



# **MEDGAR EVERS COLLEGE**

The City University of New York

President | Position Profile



**PRESIDENT**  
**Brooklyn, New York**

*Courage, Strength, and Fortitude*

Medgar Evers College, part of The City University of New York (CUNY), seeks a collaborative, innovative, student-centered leader and scholar to serve as its next president. This is an attractive opportunity for an experienced and visionary leader with a sincere commitment to preserving the rich legacy of Medgar Evers College as an urban, social-justice focused, Predominantly Black Institution.

Born out of the civil rights movement and social justice struggles of the late '60s, the College was named for the slain civil rights leader and icon Medgar Wiley Evers, who stood for excellence and the fight to preserve human rights and equality. The College's philosophy that education has the power to positively transform the lives of individuals is still at the core of its mission. Located in the heart of Central Brooklyn, Medgar Evers College enrolled 5,800 students, mostly in credit-bearing degree programs in the Fall of 2019.

Celebrating its 50th anniversary in 2020, Medgar Evers College grew out of a community effort committed to serving students with diverse educational, socioeconomic, political and cultural backgrounds. The opportunity to lead this institution comes at a crucial time in this nation's history when protestors across the country are calling for social justice and racial equality, themes that underscored the civil rights work of the College's namesake. The College and the broader Central Brooklyn community are filled with talented, entrepreneurial, diverse and engaged individuals eager to welcome and partner with the school's next president to advance these ideas of equity, inclusiveness and justice.

The Medgar Evers College president leads a community-driven college with a mission to develop and maintain high-quality, professional, career-oriented undergraduate degree programs in the context of a liberal education. As a Predominantly Black Institution in the CUNY system, the College educates students across four schools and 30 degree programs and is recognized for its quality and affordability. It is among the top 25 public northern regional colleges in the *U.S. News & World Report's* 2020 national rankings, as well as a top performer on rankings highlighting social mobility. The College has nearly 1,100 staff and faculty and a budget of \$93 million.

Reporting to the Chancellor, the president will have an opportunity to establish a lasting legacy that honors the school's mission and namesake and restores its luster as a proud beacon of opportunity. This leader must reestablish the College's prominence and reputation in Central Brooklyn and beyond; serve



as the model for student-centered leadership at the College; lead the effort to carve out the College's niche in a competitive higher education landscape; develop a sustainable business model and promote the College externally to attract new resources; and foster meaningful engagement with external communities. The President will need to partner and collaborate with internal and external stakeholders to achieve these goals. Candidates should bring a deep commitment to the Medgar Evers College mission, a record of successful and strategic executive leadership, fundraising ability, and a proven history of building an inclusive, diverse and equitable campus culture.

Isaacson, Miller has been retained to assist in this recruitment. All inquiries, nominations and applications should be directed to the search firm as indicated at the end of this document.

## **THE CITY UNIVERSITY OF NEW YORK**

The City University of New York 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 country's first free public institution of higher education, CUNY remains true to its mission to provide a high-quality education to all who want one, regardless of their family background or the circumstances of their arrival. Known as the "American Dream Machine" for its ability to elevate students to the middle class, CUNY combines the best principles of academic rigor and excellence with a fundamental commitment to maximizing opportunity, particularly for those from low-income, underrepresented groups and immigrant communities. For over 170 years, it has lifted generations of families and educated millions of people. A 2017 study, conducted by then Stanford University economist Raj Chetty showed that CUNY propels almost six times as many low-income students into the middle class and beyond as all eight Ivy League colleges – plus Duke, M.I.T., Stanford, and the University of Chicago combined.

Students graduate CUNY with little or no debt. New York State and New York City's commitment to equal access enables two-thirds of CUNY students to attend the university tuition-free. The economic promise of CUNY is singular and made to a remarkably diverse student population, unrivaled by any other institution of its size in the country. CUNY serves over 270,000 students in credit-bearing programs, and 230,000 adult and continuing education (non-credit) course enrollments. It conferred about 57,000 degrees in 2018-2019 and since 1969, has conferred over 1.5 million degrees. The University is comprised of 11 senior colleges, seven community colleges, six graduate and professional schools, and an honors college, dispersed across the five boroughs of New York City. Latinx students account for 32 percent of the student body, Black students, 26 percent, Asian students, 22 percent, and white students, 20 percent. The student body hails from 211 territories and countries and collectively speaks 158 languages. Forty percent of students speak a native language other than English, 45 percent are first-generation college students, and 61 percent are Pell grant recipients. The University is served by 7,300 tenure and non-tenure track faculty, over 12,300 adjunct faculty and nearly 26,000 staff. Its total degree-credit enrollment grows at an average annual rate of 2.5 percent per year in approximately 1,400 active academic programs.

CUNY has benefited greatly from funding support from the State and the City of New York. State and City contributions comprise 65 percent of its \$3.7 billion operating budget, with the remainder derived from research grants and philanthropic revenue sources as well as tuition dollars. Only a handful of public universities anywhere enjoy such support. The graduates of CUNY have the opportunity to emerge in a world-class economy, with the skills learned in great research colleges, at an entirely affordable tuition.

## **MEDGAR EVERS COLLEGE HISTORY**

Medgar Evers College has the distinction of being one of the youngest four-year senior colleges at CUNY. In the early 1960s, the Central Brooklyn community recognized the need and expressed a desire for a local public college. Through various community organizations including, but not limited to, the Bedford-Stuyvesant Restoration Corporation, the Central Brooklyn Coordinating Council and the NAACP, and through their local elected officials, the residents of Central Brooklyn approached the Board of Higher Education of the City of New York with this request. On July 30, 1969, the State of New York Regents and the Governor of New York approved the establishment of a four-year institution in Central Brooklyn. On September 28, 1969, the name Medgar Evers College, recommended by the Community Council (then known as the Community Advisory Committee), was approved by the CUNY Board, and in 1971 its first class of approximately 1,000 students was admitted. Its first class of 94 students graduated in 1974.



## **MEDGAR EVERS COLLEGE TODAY**

The mission of Medgar Evers College reflects the national concern with diversity, globalization of curricula, liberal arts-based education and scientific and technological literacy. It is estimated that Brooklyn could surpass Chicago in population in 2020, in effect becoming the third largest city in the United States. Central Brooklyn, where the college is situated, is a densely populated, ethnically diverse, low-income area of the borough. Thus, the degree programs and community services provided by Medgar Evers College address a critical need by supporting career pathways for people of color who are predominantly first-generation college students and immigrants. Medgar Evers College seeks to ensure that its students receive a high-quality education regardless of their means. It is committed to its mission of promoting social justice and strengthening equal access to people of color and underserved populations in Brooklyn through a student-centered approach to learning. Medgar Evers College is committed to students who desire self-improvement, a sound education, a space to develop a personal values system, and an opportunity to gain maximum benefits from life and from their environment. In October of this year, two nearby Brooklyn subway stations were formally renamed for Medgar Evers College, commemorating the civil rights icon and celebrating the institution on its 50th anniversary.

### **Students**

Medgar Evers College attracts a diverse group of students with the majority coming from Brooklyn. Located in Crown Heights, the demographics of the College reflect the diversity of its surrounding community: 85 percent of the students are Black, and almost 25 percent were born outside of the United States; the majority come from Jamaica, Guyana, Haiti, Trinidad and Tobago and various countries in

Africa. Additionally, 16 percent of students hold Permanent Resident status and roughly 70 percent of students are women.

The College currently enrolls nearly 5,800 undergraduate students, with 71 percent attending on a full-time basis and nearly two-thirds enrolled in baccalaureate programs. Medgar Evers College admits and enrolls students regardless of their level of academic preparation when they arrive. Historically, the College has enrolled a non-traditional student body: the majority of students are working adults and first-generation college students. The school's demographics have shifted in the past 10 years, however, and the student population is trending younger – 63 percent are under the age of 25, with 34 percent under the age of 20.

In order to address the needs of the College's unique student population, a number of specialized programs and services have been developed to support student success.

*Freshman Year Program* – The mission of this program is to orient and retain incoming and second semester students by providing personalized academic advisement and support services. In addition to instructional activities within their freshman seminar courses, academic advisers provide crisis intervention, referrals and follow-up.

*Transition Academy* – With over 50 percent of students indicating they struggle with food and housing insecurities, the academy was established to assist students in need. The services help students navigate New York City to find adequate housing, address food and clothing insecurities and foster a sense of well-being and peace of mind. Other assistance includes advocacy and referrals for students facing domestic violence, counseling referrals, job placement and provision of appropriate clothing for job interviews.

*Ella Baker Childcare Center* – The center is committed to meeting the needs of the child while supporting the professional growth of the student-parent. The center serves nursery through pre-school, including pre-kindergarten as part of the Department of Education's Pre-K for All program.

*Male Development and Empowerment Center* – Focuses on increasing enrollment and graduation rates of underrepresented populations, particularly male students. This center serves as a community hub for male students to connect, become involved, and develop into leaders and advocates.

*Women's Center* – Supports female students by providing specialized resources to assist in their degree attainment through counseling, advocacy, referrals, education forums and events.



## Faculty

Medgar Evers College's accomplished faculty consists of over 156 full-time members who maintain current portfolios of research and scholarship and also reflect the student demographics. They include some of the best and brightest in academia, boasting several Fulbright Scholars, a Guggenheim Fellow and many respected researchers. Over 60 percent of full-time faculty hold a doctorate or the University equivalent and 62.5 percent are tenured. The College also has 264 adjunct professors and full- and part-time professional support staff who bring the total faculty size to 552. The College meets the national average of student-to-faculty ratio, resulting in a personalized educational experience with ample, individualized support services.

## Academic Programs

The College provides students with the academic programming and professional development services they need to find an area of interest that will put them on track to graduate and find a rewarding career. The College houses four academic schools: the School of Business; the School of Science, Health & Technology; the School of Liberal Arts; and the recently proposed School of Global Education, currently the School of Education. The four schools collectively offer 20 baccalaureate degrees, nine associate degrees and one credit-bearing certificate. Additionally, the School of Professional and Community Development offers a wide range of non-degree programs for youth and adults aimed at college preparation, career development and community involvement.

Medgar Evers College is institutionally accredited by the Middle States Commission on Higher Education. Other accrediting organizations include the Accreditation Commission for Education in Nursing, the Accreditation Council for Business Schools and Programs, the Council for the Accreditation of Educator Preparation and the Council on Social Work Education. The College's academic programs are registered by the New York State Department of Education.



Paired with degree and credential programs are co-curricular programs designed to enrich the academic experience. The Medgar Evers Study Abroad Office supports faculty-led initiatives and collaborates with international institutions and professional organizations to create opportunities for international education, student and faculty exchange and joint research. Additionally, departments and advisers have assisted students in securing internships that foster exploration and study at places like Google, NASA, Brooklyn Museum of Art, Brooklyn Academy of Music and many others.

## Research & Advocacy Centers

In addition to their broad array of academic offerings, Medgar Evers College faculty-led centers focus on integrating research and practice in various disciplines, as well as addressing current issues and concerns in society.

The **Center for Law and Social Justice (CLSJ)** is a community-based legal organization that specializes in addressing racial justice issues. CLSJ provides quality legal advocacy, trainings and research services in a personal manner to people of African descent and the disenfranchised.

The mission of the **Center for Black Literature** is to expand, broaden and enrich the public's knowledge and aesthetic appreciation of Black literature and the literary works produced by people of the African Diaspora. The Center promotes reading, discussion and critical analysis of contemporary Black literature, through author readings and book signings, conferences, panel discussions, symposia and writing workshops. Its intellectual approach to programs and activities focuses on the ways in which the literary arts and cultural values inform the work of Black writers, and the ways in which these works influence the culture at large.

The **Caribbean Research Center** is an integral academic component of the College, established in September 1985 to address the needs and achievements of the city's rapidly growing Caribbean segment. Through its research, the Center provides a multi-disciplinary understanding of the New York social environment, the diverse social, cultural and economic characteristics of the Caribbean-American community and a comparative analysis of the immigration experience of this community in the context of the wider Caribbean Diasporas in the Americas and Europe. Its work focuses primarily on English-speaking, Haitian, Dominican and South/Central American Caribbean coastal communities. It offers a scholarly perspective on the challenges and successes of Caribbean immigrants and their impact on the Diaspora environments in which they live, as well as the Caribbean region as a whole.

The **DuBois Bunche Center for Public Policy (DBC)** is an academy of scholar-activists and advocates dedicated to forging solutions to the challenges confronting people of color in urban communities in the United States and throughout the African Diaspora. The DBC produces research, formulates policies, sponsors conferences and produces public affairs media programming that advances economic and social justice.

## **Finances & Capital Projects**

As part of the CUNY System, the College's operating budget consists of State and City appropriations, tuition revenues and research overhead. Each year, the College must submit a required multi-year financial plan to CUNY. The College's ability to fulfill its mission is contingent on a sustainable strategic approach to managing financial and operational resources while maintaining enrollment capacity and collection of tuition and fees at sustainable levels.

Budgets are lean, and in recent years all CUNY colleges have absorbed cuts to their base allocation from CUNY's central offices due to decreased state appropriations. Given budgetary constraints, coupled with the still-evolving impact of the COVID-19 pandemic, the College ended FY2020 with a budget deficit. The College's Annual Operating Budget for 2019-2020 was \$93 million.

The current Capital Budget is approximately \$175 million, covering all projects in progress and those in the planning, review and staging phases. Projects ready to be bid include the Bedford Building Lobby and ADA Renovation (\$10 million), Bedford Building Three Projects (\$5.5 million), ADA-compliant Bathrooms and the Athletic Center (\$10 million). The College Master Plan calls for a second mixed-used facility and the Bedford Building Student Center. The Academic Building (AB2) (\$283 million) will accommodate future growth of the college's enrollment and programmatic offerings, and it will provide faculty and students



with an appropriate learning environment. The Bedford



Building Student Center (\$50 million) would construct state-of-the-art classrooms and space for student clubs, lounges and other amenities that support student learning inside and outside the classroom.

CUNY's central offices govern human resources, procurement, capital allocation and new program authorization, but the campuses have considerable autonomy to manage their own budgets and to build improved revenue within approved program offerings. CUNY is both an integrated and federated system. It strongly encourages local initiatives and entrepreneurship, but strictly controls a wide variety of rule structures at the local, city and state levels.

## **THE NEXT PRESIDENT OF MEDGAR EVERS COLLEGE**

The next leader will be the sixth permanent president of Medgar Evers College and will succeed Dr. Rudolph F. Crew, who has been serving as president since 2013.

Reporting to CUNY Chancellor Félix Matos Rodríguez, the president is the chief executive officer of Medgar Evers College and is responsible for supervising all of the interests of the institution while providing a lucid collaborative leadership that centers on integrity and transparency. The president will value shared governance, academic freedom and intellectualism that actively engages faculty, staff and students. As with the other campuses, Medgar Evers College is governed by The City University of New York Board of Trustees, a 17-member board responsible for the governance, maintenance and development of all the colleges within the CUNY system. The president is a system partner with a dual obligation to Medgar Evers College and the CUNY system.

The College's current senior leadership team includes the senior vice president and provost, senior vice president and chief operating officer, executive director of human resources, chief diversity officer and the chief legal officer. The next president will lead a total staff and faculty of nearly 1,200.

The successful candidate will possess a number of critical characteristics to advance the College. In particular, the president will lead with integrity and foster an environment of tolerance and respect throughout the college community as it looks to the future. Medgar Evers College is at the heart of the Central Brooklyn community, and the Central Brooklyn community is the heart and soul of Medgar Evers. The advocacy that led to the College's founding is present today, and the next president should seek to leverage the community's commitment to the College in meaningful ways.



## **OPPORTUNITIES AND CHALLENGES**

Medgar Evers College seeks a transformative president who will articulate its vision and align the resources of the college community. Specifically, the next president will need to engage successfully with the following opportunities and challenges:

### **Reestablish the College's prominence and reputation in Central Brooklyn and beyond**

Medgar Evers College has many outstanding qualities that can be woven into a powerful narrative. Students continue to advance the vision of its founders and overcome tremendous obstacles to graduate and find success. The next president will lead the college community with an inspiring vision for the future, and support the renewal and reinvestment of the campus brand.

The new president must conduct a comprehensive audit and begin development of a five-year strategic plan and energize and inspire the Medgar Evers College community. As a skilled listener and communicator, they must work in collaboration with faculty leadership and staff, while also providing decisive leadership. In addition, the new president is expected to lead with integrity and reinforce a sense of accountability for all members of the College community.

### **Serve as the model for student-centered leadership at the College**

The next president will be expected to develop a shared ethos and commitment to a well-rounded and positive student experience at Medgar Evers College. They will promote the vision of a fully integrated student experience, combining the curricular and co-curricular dimensions of student life without losing sight that achieving academic success is the College's paramount obligation. To be successful, the president must forge strong relationships across the campus, earning the respect and trust of faculty and administrators as an advocate for and proponent of a holistic approach to student support.

More specifically, the next president will work with senior leaders and critical campus units to ensure that the unique needs of each and every student, both inside and outside the classroom, are met. The president will develop an integrated program for supporting students' academic success by strengthening programs and activities for personal and intellectual exploration and growth. This will include strengthening academic advising and peer and faculty mentoring, as well as providing faculty with the necessary support to bolster relationships with students in the classroom and other campus settings, in order to enhance overall student satisfaction and improve retention rates.

### **Lead the effort to carve out the College's niche in a competitive higher education landscape**

Building on the College's historic academic strengths, the president will partner with the senior vice president and provost and the faculty to put forth an expansive vision that facilitates strategic programmatic growth through updates to the expansion of existing curriculum, the introduction of new degree programs, and the exploration of robust opportunities in the online education space. Additionally, in an effort to expand Medgar Evers College's footprint and academic offerings, the president will pursue innovative academic partnerships with local institutions at the community college level, as well as four-year and graduate institutions across the country and around the world.

Faculty and staff look forward to welcoming a president who will offer support and acknowledge their hard work and dedication to the College's students. Specifically, the new president must advance the

professional development of faculty and staff and provide the funding needed for faculty to pursue their research portfolios and develop as scholar-teachers.

**Develop a sustainable business model, advocate for Medgar Evers College within CUNY, and promote the College externally to attract new resources**

In partnership with the Office of Development, the president is expected to serve as the lead fundraiser and financial steward of the College. The new president will maintain and emphasize partnerships with the local government and business community, while at the same time continuing to be visible on the national stage in association with distinguished foundations, the business community and other organizations serving higher education.

Like many academic institutions, Medgar Evers College is experiencing the effects of the current recession and is seeking ways to manage the changing landscape while maintaining high academic standards, accessibility, state-of-the-art facilities, technology adoption and student services. The new president must work with the CUNY Chancellor, CUNY senior leadership, and the Board of Trustees, as well as campus leadership, to develop a sustainable financial model that will enable the College to navigate current and future economic challenges.

**Foster meaningful engagement with external stakeholders that honors the College's founding and mission**

With alumni spanning nearly 50 years, the next president must cultivate the College's alumni in meaningful ways that allow them to share their stories and demonstrate their love for their alma mater. In partnership with the Medgar Evers College Community Council, the next president will leverage existing relationships to advance the College's mission while honoring its deep history in the Central Brooklyn community. Additionally, Medgar Evers College has a long history of working closely with elected officials and government leaders to garner support and resources for the College and its students. The next leader will be expected to engage these constituents to ensure the College's priorities and needs are met.

**QUALIFICATIONS**

The Presidential Search Committee understands that no single candidate will have all the ideal qualifications, but Medgar Evers College seeks a president with the following professional experiences and personal qualities:

- **Commitment to preserving the rich legacy of Medgar Evers College as a social justice focused Predominantly Black Institution:** A moral and ethical leader with an understanding of leadership in a setting that is diverse and inclusive but is grounded in a historic mission that calls for providing higher education access to underserved populations and integrating a global perspective into all dimensions of the College's campus and community.
- **Professional and intellectual distinction:** Earned doctorate, appropriate terminal degree with a demonstrated record of successful executive leadership and experience sufficient to warrant the respect of the academic community.
- **Dedication to students and their success:** Interest and enthusiasm about the fast-paced nature of modern careers with forward-thinking ideas for helping students navigate new professional realities;

an understanding of the digital information age and its effect on today's students; a student-focused leader who enjoys participating in the life of the campus community.

- **Proven commitment to equity, diversity and inclusion:** Comprehensive experience with diverse cultures and communities and the proven capacity to embrace inclusion and equity in all aspects, including the ability to recruit, welcome, retain, and build an integrated and inclusive campus that celebrates multiculturalism.
- **Advanced analytics ability:** Experience with statistical analyses needed for predictive modeling, analyses of short- and long-term trends critical to strategic planning, financial decision-making, and reporting to internal and external constituencies; evidence of the ability to scan the higher education environment and proactively identify major issues and trends that may impact the College.
- **Business acumen:** Demonstrated aptitude for financial strategy and decision-making in a complex economic environment; significant experience in building a culture of entrepreneurship and managing allocations and incentives in a complex budget.
- **Fundraising and advancement:** A proven fundraiser and financial manager who is able to stimulate a more robust culture of philanthropy, identify and capitalize on alternative revenue streams and manage resources effectively.
- **Political savvy and community engagement:** An extensive portfolio of working successfully with community leaders, businesses, government, and other academic institutions and organizations to raise the profile of Medgar Evers College locally, regionally and nationally.
- **Personal style:** A collegial and collaborative leader with an inviting professional/public presence, energy, enthusiasm, integrity, humility, and sense of humor; excellent communication skills and a good listener; approachable, open, trustworthy and respectful.
- **Adaptability to an urban context:** Adaptable to living and working in an urban community and embracing the culture and traditions of New York City and the Brooklyn borough.

## NOMINATIONS AND APPLICATIONS

A 13-member search committee composed of CUNY trustees; Medgar Evers College faculty, students, and alumni; a CUNY college president; a member of the Chancellery; and a representative of Medgar Wiley Evers' family is conducting this search. Isaacson, Miller is assisting the search committee with the recruitment. All nominations, applications and inquiries will be held in strict confidence.

Review of candidates will begin in November 2020 with first-round candidate interviews targeted for January 2021. For fullest consideration, applicant materials should be received by December 15, 2020.

Applications, including a résumé/CV, letter of interest, and list of names and contact information for five references (individuals who report or reported to the applicant, to whom the applicant reports or reported, faculty members, and community/business leaders), should be sent electronically to:



Keight Tucker Kennedy, Partner  
Sheryl Ash, Partner  
Martens Roc, Senior Associate  
Isaacson, Miller  
1300 19<sup>th</sup> Street NW  
Washington, DC 20010

<http://www.imsearch.com/7604> and [executivesearch@cuny.edu](mailto:executivesearch@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*

