Metropolitan College of New York
EXECUTIVE SEARCH PROFILE
PRESIDENT
The Opportunity

To lead the Metropolitan College of New York, a unique and diverse institution of higher education, to its next level of financial stability, academic excellence and external engagement through collaborative, visionary and strategic leadership.
Overview

Metropolitan College of New York (MCNY) was founded in 1964 as the Women’s Talent Corps by education visionary and activist, Audrey Cohen. Cohen believed the key to a truly effective education lay in uniting the classroom with the professional world. The Talent Corps trained and developed motivated women for new professional positions. Women’s Talent Corps became the College for Human Services, later Audrey Cohen College, and today, MCNY.

Drawing upon the creativity and vitality of New York City, MCNY is a not-for-profit, independent and coeducational institution of higher education that attracts highly motivated adult learners who are committed to transforming their lives and the lives of others. MCNY’s academic programs combine the applied skills and knowledge required in today’s globally connected workplace with liberal arts, social sciences, and business theory. The College offers year-round accelerated degree programs with convenient schedules and strategically included distance-learning components for added flexibility.

MCNY has a student population of over 1,000 and its associate, bachelor and master’s degree programs are housed within three schools: the Audrey Cohen School for Human Services and Education, the School for Business and the School for Public Affairs and Administration. The new and modern main campus opened in 2016 and is located in Manhattan’s Financial District. The Bronx Campus, also new in 2016 is located in the vibrant South Bronx and also offers various undergraduate and graduate degree programs.
Vision

To provide a superior, experientially-based education that fosters personal and professional development, promotes social justice, and encourages positive change in workplaces and communities.

Values

Integrity
Establishing and maintaining the highest standards.

Innovation
Identifying and implementing creative opportunities to provide quality programs and services.

Empowerment
Assisting ourselves and others to become more effective and productive.

Diversity
Actively promoting and supporting a community of different people and ideas.
Who MCNY Serves

- 81% of students are African-American or Latino
- 71% of students are women
- 74% of undergraduate students receive Pell Grants
- 48% of undergraduate students are first-generation
- 33% of new undergraduates have children or other dependents they support

1,098 STUDENTS
766 UNDERGRADUATE
332 GRADUATE

34 IS THE AVERAGE AGE OF STUDENTS
Metropolitan College of New York provides a vibrant educational environment that is enhanced by an abundance of intellectual and professional program offerings. The educational model anchors each degree program within the context of the workplace, ensuring students are engaged and competent in both theory and practical application.

Because MCNY’s curriculum fully integrates the classroom and the workplace, it allows students to work full-time and attend school full-time, year-round. Day, evening and weekend courses provide students the convenience and flexibility to keep up with the demands of work-life commitments. In addition, a number of academic programs are available in an accelerated timeframe, allowing masters students to receive their degree in as little as one year and undergraduate students in under three years.

MCNY is fully accredited by the Middle States Commission on Higher Education. The associate and bachelor of business administration degree programs, and the MBA programs in Financial Services, General Management and Media Management, are accredited by The Accreditation Council for Business Schools & Programs (ACBSP). The Master of Science in Education degree program is accredited by the National Council for Accreditation of Teacher Education (NCATE).

Educational Philosophy – Purpose Centered Education

MCNY was founded on the belief that students learn best when they understand the Purpose for their learning and see the connection between what they are learning in the classroom and their ability to change their lives and the lives of others in a positive fashion.

The purpose determines the focus for the Constructive Action (CA) that students are required to plan, implement, and evaluate. That CA must relate to the semester’s Purpose and improve the lives of individuals and institutions outside the classroom. In the Purpose-Centered Education model, you learn by doing in a program tailored to your educational needs.

Because MCNY’s curriculum fully integrates the classroom and the workplace, it allows students to work full-time and attend the school full-time. The benefits are that students:

- Use their studies as the basis for taking action to improve their workplace or internship site.
- Engage in an educational experience that is active, rather than passive, and far more effective.
- Remain in the workplace and continue to earn...at MCNY you don’t have to put your career on hold to attend school.
Named after MCNY’s founder, the **Audrey Cohen School for Human Services and Education (ACSHSE)** has prepared students for over 40 years with the tools, knowledge and practical on-site work experience to achieve a fulfilling career in education and the helping professions. Degree programs include the Associate of Arts in Human Services, Bachelor of Professional Studies in Human Services, and Master of Science in Education: Dual Childhood and Special Education. The school also has a non-credit certificate in Alcohol and Substance Abuse Counseling (CASAC).

The Human Services program is the original foundation of the college and grew out of the War on Poverty in the 1960’s. In working with community professionals, the ACSHSE is constantly expanding and revising its programs to remain relevant in a changing society. The faculty is composed of scholars and working professionals who provide students with both the knowledge and skills with which to become the most productive and creative members of society.

Graduates of the School’s programs have gone on to create new agencies and programs, engage in civic life in their communities and beyond, and work as educators in a variety of settings from classrooms to alternative programs. All of the degree programs offer opportunities for students to examine themselves as agents of change and to explore different aspects of their fields of study while receiving the skills necessary to work for social justice and positive change in the world.
Accredited by The Accreditation Council for Business Schools & Programs (ACBSP), MCNY’s School for Business offers undergraduate and graduate business degree programs. All business degree programs prepare students with new, industry-relevant courses to provide the skills today’s job market demands while also providing relevant historical and philosophical contexts.

Undergraduate degree programs include the Associate of Science in Business, Associate in Applied Science in Information Technology, Bachelor of Business Administration, Bachelor of Business Administration in Healthcare Systems Management, and Bachelor of Business Administration in Information Technology Management.

There are four Master of Business Administration degree programs: MBA in Financial Services, MBA in General Management, MBA in Health Services and Risk Management, and MBA in Media Management.

In addition, MCNY’s Business Advisory Board mentors students and works closely with faculty to ensure relevance. A chapter of Sigma Beta Delta, the international honor society for business students, provides an opportunity for students to be recognized for their outstanding academic achievements and community service. Student chapters of professional associations such as Students in Free Enterprise (SIFE), student organizations and a variety of events, including the MCNY Annual Short Film Festival, round out the student experience.
The **School for Public Affairs & Administration** challenges students to see what can be made better – personally, professionally and socially – and then take the necessary actions to effect positive change.

The Associate of Arts and Bachelor of Arts in Emergency Management and Business Continuity degree programs prepare students to begin (or advance) a career in the exciting, in-demand fields of emergency preparedness, homeland security, and business continuity.

The Master of Public Affairs (MPA) in Emergency and Disaster Management prepares community leaders through a highly specialized curriculum that covers the planning, management, logistics, response, relief, recovery and economics associated with managing emergency situations.

The MPA in Public Affairs & Administration challenges students to be policy analysts, problem solvers, and engaged citizens of New York City’s dynamic metropolitan area. Students spend each semester concentrating on an area essential to building leadership careers in public service.
In 2016, MCNY undertook a complete transformation, moving the entire college into two new campus buildings, both of which are owned by the college. MCNY’s new facilities in Manhattan’s Financial District and the South Bronx replaced existing rented properties, improving service to both its students and its communities, as well as the College’s financial and long-term stability.

The new Manhattan and Bronx campuses provide MCNY with expanded capacity to accommodate additional students and enable current students to take advantage of state-of-the-art technology and spaces specifically configured to serve ever-evolving student, faculty and staff needs.

**Manhattan**

The main Manhattan campus is located in the heart of New York City’s Financial District. The global hub of finance and business, the area is also home to many of the city’s human services, emergency management, and educational institutions and organizations.

With 110,000 sq. ft. of space three blocks south of the World Trade Center, the Manhattan campus provides significant advantages for the MCNY community, including a more advantageous location to partner with local businesses and community groups, greatly improved transportation options, and panoramic views of the Hudson River and lower Manhattan.

The campus features modern facilities, including state-of-the-art classrooms and the Learning Commons, a dynamic space that houses the Office of Academic Support and Library. A large community space enables the college to host events and activities for students and the local community.

**Bronx**

The Bronx campus is an anchor of Triangle Plaza Hub, a mixed commercial project that is at the heart of redevelopment in the South Bronx, which is rebounding after decades of decline. MCNY built this 26,000 sq. ft. space into a full branch campus with student and academic support services and library services with the capacity to serve up to 500 students.

The Bronx campus feature 17 classrooms, three computer labs and a multi-purpose conference space, allowing the college to host large events and to build neighborhood partnerships. The campus has already become an integral part of the local community, giving the college enhanced public presence, improved facilities for students and staff, and enormously strengthened possibilities for community outreach and service. MCNY’s goal is to serve as a magnet for area residents and a community gathering place, providing opportunities for MCNY students to interact with neighborhood organizations and empower community residents.

Moving forward, the Bronx campus will create permanent jobs for faculty members, administrators and support staff. MCNY will also help to contribute to the development of the South Bronx workforce as graduates from neighboring areas work in and invest in their own community.
Leadership

President

Dr. Vinton Thompson will retire in July of 2018 after ten successful and productive years as the President of MCNY. Since his assuming the presidency, he has led substantive change throughout the college, including carrying out the largest capital projects in the 53-year history of the College – purchasing, building, equipping and occupying new facilities in Manhattan and the Bronx. Additionally, in 2016 MCNY had its most successful fundraising year ever, bringing in a total of $3.2 million in grants and gifts. MCNY also achieved specialized accreditation in the Business and Education programs, successfully reaffirmed Middle States Commission on Higher Education accreditation, and made the Learning Enhancement Center a permanent part of the College.

Prior to becoming President of MCNY, Dr. Thompson was Provost at both Kean University and Roosevelt University. He was previously Chair, Director and Associate Provost at Roosevelt. He holds a Ph.D. in Evolutionary Biology from the University of Chicago. In retirement, he will remain in New York City as a Research Associate at the American Museum of Natural History.
THE POSITION

The President of Metropolitan College of New York is the chief executive officer of the College, reports to the Board of Trustees of the College, and is the chief advisor to, and executive agent of, the Board. The President has responsibility for all College educational and managerial affairs and is responsible for leading the College, implementing Board policies, keeping the Board currently informed on all matters of importance, and consulting with the Board in a timely manner on matters appropriate to its policy-making and fiduciary functions. The President is a voting member of the Board and an ex-officio member of all Board committees, with the exception of the Audit Committee.

In the role of chief executive officer, the President supervises and evaluates key high-level administrators, including all vice presidents, and in collaboration with them oversees the day-to-day administration of the College.

In collaboration with the Chief Development Officer, the President has direct responsibility for fundraising activities and interacts personally with alumni, donors, foundations, government entities and other current and prospective sources of support. In collaboration with the Vice President for Finance and Administration, the President presents and manages annual budgets and multiyear budget projections that advance the interests of the College and sustain long-term financial stability.

In collaboration with the Vice President for Enrollment Management and other cabinet level administrators, the President oversees marketing, recruitment and retention efforts critical to the wellbeing of the College. In collaboration with the Chief Academic Officer and other cabinet level administrators, the President oversees long-term planning, both institutional and academic, concentrating on innovation, sustainability and adjustment to external forces, including changing markets, the demands of accreditation, and the evolution of the state and federal regulatory environment.

The President also serves as spokesperson and ambassador of the College to multiple external constituencies, including local communities, community leaders, educational leaders, elected officials, the state legislature, and national groups and leaders of importance to the College.

Internally, the President confers regularly, formally and informally, with students, faculty, staff and friends of the College to communicate important information and developments, to learn from the experience of these constituencies, and to convey their knowledge and concerns to other administrators and to the Board. Towards these ends, the President periodically entertains individuals and groups at home, at the College and in other venues.
The significant opportunities for the next President of MCNY include:

- Building on MCNY’s unique vision of Purpose Centered Education; aspiring to make MCNY a national leader in this philosophy of higher education
- Strengthening the college’s commitment to diverse, underserved adult students; providing more campus-based social and community opportunities for a non-traditional student population
- Capitalizing on MCNY’s strategic locations in Manhattan’s Financial District and the revitalization of the South Bronx; engaging the local communities in the college’s growth and success
- Serving as an entrepreneurial and visionary leader of the MCNY community; building on the capital and academic successes of a successful and transformative retiring president
- Leading and managing strategic risk in collaboration with the College’s leadership to move the institution to its next level of growth and success
- Effectively managing the College at the senior administrative level by supporting, retaining and hiring outstanding, collaborative, forward-thinking leaders
- Strengthening the level of communication and collaboration across functional areas as well as both its campuses
- Understanding and articulating MCNY’s identity, mission and values, both internally and externally; celebrating the College as a welcoming and inclusive community in which to learn, work, and educate
- Working effectively with Board of Trustees; facilitating its continued growth and commitment to the college through best practices and responsible governance
- Promoting and enhancing all aspects of diversity across the campus community, including admissions, retention, and the hiring of faculty and staff
- Overseeing continued growth in all aspects of enrollment management, including admissions and increased retention; building a stronger relationship with New York City and other schools, including internationally, from which to recruit students
- Supporting the continued focus on student support and success, both inside and outside the classroom
- Leading the MCNY community in making entrepreneurial and strategic decisions connected to budgetary priorities in a continued spirit of openness and transparency
- Continuing to be at the forefront of creative and strategic thinking about technology as influenced by the rapidly changing landscape in higher education
- Being a strong and committed partner with New York City and its governmental, business and non-profit leadership; strengthening the existing relationships with New York-based foundations and business and non-profit leaders
- Being a visible, accessible, and participative member of the campus community
The Board of Trustees and the MCNY community seek an experienced, visionary and innovative leader with a broad understanding of higher education who embraces MCNY’s mission, vision and educational philosophy and has:

- A proven record of success in senior management and leadership experience; the desire and ability to win the trust, respect, and confidence of all constituencies
- A commitment to understanding and passionately articulating MCNY’s unique educational vision
- The ability to be an entrepreneurial and visionary leader while amplifying MCNY’s unique commitment to Purpose-Centered Education
- Demonstrated commitment to the under-resourced, low-income communities and students that MCNY serves
- Strong financial acumen; is strategic and creative in budgeting and finances; understands the challenges and complexities of a tuition-driven institution
- A proven track record with, and strong commitment, to external resource development, including fundraising, “friend-raising” and new revenue generation
- A passionate belief in student-centered learning, diversity, inclusion, community, and holistic education
- An understanding of issues concerning enrollment and retention, particularly for an institution the type and size of MCNY
- Demonstrated leadership in managing the diverse needs of the faculty, i.e. teaching, development and scholarship; experience in providing a flexible culture that is responsive to their needs; a commitment to communicating their value and providing them with the resources to effectively do their job
- Strong interpersonal communication skills; a demonstrated belief, and ability, to work collaboratively, transparently, and in the spirit of collegiality with a diverse community including the Board of Trustees, faculty, staff, students, alumni, and community
- Understands the value of both established and emerging information technologies in enhancing teaching, learning, student-centered growth and increasing institution-wide efficiencies; has experience with the rapid growth and expanding use of those technologies inside and outside the academy
- Has worked in, and understands, a large, diverse complex urban environment
- Has the ability and desire to build upon the established, strong relationships with the business, governmental, philanthropic, and non-profit leaders in New York City; is politically savvy
- Experience with a dynamic legislative and regulatory landscape such as that of higher education
- Holds an advanced degree from an accredited institution of higher education, with a terminal degree preferred
### Key Indicators

<table>
<thead>
<tr>
<th>Category</th>
<th>Value</th>
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<tbody>
<tr>
<td><strong>Budget</strong></td>
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<tr>
<td><strong>Tuition Income</strong></td>
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<tr>
<td><strong>Student Enrollment</strong></td>
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<tr>
<td>Undergraduate Headcount:</td>
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<tr>
<td>Graduate Headcount:</td>
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</tr>
<tr>
<td>Total:</td>
<td>1,098</td>
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<tr>
<td><strong>Tuition Discount Rate</strong></td>
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<tr>
<td><strong>Freshman Retention Rate</strong></td>
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<tr>
<td><strong>Graduation Rate</strong></td>
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<td><strong>Living Alumni</strong></td>
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<tr>
<td><strong>Number of Full-time Faculty</strong></td>
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<tr>
<td>Tenured</td>
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<tr>
<td>Tenured %</td>
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<td><strong>Average Faculty Salaries</strong></td>
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<td>Professor:</td>
<td>$83,533</td>
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<tr>
<td>Associate Professor:</td>
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<td>Assistant Professor:</td>
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<tr>
<td><strong>Student: Teacher Ratio</strong></td>
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<td><strong>Degrees Awarded</strong></td>
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<td>AA, Human Services</td>
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<td>BPS, Human Services</td>
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<td>AAS in Information Technology</td>
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<td>AS in Business</td>
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<td>BBA in Healthcare Systems Management</td>
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<td>BBA in Information Technology Management</td>
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<td>AA/BA in Emergency Management &amp; Business Continuity</td>
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<td>MSED Childhood/Special Education</td>
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<td>MBA in Financial Services</td>
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<td>MBA in General Management</td>
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<td>MBA in Health Services &amp; Risk Management</td>
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<td>MBA in Media Management</td>
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<tr>
<td>MPA in Emergency &amp; Disaster Management</td>
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<td>MPA in Public Affairs &amp; Administration</td>
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<td><strong>Library Volumes</strong></td>
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<tr>
<td>Physical Collection</td>
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<tr>
<td>Books</td>
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<tr>
<td>Databases</td>
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<tr>
<td>Media</td>
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<td>Total Collection</td>
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<td>Databases</td>
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<td>Media</td>
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<tr>
<td>Total Collection</td>
<td>204,731</td>
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Application Process

Applications are due by November 8th, 2017. 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 by clicking here, or at the email address listed below.

For Further Information:

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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 consent of the applicant prior to her or his becoming a candidate.

MCNY Policy

Metropolitan College of New York is an Equal Opportunity Employer and all qualified applicants will receive consideration for employment without regard to age, race, color, religion, sex, sexual orientation, gender identity or expression, national origin, disability status, protected veteran status, or any other characteristic protected by law.

www.mcny.edu