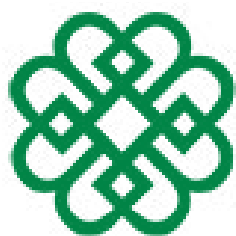


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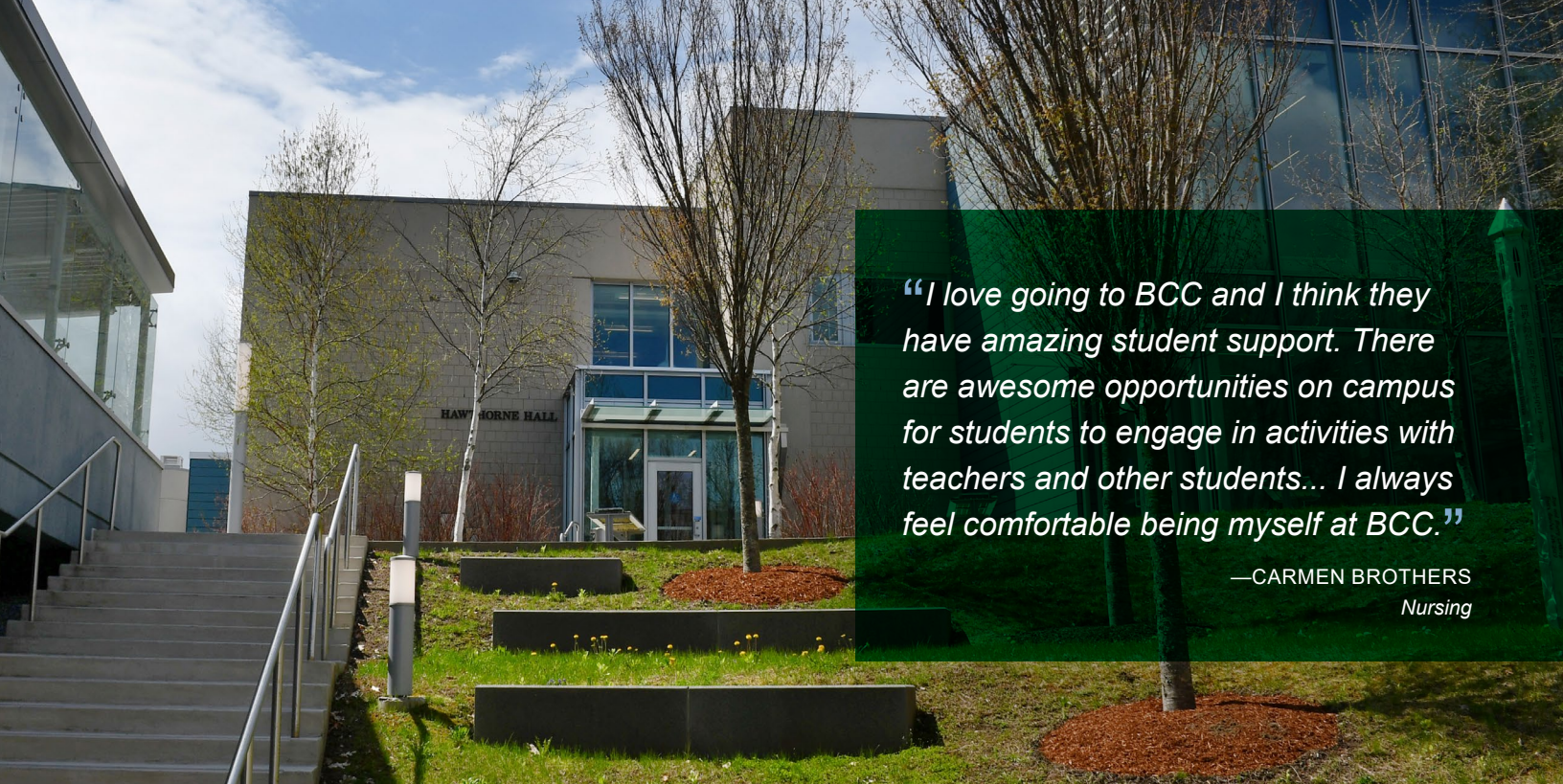
PRESIDENT



BERKSHIRE
COMMUNITY COLLEGE

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"I love going to BCC and I think they have amazing student support. There are awesome opportunities on campus for students to engage in activities with teachers and other students... I always feel comfortable being myself at BCC."

—CARMEN BROTHERS
Nursing

THE OPPORTUNITY

The Board of Trustees and Presidential Search Committee of Berkshire Community College (BCC) invite nominations and applications for the position of President. Following the retirement of Dr. Ellen Kennedy, who has led BCC with distinction since 2012, the College seeks a visionary, collaborative leader to guide its next chapter of growth and innovation. This is a transformative opportunity for an experienced higher education executive who understands the vital role community colleges play in regional economic development and social mobility. The incoming President will lead BCC in fulfilling its mission to provide equitable, accessible, and transformative learning opportunities that meet the current and evolving needs of Berkshire County's diverse community.

As the community's college, BCC serves as an essential educational and economic anchor for Berkshire County. The new President will strengthen and expand partnerships with regional businesses, industries, and community organizations that create pathways to student

success and workforce development. With a sincere commitment to fostering an environment of care for students, employees, and the broader community, the President will work alongside dedicated faculty and staff, community partners, and elected officials to advance the College's regional prominence. In an era of rapid technological, demographic, and educational change, this leader will champion innovative approaches to teaching and learning while maintaining the College's historic commitment to access and opportunity.

The Board seeks a president with executive presence, genuine compassion, and exceptional communication skills, someone who can inspire confidence, build consensus, and tell the compelling story of BCC's impact. Success in this role requires demonstrated ability in strategic planning, programmatic leadership, relationship building across diverse constituencies, and fundraising and financial stewardship. The next President is expected to begin by July 2026.

ABOUT BCC

Founded in 1960, Berkshire Community College (BCC) has the distinction of being the first community college established in the Commonwealth of Massachusetts. Over 2,000 students have access to more than 40 associate degree and certificate programs of study, including general education and foundation courses for the Bachelor of Nursing degree conferred by the

University of Massachusetts. In addition, BCC has guaranteed junior status agreements with close to 30 other colleges. Courses are offered in a variety of remote, face-to-face, and hybrid formats to expand access and support student learning. Most BCC students (97%) are Massachusetts residents, with 94% coming from Berkshire County.



PITTSFIELD AND BERKSHIRE COUNTY

Berkshire Community College's 180-acre campus, located just minutes from downtown Pittsfield, Massachusetts, provides students from diverse cultural and socioeconomic backgrounds with an intimate learning environment characterized by small class sizes, individualized support services, and meaningful opportunities for interaction with faculty. The modern campus facilities support both rigorous academics and student life, creating a welcoming community where learners can thrive.

Situated in the heart of the Berkshire Mountains in western Massachusetts, Pittsfield is consistently recognized as one of the country's most livable communities. With a population of approximately 42,000 and a cost of living below the national average, Pittsfield offers the warmth and accessibility of small-town living while serving as a regional hub for culture, the arts, and economic vitality. The city's revitalization in recent years has brought new energy to its downtown, historic neighborhoods, and cultural institutions.

Designated as one of Massachusetts' Cultural Districts, Pittsfield's downtown—known as the Upstreet Cultural District—features a dynamic calendar of music, dance, theater, community festivals, and celebrations throughout the year. The city boasts a vibrant visual arts scene with public art installations, thriving galleries, artist studios, cooperatives, and the popular monthly First Fridays Artswalk. The Berkshires' cultural richness was nationally recognized in 2017 when the Arts Vibrancy Index, compiled by the National Center for Arts Research, ranked Pittsfield and Berkshire County as the nation's top medium-sized community for the arts.

Berkshire County, with a population of 128,000, carries a proud legacy of forward-thinking historic figures who championed social justice, including W.E.B. Du Bois, who was born in Great Barrington; Susan B. Anthony, who taught in the region; and Elizabeth Freeman (known as Mumbet), whose 1781 freedom suit helped end slavery in Massachusetts. This tradition of progressive values continues today as Pittsfield and Berkshire County evolve into increasingly diverse communities, with immigrants from over 70 countries now calling the Berkshires home.

The Berkshires' natural landscape offers exceptional opportunities for year-round outdoor recreation. From hiking on the Appalachian Trail and skiing at nearby resorts to enjoying water sports on local lakes and cycling scenic country roads, the region provides an unparalleled quality of life. Cultural attractions abound, including Tanglewood

in nearby Lenox—the summer home of the Boston Symphony Orchestra—along with world-class museums, theater companies, and literary landmarks. The Berkshires location provides convenient access to major metropolitan areas, with Boston approximately 2.5 hours to the east and New York City roughly 2.5 to 3 hours to the south, offering the best of both rural beauty and urban connectivity.

MISSION & VALUES

VISION

Berkshire Community College will provide equitable, accessible, and transformative learning opportunities focused on the current and evolving needs of our diverse community.

MISSION

Berkshire Community College is committed to providing an exceptional education and a wide range of opportunities that meet the diverse needs of our community through college transfer, workforce and career pathways, partnerships, and lifelong learning.

VALUES

Student-Centered: We work to provide access and opportunity for our students, and we support them in exploring and attaining their academic and career goals.

Diversity and Inclusion: We are committed to the exploration and development of the BCC community, in which we value diverse perspectives, identities, and experiences to ensure individuals are welcomed, acknowledged, and celebrated for their authentic selves.

Purpose-Driven: We create and do meaningful work that enhances the well-being of our community.

Responsiveness: We create innovative and accessible ways to adapt to the changing needs of our community through inclusive teaching practices, community partnerships, and individualized student experiences.

Sustainability: We promote and foster conscientious social, civic, economic, and environmental sustainability.

MASSACHUSETTS BOARD OF HIGHER EDUCATION

Berkshire Community College operates within the Massachusetts public higher education system, which annually serves 290,000 students across 15 community colleges, nine state universities, and five University of Massachusetts campuses. A statewide [Massachusetts Board of Higher Education \(BHE\)](#) has broad coordination and some governing authority for all of Massachusetts public higher education and a particular responsibility for the community colleges and state universities (M.G.L. c. 15A § 9).

The mission of the BHE is to ensure that Massachusetts residents have the opportunity to benefit from a higher education that enriches their lives and advances their contributions to the civic life, economic development, and social progress of the Commonwealth. To that end, the programs and services of Massachusetts higher education must meet standards of quality commensurate with the benefits it promises and must be truly accessible to the people of the Commonwealth in all their diversity.

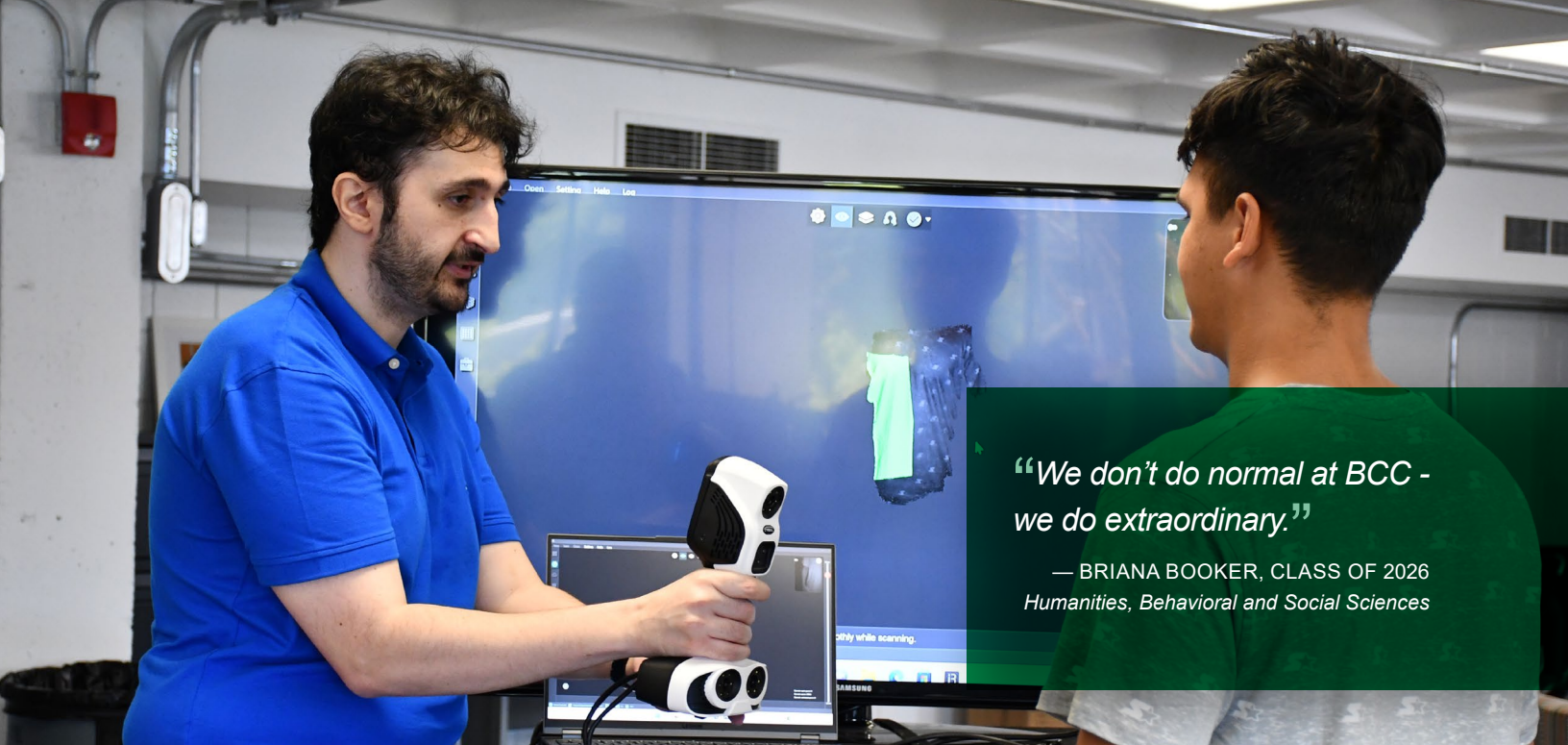
The Department of Higher Education (DHE), headed by Commissioner Noe Ortega, is the executive arm of the BHE. The BHE has a seat in the search and selection of college presidents, approves recommended presidential appointments, and sets the compensation of presidents. Presidential performance is also evaluated annually by trustees through a process that is executed under BHE policy and includes Commissioner involvement.

On January 29, 2025, the BHE established four strategic priorities for the Department and the Massachusetts system of public higher education. These priorities are designed to build upon and be in service to the Board's equity work - to significantly raise the enrollment, attainment, and long-term success outcomes among underrepresented student populations. These priorities will guide the Board and the Department of Higher Education's work in the years ahead.

The Board's four strategic priorities are:

- Student Success and Financial Aid—Supporting and advancing student access and success through well-designed, sufficiently funded, clear and consistent financial aid and success program funding.
- Economic Mobility—Increasing the economic mobility benefits of postsecondary participation.
- Public Good—Improving alignment between public good outcomes and postsecondary higher education opportunities.
- Innovation—Facilitating and fostering high-impact innovation throughout the public higher education system.
- More information regarding the BHE and these strategic priorities for the Massachusetts Public Higher Education System is accessible on the BHE's website: https://www.mass.edu/about/whatsnew_2025strategicpriorities.asp





“We don’t do normal at BCC - we do extraordinary.”

— BRIANA BOOKER, CLASS OF 2026
Humanities, Behavioral and Social Sciences

GOVERNANCE AND LEADERSHIP

Berkshire Community College operates within a multi-tiered governance structure that includes participation from state, institutional, and local stakeholders. The [BCC Board of Trustees](#), composed of area residents appointed by the Governor of Massachusetts, provides institutional governance and oversight. Major Board of Trustee functions include reviewing and approving the College’s academic programs and policies, faculty and staff appointments, and tuition and fees not mandated by the state. The Board of Trustees includes both appointed and alumni representatives, as well as a Student Trustee elected annually by fellow students to serve as the liaison between the student body and the Board.

The College’s faculty and professional staff are represented by the [Massachusetts Community College Council \(MCCC\)](#), which is part of the Massachusetts Teachers Association. The Berkshire Community College Professional Association (BCCPA) serves as the local MCCC chapter, representing full-time faculty, part-time

adjunct faculty, and unit professionals in collective bargaining with the state Board of Higher Education. The MCCC negotiates statewide contracts covering day (full-time) faculty and Division of Continuing Education (DCE/adjunct) faculty on behalf of all 15 Massachusetts community colleges.

Staff employees at BCC are represented by the [American Federation of State, County and Municipal Employees \(AFSCME\)](#), which negotiates separate collective bargaining agreements covering working conditions, compensation, and benefits for support staff, administrative assistants, facilities workers, and other non-faculty positions.

The College also engages in shared governance through various campus committees and councils that include faculty, staff, and administrative representation. The [BCC Student Government Association \(SGA\)](#) serves as the legislative, representative, and investigative body of the student population, with elected student members.

STRATEGIC PLAN

The [Berkshire Community College 2022-2027 Strategic Plan: Equity-Centered, Equity-Actioned](#) addresses the needs of students and community stakeholders while aligning with the broader goals developed by the Massachusetts Department of Higher Education. It represents a commitment to reducing equity gaps and supporting an economically vibrant region inclusive of the diverse communities the College serves. The new president will lead the process for the next strategic plan.

The plan includes four overarching goals:

- Goal I: Equitable Student Success
- Goal II: Equitable Teaching and Learning
- Goal III: Equitable Workforce and Community Engagement
- Goal IV: Equitable Institutional Innovation and Sustainability

ACADEMICS & ACCREDITATION

Berkshire Community College is accredited by the [New England Commission of Higher Education \(NECHE\)](#). BCC holds specialized, programmatic accreditation for two signature programs: the Physical Therapist Assistant Program is accredited by the Commission on Accreditation in Physical Therapy Education (CAPTE), and the Nursing Program is approved by the Massachusetts Board of Registration in Nursing (MABORN) and accredited by the Accreditation Commission for Education in Nursing (ACEN).

BCC offers 25 [associate degree programs and 21 certificate programs](#) across a comprehensive range of disciplines. The academic programs are led by the Vice President of Academic Affairs, who oversees three deans: the Dean of Humanities, Behavioral and Social Sciences; the Dean of Nursing, Health and Wellness; and the Dean of Science and Business. This organizational structure ensures dedicated leadership for each major academic area while maintaining cohesive institutional direction.

Nursing has been a historic strength of the College, with over 20% of all students enrolled across its ADN and PN degree programs. The program's success reflects both the quality of instruction and the critical workforce needs in the Berkshire region's healthcare sector. The College's faculty bring professional expertise and a commitment to student success, shaping the academic culture. Faculty work closely with students through small class sizes and

personalized attention, creating an environment where rigorous academics are paired with accessible support.

Beyond traditional classroom instruction, BCC's academic life is enriched by experiential learning opportunities, internships, and service-learning projects that connect students directly to the Berkshire community. The College's commitment to innovative pedagogy includes integrating high-impact practices to deepen student engagement and improve learning outcomes.

As a core pillar of continuing education and lifelong learning in Berkshire County, BCC maintains strong relationships with many of the region's community organizations. Collaborations with the Berkshire Branch of the NAACP, the Multicultural BRIDGE, the Elizabeth Freeman Center, the Berkshire Black Economic Council, the Berkshire Immigrant Center, Volunteers in Medicine, Literacy Network of Southern Berkshires, and many others keep the College grounded and connected to the community it serves. While Berkshire County faces [demographic challenges](#), the campus remains a vibrant and diverse community of learners. A critical goal of BCC's mission is to provide engaging, rigorous, accessible, affordable, and relevant educational degree and certificate options necessary to ensure the success of its diverse student population. The College has worked diligently to provide spaces, technology, and pedagogical practices that actively engage students in the learning process.



TEACHING AND LEARNING

The Division of Teaching and Learning Innovation (TLI) exemplifies Berkshire Community College's commitment to pedagogical excellence and student-centered learning. Led by the Dean for Teaching and Learning Innovation, this division supports faculty in designing active, engaging, and equitable learning experiences through

a comprehensive array of programs and services. The Center for Teaching and Learning Innovation (CTLI) provides academic technology and instructional design support, helping faculty integrate tools like Moodle to enhance instruction across all modalities.

COMMUNITY IMPACT WORK

In tandem with the BHE's strategic priorities and the Department of Higher Education's Equity goals, (<https://www.mass.edu/about/aboutdhe.asp>) Berkshire Community College's commitment to inclusion, equity, and community engagement is formalized through its Community Impact work, led by the Director of Mission, Values, and Community Impact. This area reflects the College's dedication to enhancing a culture of inclusion and belonging where safety, dignity, and agency are prioritized for all community members. The College has articulated a clear framework for "Inclusion in Action"

that advocates for shared responsibility, recognizes diverse forms of cultural wealth and lived experiences, nurtures critical self-reflection, maintains awareness of words and actions, and encourages lifelong learning through respectful dialogue. The Community Impact area also works to identify and remove institutional policies and practices that exacerbate racial inequity, coordinating with the Coordinator of Student Diversity Programs and Belonging to ensure that the College's values are embedded in both policy and practice.

THE OSHER LIFELONG LEARNING INSTITUTE

The [Osher Lifelong Learning Institute \(OLLI\)](#) at BCC has over 1450 members and offers non-credit courses and programs for lifelong learners, in-person and online. OLLI

at BCC has over 200 volunteers offering 100+ courses and 75+ events per year, along with mentoring and social opportunities.

WORKFORCE AND COMMUNITY EDUCATION

Berkshire Community College's Workforce and Community Education division serves as a vital bridge between the College and the economic needs of Berkshire County, providing comprehensive non-credit training and personal enrichment opportunities for residents of all ages. The division offers workforce training programs in healthcare, social services, hospitality, manufacturing, engineering, education, information

technology, and business, with many programs available at no cost to participants. Key offerings include Certified Nursing Assistant training, Community Health Worker programs, and Registered Behavior Technician certification, among others. Approximately 800 individuals enroll annually in non-credit or workforce development courses, demonstrating the division's significant reach and impact.

ACHIEVING THE DREAM

Berkshire Community College is proud to be an [Achieving the Dream](#) (ATD) institution. Since 2021, the College has participated in an ATD cohort called Building Resiliency in Rural Communities for the Future of Work. The initiatives started as part of BCC's engagement with ATD built on an existing commitment to equity and

student success. In 2025, the College announced that it has been designated a Leader College by ATD. Leader colleges are recognized for the quality of their work in whole-college reform, resulting in increased completion rates for all students.



STUDENT ENGAGEMENT

The Office of Student Engagement serves as the hub of student activity, planning and administering a wide array of opportunities for social, cultural, recreational, and personal enrichment that enhance the student experience and support academic success.

SUPPORT SERVICES AND STUDENT SUCCESS

Student engagement at BCC extends to comprehensive support services that remove barriers to success.

The Campus Cupboard provides free non-perishable food, snacks, toiletries, and household products to any community member experiencing food insecurity. Free tutoring is available for all registered students in person, remotely, and in small group settings. The Writing Center offers free guidance and feedback at any stage of the writing process. TRIO Student Support Services assists first-generation, low-income, and students with disabilities in achieving college success. Personal counseling services are available free of charge to help students navigate challenges while maintaining focus on their academic goals.

STUDENT GOVERNMENT AND LEADERSHIP

The BCC Student Government Association (SGA) serves as the legislative, representative, and investigative body of the College's student population. Elected members work directly with college leadership to ensure the student's voice is heard in institutional decision-making. The Student Affairs and Enrollment Management Advisory Committee provide another avenue for student input, bringing together approximately twelve students who meet twice per semester with the Vice President of Student Affairs and Enrollment Management to discuss resource allocation, student success initiatives, and equity concerns.

CLUBS AND ORGANIZATIONS

BCC supports a diverse roster of clubs and organizations that reflect the varied interests and identities of its student body. Identity-based organizations include the Multicultural Student Services Organization (MSSO), which creates a welcoming environment for students from ethnically and culturally diverse backgrounds representing over 20 countries; the Queer Student Association (QSA), which provides a safe and judgment-free space for LGBTQ+

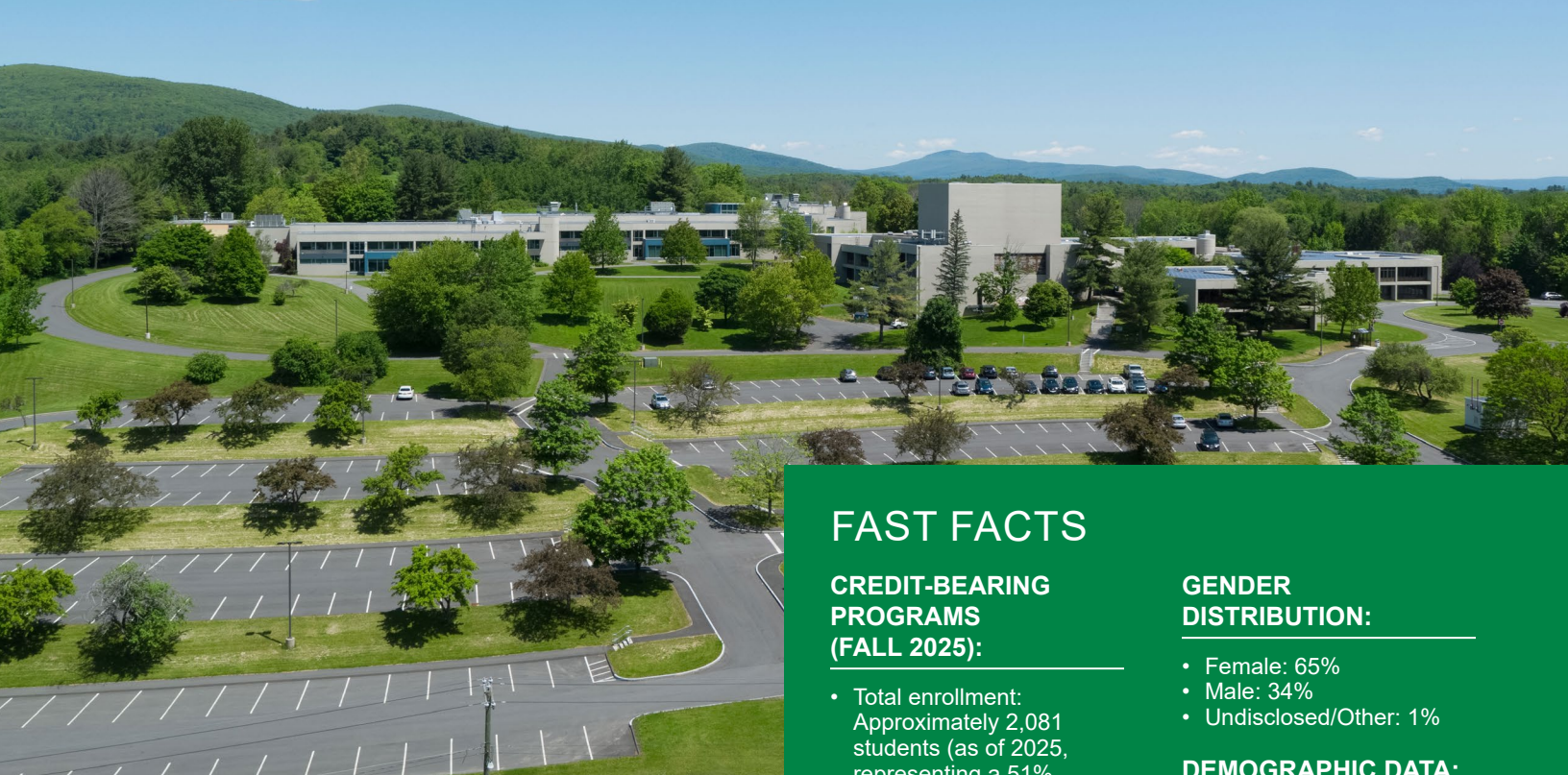
students and organizes the annual Live Out Loud Conference; and the Alliance of Non-traditional Students (ANTS), which brings together students who have followed different paths to higher education. Academic and professional organizations include the Student Nurse Organization, the Practical Nursing Student Organization, Phi Theta Kappa honor society, and the Criminal Justice Club, all of which provide networking opportunities, guest presentations, and connections to professional communities.

Special interest clubs enrich campus life and support student wellness. The BCC Players serve as the hands-on training component of the College's theater program and produce professional-quality performances at the Robert Boland Theatre. The BCC Chorale, open to students, staff, alumni, and community members, meets weekly and maintains a campus tradition of music and harmony. Students for Recovery provides a supportive space for students on recovery journeys, with BCC holding institutional membership in the Association of Recovery in Higher Education (ARHE). Other clubs include the Dungeons & Dragons Club, the Ski and Snowboard Club, and the Zine, an annual print journal featuring student writing, visual art, and photography that culminates in a campus-wide launch celebration each spring.

ATHLETICS AND RECREATION

In a significant milestone, BCC reinstated varsity athletics for the first time since the 1990s, with women's volleyball launching in fall 2025 and men's baseball beginning in spring 2027. Both teams compete in NJCAA Division III Region 21 alongside other Massachusetts community colleges and schools from Connecticut and Rhode Island. This development provides student-athletes with opportunities to compete at the collegiate level while benefiting from experienced coaching focused on both athletic performance and post-BCC placement.

Paterson Field House serves as the center of recreational life at BCC. The facility is open to students free of charge and provides fitness programs, strength and conditioning training, and an Adventure Program that organizes outdoor excursions including hiking, skiing, and snowboarding trips to local mountains.



CAMPUS FACILITIES

Berkshire Community College's 180-acre main campus on West Street features a park-like setting with modern, technology-enhanced facilities that support both academic excellence and student life. The campus has undergone significant renovations and upgrades in recent years, reflecting over \$30 million in public and private investment to create optimal learning environments.

Hawthorne Hall, renovated in 2017, houses biology, nursing, and allied health labs with bright, naturally lit spaces, state-of-the-art technology, including an Anatomage table for anatomy and physiology instruction, a Nursing Simulation Lab, and advanced bioscience resources. The Barbara A. Nichols Nursing Arts Center houses specialized facilities and simulation equipment that support BCC's nationally recognized nursing programs.

Melville Hall, renovated as part of the same comprehensive modernization project, contains engineering and chemistry labs, networking and Computer Information Systems classrooms, the Writing Center, the Math Lab, and faculty offices equipped with Smartboards and collaborative workspaces.

The Library serves as an academic hub, providing students with access to a growing print collection, over 175,000 eBooks, extensive online databases with millions of scholarly articles, quiet study areas, and computer labs. The library recently underwent significant renovations to address infrastructure needs and improve HVAC systems, and the College is actively working with regional partners to rebuild and enhance its physical collection following water damage during the renovation period.

FAST FACTS

CREDIT-BEARING PROGRAMS (FALL 2025):

- Total enrollment: Approximately 2,081 students (as of 2025, representing a 51% increase from 2022*)
- Matriculated students (degree/certificate-seeking): 1,704 students
- Full-time students: 548 (26% of total enrollment)
- Part-time students: 1,533 (74% of total enrollment)
- Total credits enrolled: 16,753 credits

NON-CREDIT BEARING PROGRAMS:

- Enrollment growth in Workforce Education programs: 108 students enrolled in Fall 2025 workforce training programs, reflecting a near double enrollment compared to 56 in Fall 2024
- Workforce Education Enrollment for Academic Year 24-25 was 337 students across 12 unique training programs.
- ESOL (English for Speakers of Other Languages): 202 students across 13 classes in 2025
- Additional non-credit personal enrichment courses: over 150 annually

GENDER DISTRIBUTION:

- Female: 65%
- Male: 34%
- Undisclosed/Other: 1%

DEMOGRAPHIC DATA:

- White: 60.4%
- Hispanic or Latino: 14.7%
- Black or African American: 9.6%
- Two or More Races: 6%
- Asian: 1.8%
- American Indian or Alaska Native: .3%
- Native Hawaiian or Other Pacific Islanders: .1%
- Race/Ethnicity not reported: 6.9%

FACULTY NUMBERS:

- Full-time faculty: 60, 25 tenured
- Part-time faculty: 100
- Student-to-faculty ratio: 10:1

ADDITIONAL STAFF:

- Professional, support, and technical staff:
- 147 full- and 58 part-time staff

*The dramatic enrollment increases from 2022 to 2025 are attributed primarily to Massachusetts' free tuition programs (MassReconnect for students 25+ and MassEducate), which have opened access to community college education for historically underserved populations. The College serves a predominantly local population, with 97% of students from Massachusetts and 94% from Berkshire County specifically

CAMPUS FACILITIES (CONT.)

The Koussevitzky Arts Center houses the 500-seat Robert Boland Theatre. The facility also includes a professional recording studio available for student and faculty use, along with rehearsal and performance spaces that support the College's music and performing arts programs and multi-media art studios.

The Field Administration Building serves as the central hub for administrative services and recently completed renovations to create a One Stop Enrollment center that consolidates student services, including admissions, financial aid, registration, and advising, in a single, accessible location.

The Ralph Hoffmann Environmental Science and Sustainable Energy Center, built in 1976 and renovated in 2012, provides specialized facilities for the College's environmental programs, including lecture rooms, laboratories, seminar areas, and workspaces. The center serves as a gateway to the Jonathan Lambert Trail, a grass trail that winds through fields behind campus and provides year-round access for hiking, cross-country running, and snowshoeing.

Paterson Field House stands as a cornerstone of campus recreation and athletics, featuring a full-size basketball court, fitness center with modern equipment, locker rooms, and serves as the home facility for BCC's

newly reinstated NJCAA Division III varsity volleyball and baseball programs as well as club sports teams. Adjacent to the field house, outdoor facilities include the Gene Dellea Community Turf Field, the Paul E. Raverta Tennis Complex, and an outdoor swimming pool. These extensive recreational facilities are accessible to students free of charge and to the broader Berkshire community through affordable membership options.

Berkshire Science Commons is a flexible, multi-purpose facility designed for science, technology, and community projects. It features three reservable spaces: a Seminar Space for meetings and study, a Technology Space equipped with advanced fabrication and machining tools, and a Discovery Lab for chemical, biological, and citizen science work. Available equipment includes CNC machines, 3D printers, woodworking and metalworking tools, robotics and VR gear, water quality testing instruments, and makerspace tools for creative and technical projects.

The Susan B. Anthony Building provides dining services through Burke's Café, operated by Epicurean Feast, as well as student lounges and gathering spaces. The Campus Cupboard, located within student services areas, offers free supplemental food assistance, toiletries, and household products to any community member in need.

OUTCOMES

- Persistence after 1st year: 55% of first year or new transfer degree-seeking students persist into the 2nd year at BCC or any other higher ed institution. (2024)
- Transfer to Baccalaureate: 24% of students transfer to a four-year institution after enrolling at BCC as either a first-year student or a transfer student (2024)
- Six-Year Comprehensive Student Success (VPA Model): 61% of students have graduated, transferred, or remain actively enrolled with 30 credits or more after 6 years of entering BCC. (2024)
- Completion Anywhere: 38% of students have completed a degree anywhere within 6 degrees of enrolling at BCC (2024)
- Earnings of Graduates Enrolling Immediately After HS: 5 years after graduating from BCC, BCC alumni earn 25% more than their peers with only a high school diploma. (2022)
- Earnings of Graduates Who Enrolled Age 25 or Older: 5 years after graduating from BCC, BCC alumni earn 72% more than prior to entering BCC. (2022)
- Achieving the Dream Leader College (2025): BCC was designated as a Leader College by Achieving the Dream, a national nonprofit dedicated to advancing community colleges. This recognition honors the College's extraordinary commitment to student success, measurable gains in student outcomes, and whole-college reform efforts.

ALUMNI

Berkshire Community College maintains strong connections with its alumni community through the BCC Alumni Association, which embraces all former students as “Falcons for life.” The Alumni Association operates with a mission to inspire connections among students, alumni,

and the broader BCC community; amplify the College’s programs through community engagement, volunteerism, and philanthropy; and motivate pride and growth that encourages the entire College community to flourish and thrive.

FINANCIAL POSITION

The College’s audit through June 2024 is available [here](#).

Berkshire Community College maintains a stable financial position, with a total net position of \$45.4 million as of June 30, 2024, though it decreased by \$1.1 million (2.3%) during the fiscal year. The College’s financial foundation is anchored by substantial investment in capital assets (\$42.9 million, representing 94.5% of net position) and a modest unrestricted net position of \$2.3 million, which increased by \$275,270 (13.7%) during the year despite overall challenges. Operating revenues grew significantly by 14.7% to \$15.0 million, driven by increases in net

student fees (up 15.5%) and operating grants (up 11.1%), reflecting enrollment recovery and successful grant management. However, operating expenses also rose 12.7% to \$38.4 million, resulting in an operating loss of \$23.4 million, offset by state appropriations of \$22.0 million (up 23.7% from the prior year) and modest investment income. With minimal debt (only \$131,601 in bonds payable) and continued strong support from the Commonwealth through operating appropriations and fringe benefit coverage totaling \$21.7 million, the College demonstrates prudent financial management and fiscal sustainability to support its educational mission.

THE BCC FOUNDATION

The BCC Foundation is a 501(c)(3) nonprofit advancing the mission of Berkshire Community College by raising and managing funds that support students, faculty, and programs. Over the past two decades, with donor support, smart investing, and strategic stewardship,

the Foundation’s assets have grown from \$5.43 million to \$18.58 million. These strong assets provide over \$400,000 in scholarships annually, funds for special initiatives, and support programs like the Osher Lifelong Learning Institute.





THE LEADERSHIP AGENDA FOR THE NEW PRESIDENT

The next President of Berkshire Community College will assume leadership at a pivotal moment in the institution's history. Enrollment has rebounded by 50% since fall 2022, driven largely by the Massachusetts free community college initiative, creating both tremendous opportunity and significant operational pressures. The campus community, to include sessions held with faculty, administration, trustees and other community members, has articulated clear expectations for presidential leadership across several interconnected priority areas that will shape the College's trajectory in the years ahead.

The challenges are significant, but so are the opportunities. BCC has momentum from enrollment growth, a dedicated faculty and staff, strong community support, and a clear sense of mission. The next president will inherit an institution positioned to make a transformative impact in one of Massachusetts's most distinctive regions, serving students who depend on the College as their pathway to educational attainment and economic mobility. Success in this role requires the ability to inspire, decide, advocate, and lead with both humility and conviction.

STRATEGIC LEADERSHIP AND VISION

The President must articulate a clear, compelling vision for BCC that honors the institution's past while positioning it for future success. This includes developing focused strategic initiatives and ensuring the college community unifies around strategic goals. The President should understand the unique context of leading a rural-serving community college and recognize the critical role BCC plays in the Berkshire County community. As the College approaches a new strategic planning cycle in 2026-27, the President will need to lead this process thoughtfully, creating a plan that everyone can support through their individual work. The ability to set priorities and make

difficult decisions about stopping initiatives that lack a strong return on investment will be essential to focusing on institutional energy effectively.

ACADEMIC AND STUDENT-CENTERED LEADERSHIP

It would be beneficial for the President to have a higher education background, with an understanding of the costs and complexities of academic institutions, preferably including teaching experience. They should maintain a strong focus on academics while balancing support for student services, ensuring decisions support student success without overtaxing faculty and staff. The President must advocate for academic and intellectual freedom, while also being attuned to national higher education issues and the current landscape of public higher education, especially community colleges. Understanding the demographics of students with high needs is critical, as is a commitment to creating a student-ready campus. The President should embrace diversity and global sensitivities, recognizing that BCC's students come from many different backgrounds and experiences.

COMMUNITY ENGAGEMENT AND FUNDRAISING

Being visible, approachable, and actively present in the Berkshire County community is essential. The President must build and maintain strong relationships with area businesses, nonprofits, and community partners while keeping "community as the middle name" of the institution. This includes championing workforce development opportunities, particularly potential expansion into trades, and understanding the complexities of the region, from its status as a vacation destination and arts community to challenges with rural poverty and an aging population.

THE LEADERSHIP AGENDA FOR THE NEW PRESIDENT (CONT.)

ADVOCACY AND GOVERNMENT RELATIONS

The President must be politically savvy, serving as a strong advocate for the College at both state and local levels, understanding how funding flows through Massachusetts processes, and working effectively with legislators to address systemic issues affecting community colleges. Additionally, the President must maintain collaborative relationships with the Department of Higher Education and the Board of Higher Education to ensure the College's alignment with the Commonwealth's priorities and the community's needs.

INTERNAL CULTURE AND GOVERNANCE

The President must maintain and enhance BCC's warm, welcoming environment where faculty, staff, and students feel a sense of belonging. This requires supporting transparency in decision-making, honoring shared governance processes, and being clear about the reasoning behind decisions. The President should trust the people hired to do their jobs while also providing strong leadership—understanding the critical difference between managing and leading and being willing to make tough decisions and stand by them. They must work to earn the trust of all campus constituencies, demonstrate curiosity about various campus roles, and build strong, trustworthy teams. Experience working with unions as a partner is essential, as is the ability to hold people accountable to measurable outcomes while respecting established processes.

FINANCIAL ACUMEN AND RESOURCE MANAGEMENT

Strong financial background and demonstrated fiscal acumen are paramount. The President must be able to manage growth sustainably, particularly as free community college through MassEducate increases enrollment, taxing both space and human resources. This includes making strategic decisions about resource allocation, infrastructure needs, and capacity building. The President should have fundraising experience and understand how to work effectively with the Foundation, with a possible capital campaign on the horizon. They must also be able to anticipate future academic program development needs while maintaining fiscal responsibility.

EQUITY AND ADVOCACY

The President must demonstrate an unwavering commitment to diversity, equity, and inclusion, fully embracing the College's mission and values. This includes championing social justice and equity initiatives at the institutional, local, and state levels; advocating for salary and pay equity across the community college sector; and addressing job classification and compensation discrepancies. The President will actively recruit and retain a diverse faculty and staff whose experiences and perspectives reflect the transformative opportunities of higher education. Additionally, must support accessibility initiatives and language services—particularly for Spanish-speaking students—and ensure resources for students with varying needs. BCC seeks a leader who fosters an inclusive culture where equity and inclusion are embedded in all aspects of the College's operations and community impact.



MINIMUM AND PREFERRED QUALIFICATIONS

The next President shall reflect the education and experience that represent the highest levels of qualifications for a leader of a respected and vital academic institution such as Berkshire Community College. In accordance with the Massachusetts Board of Higher Education guidelines and procedures for the appointment of a President, it is imperative that candidates have a well-documented history of organizational leadership and proven success in meeting specific performance goals and objectives.

The successful candidate shall demonstrate the following **minimum** credentials:

- An earned doctorate (including but not limited to a Ph.D., J.D., or Ed.D.), coupled with substantial experience relevant to the segmental mission and needs of the institution. In exceptional circumstances, an earned master's degree, coupled with substantial experience relevant to the segmental mission and needs of the institution, may satisfy minimum educational requirements.
- Significant, progressively responsible, senior-level administrative experience in higher education, or substantial experience in a senior management position in a field outside of higher education, where such experience is relevant to, and provides a basis for judging the candidate's capability to serve as a college or university president and demonstrates successful leadership in complex organizational settings.
- Demonstrated sophisticated financial management expertise with knowledge of higher education finance and budgeting.

The successful candidate should demonstrate these **preferred** qualifications:

- Demonstrated understanding of the community college mission, including open access, workforce development, transfer pathways, and community engagement.
- Proven track record of strategic planning, policy development, and implementation in an academic environment.
- Direct experience serving rural or small-town communities and understanding the unique challenges and opportunities they present.
- Experience with the Massachusetts community college system, including familiarity with Board of Higher Education policies, collective bargaining processes, and state funding mechanisms.
- Experience working effectively with governing boards and a foundation board.
- Exceptional communication skills with the ability to articulate institutional vision to diverse constituencies, including donors, community leaders, government officials, and media.
- Understanding data analytics, institutional research, and evidence-based decision making.

The successful candidate should ideally possess these **desirable** qualifications:

- Experience advocating for higher education at the state and federal levels
- Experience working in a unionized environment and negotiating or implementing collective bargaining agreements.
- Experience aligning academic programs with regional labor market needs and building industry advisory boards.
- Full or part-time teaching experience in a college environment.
- Proven ability to lead institutions through periods of significant change or challenge.
- Knowledge of academic program development, assessment, and accreditation processes.
- Demonstrated success in fostering a culture of continuous learning and professional growth, including ability to empower leaders through strategic coaching, talent development frameworks, and institution-wide performance excellence initiatives
- Demonstrated success in fundraising, including cultivating donor relationships and securing grants.
- Experience building and maintaining partnerships with K-12 schools, four-year institutions, businesses, and community organizations.
- Experience working with state systems, legislatures, and government agencies.
- Strategic operational expertise with the capacity to lead with a growth mindset.
- Demonstrated commitment to diversity, equity, inclusion, and social justice with a proven track record of creating inclusive campus environments.
- Demonstrated record of advancing student success initiatives.
- Successful champion for shared governance.
- Proven relationship-building capabilities with a successful record of expanding institutional partnerships and community connections.





“I’ve been attending for three semesters, and I can honestly say this place feels like a second home. No matter who you run into you’re always greeted with a smile and a genuine “hello.” That kind of energy is rare and says a lot about the community here. It’s more than just going to class; it’s being part of something welcoming and positive.”

—PAYTON MILLER
Nursing (ADN)

THE PRESIDENTIAL SEARCH PROCESS

The Presidential Search Committee is committed to a transparent and collaborative search process that relies on input from across the college community. The Search Committee includes representatives from the Board of Trustees and BCC administration, faculty, students, and alumni.

The Search Committee will preliminarily screen all applicants and recommend three to five finalists for further vetting by the Berkshire Community College Board of Trustees and the Massachusetts Department of Higher Education. Finalists will be asked to participate

in open campus meetings. Final appointments are subject to approval by the Massachusetts Board of Higher Education. Interested candidates should review the [BHE's Guidelines and Procedures for the Search, Selection, Appointment, and Removal of State University and Community College Presidents](#).

Berkshire Community College fully respects the need for confidentiality and assures interested parties that their background and interests will not be discussed without the consent of the applicant prior to their becoming a candidate.



NOMINATION AND APPLICATION PROCESS

Berkshire Community College is partnering with Academic Search in this search. Candidates are encouraged to send a copy of their curriculum vitae to BCCPresident@academicsearch.org for review and to schedule a confidential conversation with one of the senior consultants for this search: Dr. Nancy Crimmin or Dr. Eric Richtmyer.

Applicants should send the following four documents (each in PDF format) to Academic Search at BCCPresident@academicsearch.org:

1. A detailed letter of interest addressing the leadership agenda and qualifications as outlined in this profile.
2. A CV/resume with relevant administrative responsibilities and accomplishments.
3. A list of five professional references, including names, phone numbers, email addresses, and a note explaining the candidate's relationship to each reference. References will not be contacted until later in the search process and only with the candidate's permission.
4. In 500-600 words, please share your vision for the role of community colleges in the contemporary higher education landscape, with particular attention to the unique opportunities and responsibilities of serving rural communities. Your statement should address your philosophy of community college education and how this philosophy would inform your leadership at Berkshire Community College.

Although nominations are not required to be considered for this position, leaders who know outstanding candidates are welcome to submit confidential nominations by emailing BCCPresident@academicsearch.org. Be sure to include the nominee's full name, position, institution/ organization, and email address. Academic Search will notify individuals of their nomination, provide details about the position, and encourage them to apply.

The search remains open until the position is filled; however, for full consideration by the Search Committee, candidates should submit application materials by **January 26, 2026**. Finalists for the position will participate in campus interviews that will include a public presentation.

This is a full-time, benefited, exempt, professional non-union position.

The current annual salary range for this position is \$240,000 to \$300,000. In addition, the successful candidate will be eligible for an annual, regional housing allowance and vehicle benefit (either a college-supplied car or car allowance). For more information on presidential compensation, including factors that the Board of Higher

Education (BHE) takes into consideration in establishing the initial salary of a new president, please see [BHE Compensation and Evaluation Guidelines and Procedures for State University and Community College Presidents](#), Section II.A.

The President must reside within Berkshire County; relocation support will be provided.

Berkshire Community College offers a competitive benefits package that includes:

- Nine different pre-taxed, health insurance plan options.
- Pension or 401(a) defined contribution plan, and supplemental plan retirement options.
- Life insurance up to 8x the annual salary.
- Long-term disability coverage.
- Flexible spending account
- Dental and vision plan.
- Twenty days' vacation leave accrued per year.
- Fifteen days of sick leave accrued per year.
- Five personal days of personal leave per year.
- Twelve Paid holidays.
- Tuition remission for self, spouse, and dependent children.

Several other benefits are detailed in: <https://www.berkshirecc.edu/about-bcc/human-resources/employee-success.php>

Pursuant to the Clery Act of 1990 a copy of Berkshire Community College's security report is available on the BCC Website.

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

Berkshire Community College is an affirmative action/equal opportunity institution and does not discriminate on basis of race, creed, religion, color, gender, gender identity, sexual orientation, age, disability, genetic information, maternity leave, military service, and national origin in its education programs or employment. All inquiries concerning application of the above should be directed to the Director of Compliance and Advocacy, 1350 West Street, Pittsfield, MA 01201.

At this time, Berkshire Community College is not able to offer employment-based visa sponsorship.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Berkshire Community College in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations.

Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

