

SEARCH PROFILE:

SENIOR VICE PRESIDENT FOR
ACADEMIC AFFAIRS AND PROVOST



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THE OPPORTUNITY

The **Borough of Manhattan Community College (BMCC)**, one of the seven community colleges in the City University of New York (CUNY), invites nominations and applications for the position of **Senior Vice President for Academic Affairs and Provost**.

BMCC is a vibrant teaching and learning community committed to advancing the intellectual and personal growth of its students by providing affordable, high-quality education to prepare them for real-world success. The College seeks an experienced, visionary higher education leader to serve as the next Senior Vice President of Academic Affairs and Provost.

Reporting to the College President, Dr. Anthony E. Munroe, this leader is responsible for integrating innovative academic practices into strategic plans, demonstrating a commitment to the College's mission, vision, values, culture of care, diversity, equity, belonging, and inclusion across the institution.



ABOUT THE CITY UNIVERSITY OF NEW YORK

The **City University of New York (CUNY)** is the nation's largest urban public university, a transformative engine of social mobility that is a critical component of the lifeblood of New York City. Founded in 1847 as the nation's first free public institution of higher education, CUNY today has seven community colleges, 11 senior colleges and seven graduate or professional institutions spread across New York City's five boroughs, serving more than 233,000 undergraduate and graduate students and awarding 50,000 degrees each year. CUNY's mix of quality and affordability propels almost six times as many low-income students into the middle

class and beyond as all the Ivy League colleges combined. More than 80 percent of the University's graduates stay in New York, contributing to all aspects of the city's economic, civic and cultural life and diversifying the city's workforce in every sector. CUNY's graduates and faculty have received many prestigious honors, including 13 Nobel Prizes and 26 MacArthur "genius grants." The University's historic mission continues to this day: provide a first-rate public education to all students, regardless of means or background. To learn more about CUNY, visit www.cuny.edu.



ABOUT THE BOROUGH OF MANHATTAN COMMUNITY COLLEGE

Founded in 1963, BMCC is a vibrant teaching and learning community committed to advancing the intellectual and personal growth of our students. With an enrollment of approximately 20,000 degree-seeking and 10,000 workforce development/continuing education students supported by over 550 full-time faculty and over 700 adjunct faculty, across 18 academic departments. BMCC is the largest community college within the City University of New York (CUNY) system.

An educational leader, BMCC was selected from 1,000 community colleges nationwide to be included among 150 community colleges eligible to compete for the \$1 million 2025 Aspen Prize for Community College Excellence, the nation's signature recognition of high achievement and performance among community colleges. The Aspen Prize is awarded every two years. In 2021, BMCC was named one of the Aspen Award's Top Ten finalists.

Recent retention and graduation rates are as follows: 59% one-year retention rate for a full-time, first-time student cohort (Fa2022), and 26% three-year graduation rate for a full-time, first-time student cohort (Fa2020).

The Niche 2025 Best Community Colleges in America ranking named BMCC the number one community college in New York State. Additionally, a 2020 report from the Brookings Institute placed BMCC third among all two-year colleges in the nation for its success in helping low-income students move into the middle class.

MISSION STATEMENT

Borough of Manhattan Community College is a diverse teaching and learning community committed to advancing equity and the intellectual and personal growth of students. Working to strengthen a culture of care inside and outside the classroom, we share a passion for learning with students from around the world. We strive to increase degree completion, successful transfer, career achievement and service and leadership within our community, New York City, and beyond.

VISION STATEMENT

BMCC will be nationally recognized for improving student learning and success, excellence in research and knowledge creation, and for advancing socioeconomic mobility through the transformative power of education. BMCC faculty and staff are committed to strengthening our culture of care and take responsibility for creating the conditions under which all students can learn and all members of the BMCC community can thrive. Teaching and learning at BMCC, both inside and outside the classroom, is culturally responsive and sustaining, deeply engaging, and celebrates the rich diversity of experience and knowledge that the entire community brings to the College. Our students, faculty, staff, and alumni share great pride for BMCC, and for our role in creating a better, more equitable New York City.

VALUES

Belonging: Creating an environment in which all members feel welcome, that they are valued, and that they can succeed.

Community: Celebrating the uniqueness of individuals and groups; encouraging connection and participation; taking responsibility and caring for each other.

Equity: Working as an engine of upward social mobility to reduce barriers and improve academic, career and personal success for all, particularly for individuals and groups with less advantage.

Teaching and Learning: Creating exceptional teaching and learning environments inside and outside the classroom; valuing the experience and knowledge students bring to the classroom and engaging them in the construction of knowledge.

Transformation: Promoting intellectual, socioeconomic, and personal growth of students and communities; empowering students to improve their lives and the lives of their families; advancing justice through education.



ACADEMICS

BMCC is ranked among the top community colleges in the nation, according to *Community College Week* and the U.S. Department of Education. Students choose from more than 50 academic programs in STEM, business management, criminal justice, nursing and other areas of study that transfer easily to bachelor degree programs or propel them into successful careers. The institution offers Associate degrees in Applied Sciences (A.A.S.), Arts (A.A.), Science (A.S.), Certificate Programs, and a Microcredential in Cybersecurity. More than 800 course sections are taught online, including academic programs that allow students to earn a degree or certificate entirely online.

More than 3,000 faculty and staff members work at BMCC bringing quality education to a diverse, urban population of students. BMCC has over 550 full-time tenure and tenure-track faculty, teaching in over 200 subject areas.

BMCC is fully accredited by the Middle States Commission on Higher Education and offers over 50 associate degree programs through 18 academic departments, as well as certificates and micro-credentials created with industry partners. Over 90% of the degrees BMCC awards are associate degrees.

BMCC also offers a variety of [Success Programs](#) to help students develop beyond their academic degree requirements, including areas such as Leadership, College Readiness, and more.

ACADEMIC DEPARTMENTS INCLUDE:

- [Academic Literacy and Linguistics](#)
- [Accounting](#)
- [Allied Health Sciences](#)
- [Business Management](#)
- [Computer Information Systems](#)
- [English](#)
- [Ethnic and Race Studies](#)
- [Health Studies](#)
- [Library](#)
- [Mathematics](#)
- [Media Arts and Technology](#)
- [Modern Languages](#)
- [Music and Art](#)
- [Nursing](#)
- [Science](#)
- [Social Sciences, Human Services and Criminal Justice](#)
- [Speech, Communications and Theatre Arts](#)
- [Student Life](#)
- [Teacher Education](#)

THE STUDENTS

Serving approximately 20,000 matriculated students, and 10,000 workforce development/continuing education students, BMCC welcomes everyone from recent high school graduates to seasoned professionals, all seeking intellectual growth in a supportive learning community.

BMCC is a federally designated Hispanic Serving Institution (H.S.I.), Asian American and Native American Pacific Islander-Serving Institution (AANAPISI) and thus a Minority Serving Institution (M.S.I.). The diverse student population is 44% Hispanic or Latino, 25% Black or African American, 12% Asian, 10% White, and 3% two or more races. Some 57% are women. Over 30% of BMCC students were born outside the U.S., representing more than 105 countries and 59 languages. More than half of our students (58%) are the first in their families to attend college. More than eight in 10 (82%) of incoming freshmen arrive from New York City public high schools.

BMCC is firm in its commitment to breaking barriers to education, ensuring that every student has the tools and support they need to achieve their dreams. A significant proportion of students struggle to meet basic needs: 74% of our first-time, full-time students and 56% of all BMCC students receive Pell grants, an indicator of low income. Nearly seven in every 10 BMCC students experience some combination of housing insecurity, food insecurity and/or homelessness. BMCC supports student success through cohort programs, supplemental instruction, peer mentoring, tutoring, and proactive advisement, as well as emergency food distribution, crisis intervention, emergency financial assistance, and dormitory housing.

There are nearly 85,000 BMCC alumni across the nation and around the world!

THE CAMPUS

BMCC offers convenient campuses in vibrant locations that enhance the college experience, including the main campus in downtown Manhattan, and a satellite campus uptown at CUNY in The Heights. BMCC provides state-of-the-art facilities with modern classrooms, specialized labs, a competitive-size swimming pool and student-centric spaces. The Conference Center and Events Spaces serve as dynamic venues for academic conferences, community events, and professional gatherings, fostering collaboration and innovation within and beyond our campus community. An overview of the [spaces that comprise the BMCC Campus](#) includes:

MAIN CAMPUS

Located in the heart of downtown NYC, the main campus of the College is situated on 4.28 acres of land in a building that was designed with the Hudson River harbor in mind — shaped like a ship with its helm pointed to sea. Spanning four blocks from Chambers Street to North Moore Street, it's equivalent to the Empire State Building lying on its side; it is the hub of life at the College. Students actively participate in the artistic communities of Tribeca and SoHo, the dynamic downtown financial district, and the center of New York City government at City Hall.

Murray Street

BMCC currently occupies space on the 2nd, 10th, 11th and 14th floors of 70 Murray Street. The Murray building includes modern smart classrooms, computer labs, conference rooms, a student lounge, printing/copying facilities and gender-neutral restrooms, as well as, a respite room, which provides a nurturing, private space for lactating parents. [BMCC Express](#) is located on the street level of the 70 Murray Street building, to welcome students and the general public who wish to obtain information about the College.

Fiterman Hall

The Miles and Shirley Fiterman Hall is a 15-story academic facility that houses an art gallery, 65 classrooms, 35 computer labs, 130 offices for faculty, library spaces, atriums, open stairways, and several large assembly and performance rooms including a conference center on the top two floors and a double high choral ensemble space.

Center for Continuing Education & Workforce Development

BMCC's Continuing Education and Workforce Development programs operate at the 44,000 sq. ft. space steps away from Wall Street and Bowling Green. BMCC offers over 300 online certificate programs and personal development courses in traditional classroom style formats, as on-line offerings or corporate on-site training opportunities.

CUNY in The Heights (CITH)

The 30,000 sq. ft space located in the Inwood section of Manhattan includes an open student lounge with access to natural light, a quiet study area, and state-of-the-art flexible classrooms. Students who take classes at CITH can participate in a variety of Success Programs, including Accelerated Study in Associate Programs (ASAP) and Math Start to help them navigate their learning experience and earn their degree.

Manhattan Educational Opportunity Center (MEOC)

MEOC is in The Adam Clayton Powell, Jr. State Office Building, in the heart of Harlem. MEOC helps adult students learn English, earn an HSE diploma and prepare for college or receive training for a career that pays a sustainable wage.





LEADERSHIP AND ADMINISTRATION



Dr. Anthony E. Munroe became president of BMCC in 2020, galvanizing college-wide initiatives to build equity and inclusion, enhance retention and graduation rates, support students' basic needs and increase their academic and career opportunities. As a result of his advocacy for equity in higher education, President Munroe was recognized by City & State as one of New York's most influential academic leaders and named to their 2023 Higher Education Power 100 list.

President Munroe is a first-generation U.S. citizen who grew up in the Bronx and attended NYC public schools. He holds a Master of Business Administration from the Kellogg Graduate School of Management at Northwestern University, and both a Master of Public Health and Doctorate in Education with a concentration in health education, from Columbia University, Teachers College.

The specific and detailed regulations that govern the operation of BMCC are the Bylaws of the Board of Trustees of The City University of New York.

Within the campus, the Academic Senate and the College Council are the two legislative bodies of the Borough of Manhattan Community College.

[College Council](#)

Recognizing the legislative authority of the Academic Senate in matters of curriculum and degree requirements, the College Council shall be the body which establishes college policy on all matters except those specifically reserved by the laws of the State of New York, the Bylaws of the Board of Trustees of the City University of New York, and by the collective bargaining agreements in force.

[Academic Senate](#)

The Academic Senate is responsible for the principle academic policy decisions of the College including admissions criteria, academic programs, degree requirements, and graduation requirements. It is the agent of the faculty for carrying out the functions of faculty, according to the provisions of the By-laws of the Board of Trustees.

[Professional Staff Congress](#)

The Professional Staff Congress is the union that represents more than 27,000 faculty and staff at the City University of New York (CUNY) and the CUNY Research Foundation. It is dedicated to advancing the professional lives of its members, enhancing their terms and conditions of employment, and maintaining the strength of the nation's largest, oldest and most visible urban public university.



ABOUT THE SENIOR VICE PRESIDENT FOR ACADEMIC AFFAIRS AND PROVOST POSITION

The Borough of Manhattan Community College (BMCC) is a vibrant, pluralistic learning community committed to students' intellectual and personal growth. The College bridges the economic and educational opportunity gap for students, more than half of whom are the first in their families to attend college. Working to strengthen a culture of care inside and outside the classroom, we share a passion for learning with students worldwide. Strategically located in downtown Manhattan, the College is in close proximity to the artistic communities of Tribeca, SoHo, the dynamic downtown financial district, and the center of New York City government at City Hall. BMCC prides itself on the diversity of our students. We are an inclusive community that promotes mutual respect for everyone, no matter their ethnicity, gender, age, disability, religion, political preference, sexual orientation, gender identity, and national origin, among other personal characteristics. BMCC's motto speaks to this shared purpose and possibility: Start Here, Go Anywhere. We strive to increase degree completion, successful transfer, career achievement, and service and leadership within our community, New York City, and beyond.

BMCC is seeking an experienced, visionary higher education leader to serve as the next Senior Vice President for Academic Affairs and Provost. Reporting to the College President, this position serves as the chief academic officer and a member of the President's Cabinet. This position is responsible for integrating innovative academic practices into strategic plans, demonstrating a commitment to the College's mission, vision, values, culture of care, diversity, equity, belonging, and inclusion across the institution.

In addition, the successful candidate will:

- Enhance the College's academic and research reputation, impact, and reach by providing strategic leadership and academic direction aligned with the mission of the College and the University.
- Provide academic and strategic leadership, direction, and policy formulation for all academic divisions and programs.
- Work closely with the President, other College and University executives, and external organizations to develop policy, acquire resources, address matters of common concerns and identify opportunities for academic collaboration.
- Collaborate with the President, vice presidents, deans, chairs, program directors, and faculty in strategic planning to increase public and private support for faculty research, scholarships, internships, experiential learning opportunities, new pedagogical modalities, online learning, global engagement, and other institutional priorities.
- Lead efforts to recruit, develop, support, and retain talented, diverse, and inclusive faculty and develop innovative academic programming and partnerships to support the enrollment efforts of our diverse and engaged student population.
- Ensure the development and support of high-quality academic programs, both classroom-based and online, efficient management of financial and physical resources, and the adoption of innovative approaches to improve institutional outcomes.
- Promote student learning, excellence in teaching, scholarly research, service, and leadership ensuring that teaching and research at the College meet the highest academic and accreditation standards.
- Develop and support a strategic alignment of Academic Affairs, Enrollment Management, and Student Affairs to design, develop, and implement programs and practices that increase the numbers of graduates fully prepared to begin successful careers and pursue advanced studies.
- Expand existing and develop new academic programs and services to meet the needs of an urban and highly diverse student and faculty community.
- Establish a sense of trust with faculty, staff, and administrators.
- Provide strategic management of fiscal, human, and facilities resources in a time of change and uncertainty.
- Collaborate with Cabinet members, academic leaders, workforce development and across divisions to direct and support efforts for the retention and academic progress of a diverse student body.
- Enhance partnerships with the corporate and civic communities served by BMCC.



QUALIFICATIONS AND EXPERIENCE

This position is in CUNY's Executive Compensation Plan. All executive positions require a minimum of a bachelor's degree and eight years' related experience.

PREFERRED QUALIFICATIONS AND EXPERIENCE

- Earned doctorate or other terminal degree, along with a distinguished record of teaching, research, and scholarly achievement at a level meriting appointment as a tenured full professor in one of the College's academic departments.
- Ten years or more of progressively responsible experience in senior academic administrative roles within a large public institution, with a track record of success in leading academic programs, faculty, and staff.
- Knowledge and experience with accreditation processes and maintaining high academic standards.
- Demonstrated success in strategic planning and effectiveness in working within a multicultural environment and promoting equity.
- A proven commitment to promoting diversity, equity, and inclusion within the academic community.
- Experience in promoting and supporting global engagement and internationalization of academic programs and partnerships.
- Leadership style that is collaborative, transparent, empowering, inclusive, and innovative.
- Demonstrated effectiveness in a unionized environment.
- Successful change management through collaboration.
- Demonstrated ability to work with faculty, representatives elected by the faculty, and with all members of the academic community within a shared governance environment.

SALARY AND BENEFITS

The salary for this position will be determined based on qualifications and related experience. It is expected the new hire will begin at \$200,000 - \$225,000 per year. A comprehensive benefits package is offered as well.

APPLICATIONS, INQUIRIES AND NOMINATIONS

BMCC is being assisted by Academic Search. Inquiries, nominations, and applications are encouraged. Prospective candidates may arrange a confidential discussion by contacting senior consultant Dr. Shirley Robinson Pippins at Shirley.Pippins@academicsearch.org or consultant Disa Mason at disa.mason@academicsearch.org. Nominations may also be submitted by email directly to BMCCprovost@academicsearch.org.

For full consideration, applications must be submitted online via CUNY's web-based job system. Required materials include a cover letter that addresses the responsibilities and requirements described in this position profile; a curriculum vitae; and a list of five professional references with a note indicating the candidate's working relationship with each. References will not be contacted without the explicit permission of the candidate.

The direct link to the job opening from external sources is: <https://hrsa.cunyfirst.cuny.edu> and the Job ID number is 29559.

Current CUNY employees should apply through CUNYfirst Employee Self Service using your login credentials. After you login to CUNYfirst, navigate to job openings by following the path from the Main Menu: Employee Self Service → Careers

The search committee will begin reviewing applications in January. While the position is open until filled, only applications received by **March 10, 2025**, are assured full consideration.

For additional information about BMCC, please visit <https://www.bmcc.cuny.edu/>.

CUNY encourages people with disabilities, minorities, veterans, and women to apply. At CUNY, Italian Americans are also included among our protected groups. Applicants and employees will not be discriminated against on the basis of any legally protected category including sexual orientation or gender identity. EEO/AA/ Vet/Disability Employer.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Borough of Manhattan 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.

