state, and national levels.

Dr. Burt-Nanna brings more than three decades of professional experience in business, industry, and higher education, including serving in faculty and administrator roles at community colleges. Before joining Monroe Community College, she contributed to the success of educational institutions in

Michigan and Minnesota, including those that are two- and four-year, union and non-union, public and private, multi-campus and statewide systems. Her leadership has advanced strategic priorities in support of student success, operational efficiency, and organizational culture change. She has also held various positions in business and industry, including serving on several prominent boards and committees, both locally and nationally, including the American Association of Community Colleges Commission on Structured Pathways and Finger Lakes Regional Economic Development Council Co-Chair.





# The Position



Reporting to the Provost/Vice President of Academic & Student Affairs (ASA), Dr. Michael Jacobs, the Dean has general responsibility for the quality of courses, programs, activities, faculty, staff, and resources of the departments within the Schools of Arts & Humanities, Business & Entrepreneurial Studies, Community Engagement & Development, and Social Sciences & Global Studies; these include the Departments of Anthropology, History, Political Science & Sociology; Business Administration; Education & Human Services; English-Philosophy; Law & Criminal Justice; Psychology; Visual & Performing Arts; and World Languages & Cultures. The Dean is also responsible for the Liberal Arts Degree Programs and the Institute for the Humanities and serves as a leader to affirm liberal arts education as a foundation of professional preparation, articulating the value of these disciplines to constituents within and beyond the College.

As the leader of this academic unit, the Dean models and promotes collegiality and addresses departmental concerns,

interests, and objectives in the context of the needs of the College, students, and community. The Dean works closely with department chairpersons and other key faculty and staff stakeholders and serves as the primary liaison between faculty and administrative offices in an environment that values teamwork and innovative practices. The Dean promotes a focus on effective teaching and student learning, retention, and success within the academic departments and programs.

As a member of the Academic and Student Affairs Leadership Council (ASALC) at MCC, the Dean supports the College's overall mission, strategic plan, and goals. The Dean is an enthusiastic and informed ambassador for initiatives central to the College's commitment to excellence and innovation and embodies the principles of diversity, equity, and inclusion in fostering a sense of belonging and supporting a diverse body of students, faculty, and staff. The Dean works to sustain and enhance MCC's regional and national reputation as a leader among best practices colleges.

# Duties & Responsibilities



## Leadership & Collaboration

- Provides collaborative, team-based leadership by addressing departmental, school, divisional, and institutional concerns through regular meetings with faculty, staff, chairpersons, ASALC members, the Provost/Vice President ASA, and other College stakeholders, fostering a culture of equity, inclusion, and professional growth to support teaching, learning, and student success.
- Leads or supports College-wide projects and grant-funded initiatives, including identifying funding needs, collaborating on grant writing, engaging with donors alongside the MCC Foundation, and supervising funded projects to enhance departmental and institutional goals.
- Oversees the academic division's recruitment and hiring and provides guidance on orientation and the professional development of staff and faculty, consistent with College policies and procedures.
- Oversees faculty retention, tenure, promotion, and post-tenure review processes within the academic division.
- Ensures all personnel actions comply with collective bargaining agreements, collaborating with union representatives and Human Resources to address concerns while honoring contractual obligations and maintaining a positive working environment.
- Performs other duties as assigned by the Provost/Vice President, ASA.

## Academic Program & Curriculum Oversight

- Provides leadership and oversight for departmental plans relating to academic programs, curriculum, master schedule, and learning environments to ensure institutional effectiveness and efficiencies that maximize resources; balance competing demands; respond to students' needs; and meet all state, SUNY, and accreditation requirements and compliance frameworks.
- Guides/leads faculty and staff in assessing courses, programs, and pedagogies using a data-informed approach to improve student outcomes.

## Enrollment & Student Success

- Collaborates across divisions to develop and implement strategies that attract prospective students and enhance access to programs, ensuring alignment with institutional enrollment goals.
- Leads initiatives to promote equitable student success outcomes, addressing the needs of diverse and underrepresented populations.
- Utilizes program review and other data to assess student success trends, identify barriers to student success, and promote evidence-based interventions.
- Collaborates with community and industry partners to support post-completion success, including transfer and career pathways.

## Resource Management & Budget Oversight

- Develops and implements strategies for resource management and the optimal use of personnel, facilities, and technology to support student success and operational efficiency.
- Provides leadership in the preparation, management, and oversight of departmental budgets, ensuring compliance with institutional policies and fiscal responsibility by analyzing and advocating for the academic division's resource needs and allocations.
- Coordinates, reviews, and approves departments' strategic planning goals and budgets within the context of the College's mission and vision.

## Student Support and Advocacy

- Supports initiatives to connect students with appropriate campus resources and support services.
- Collaborates with faculty and staff to address concerns about student behavior, fostering a supportive environment while ensuring processes and practices align with College policies and promote student growth.
- Promotes a student-centered approach to problem resolution, emphasizing equity, respect, a sense of belonging, and a commitment to student success.

# Qualifications



## Required Qualifications:

- Earned master's degree from a regionally accredited institution in a field related to an MCC academic area under the supervision of the Dean.
- Five years' work experience in higher education, including at least three in an academic administrative or other leadership position
- At least 3 years of experience as an effective college instructor in one of the disciplines within the Dean's purview
- Understanding and appreciation of current, major issues and trends in post-secondary education
- Demonstrated experience with operations and project management within the academic environment
- Evidence of effective interpersonal communication, critical thinking, problem solving, team building, public speaking, and mediation skills
- Demonstrated leadership capabilities and commitment to continued professional growth
- Demonstrated understanding of curriculum development and assessment
- Commitment to supporting an inclusive campus environment and respect for/understanding of people with diverse backgrounds, abilities, and needs
- Evidence of commitment to the philosophy of a comprehensive community college

## Preferred Qualifications:

- Earned doctorate from a regionally accredited institution
- Community college administration or faculty experience desired, with five years of experience as an effective college instructor in one of the disciplines within the Dean's purview
- Experience with the accreditation process and with the standards-driven accredited programs within the academic unit
- Successful involvement in grant writing, administration, and/or implementation
- Experience working in a collective bargaining environment
- Bilingual and able to read, write, and speak Spanish, or other languages, proficiently



# Opportunities & Challenges



The next Dean of Liberal Arts and Professional Studies will lead the College's largest academic unit, working with an accomplished faculty deeply engaged in teaching, scholarship, and the ongoing improvement of academic programs. The Dean will play a key role in supporting faculty innovation, strengthening academic pathways, and advancing the division's contribution to the College's mission of student success and community engagement.

Monroe Community College is nationally recognized for its commitment to innovation and student success. As a member of the League for Innovation in the Community College and a participant in the Aspen Institute's initiative to improve student outcomes, the College continues to pursue strategies that strengthen retention, completion, and transfer pathways. The Dean will help advance these efforts by collaborating with faculty, staff, and college leadership to support high-quality academic programs and student-centered practices.

The College has experienced four consecutive years of enrollment growth, positioning MCC among the strongest performing institutions in the SUNY community college system. Recent investments in student success—including the expansion of professional advising and success coaching—allow faculty to focus more fully on teaching, curriculum, and program development.

The next Dean will join the College at a time of both opportunity and complexity. As with many institutions, MCC is balancing a strong commitment to innovation with the realities of a dynamic policy and regulatory environment. The Dean will help support faculty and staff as the College continues to advance strategic initiatives while maintaining a collaborative and inclusive culture that values thoughtful dialogue and shared governance.

**MCC Facts Book provides more information about Monroe Community College.**



# RH PERRY & ASSOCIATES

SEARCH COUNSEL TO HIGHER EDUCATION

## Application Procedures

Completed applications are due by **April 26, 2026**. To ensure full consideration, you will be required to submit: 1) a current resume or CV; 2) a cover letter addressing the position; and 3) the contact information for three professional references. Submit your application securely through our website [here](#).

The Dean of Liberal Arts and Professional Studies is a 12-month, non-contract position, with a salary range of **\$110,000 to \$117,000**. The following information describes the highly competitive benefits package.

- Eligible for annual salary increases pending BOT approval
- NYS Retirement System or Optional SUNY Retirement Program
- Voluntary Retirement Program Options: 100% employee-paid through payroll deduction: 403(b)(1) or 457 plan
- Comprehensive health and dental insurance through Excellus BCBS
- Flexible Spending Account (FSA): Medical and/or Dependent Care
- MCC Tuition Waiver benefit: Employees and eligible dependents may receive waiver for MCC State aid-able courses
- Tuition reimbursement benefit: Maximum individual award up to \$4,000/year
- Paid Vacation Leave: Accrue 2 days/month; paid out upon separation from service
- Vacation Buyback: May request payment for up to 5 accrued days in August each year
- Paid Sick Leave: Accrue 1 day/month; may carry up to 230 days
- Paid Parental or Adoption Leave: In addition to other paid time off, may receive up to 20 days paid parental leave for birth or adoption
- Paid Personal Leave: Granted up to 4 days at start of each fiscal year
- Paid Holidays: 9 paid holidays, plus December 24 when it occurs M – Th and the weekdays through the end of the year

## For further information, please contact:

**Dr. Greg Thomas**  
SENIOR CONSULTANT  
(832) 247-8710

[MCCDeanLAPS@rhperry.com](mailto:MCCDeanLAPS@rhperry.com)

**Dr. Kimberly James**  
SENIOR CONSULTANT  
(860) 690-3204

[MCCDeanLAPS@rhperry.com](mailto:MCCDeanLAPS@rhperry.com)

**RH PERRY & ASSOCIATES**  
206 East Chestnut Street  
Asheville, NC 28801

[www.rhperry.com](http://www.rhperry.com)

## RH Perry Candidate 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.

[www.monroecc.edu](http://www.monroecc.edu)



## Monroe Notice of Non-Discrimination

The College does not discriminate on the basis of race, creed, color, disability, national origin, sexual orientation, military status, sex, age, marital status, domestic violence victim status, arrest or conviction record, predisposed genetic characteristics, sincerely held religious belief or gender identity or expression and prohibits discrimination in any Education Program or Activity that it operates, as required by Title IX and its regulations, Title VI of the Civil Rights Act of 1964 and the New York State Human Rights Law (NYSHRL), including in admission and employment.

<https://www.monroecc.edu/diversity/notice-of-non-discrimination/>

### **Monroe Community College's Annual Campus Security & Fire Safety Report:**

[https://www.monroecc.edu/fileadmin/SiteFiles/GeneralContent/depts/pstd/documents/Annual\\_Campus\\_Security\\_Fire\\_Safety\\_Report.pdf](https://www.monroecc.edu/fileadmin/SiteFiles/GeneralContent/depts/pstd/documents/Annual_Campus_Security_Fire_Safety_Report.pdf)

MCC offers a Flexible Work Policy for benefit eligible employees. Types of flexible work arrangements include flextime/staggered shifts, remote work/telecommuting and compressed work schedule. The availability of flexible work arrangements varies by division, department, and position, based upon business and operational needs. Limitations to flexible work arrangements are outlined in the official policy.

### **Physical Demands and Working Conditions:**

The physical demands and working conditions described below are representative of those that must be met by an individual to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

This position involves primarily sedentary work, including prolonged periods of computer use and keyboarding. The role requires the ability to communicate effectively in verbal and written form. The position may involve occasionally lifting or moving items up to 10 pounds. Work is performed in a typical office environment with no adverse conditions. Occasional travel between campus buildings or to other local or out-of-town locations for meetings or conferences may be required.

### **Prohibition of Remote Work Outside New York State:**

Remote work locations outside New York State are not authorized by the College due to out-of-state tax and regulatory implications. In limited circumstances, prompted by business or operational needs, the College may approve requests to work remotely outside of New York State, on a short term, temporary basis.