

To: The SUNY Adirondack College Community
From: The Board of Trustees
Subject: Presidential Search
Date: September 11, 2024

SUNY Adirondack has engaged Drs. George Santiago and Joanne Bashford of RH Perry & Associates to assist in our search for the next president. While they will not select the president, they will ensure the national search and selection process is thorough and effective, helping us identify the strongest candidates. RH Perry has extensive experience with community and technical college searches, having completed 105 assignments since 2010, including 57 presidential or chancellor replacements. They have also led 13 presidential searches for SUNY community colleges and are familiar with SUNY protocols, working closely with the Chancellor's office.

Dr. Santiago brings over 30 years of educational leadership experience, having served as an evaluator for the New York State Education Department and the Middle States Commission on Higher Education, and is active in multiple state, regional, and national organizations. Dr. Bashford has held leadership roles as President of the InterAmerican Campus at Miami Dade College and key positions at Broward College and Miami Dade College, including Associate Vice President for Developmental Education and Student Success, Associate Provost for Institutional Effectiveness, and positions in institutional research and evaluation.

The Board has appointed Trustees Dr. James Nolan, Amie Gonzales, and Edward Fitzgerald, Esq. as representatives to the Presidential Advisory Search Committee, with Dr. Nolan serving as chair. The committee will also include members from the faculty caucus, administrative and support staff employee groups, the SUNY Adirondack Foundation, liaisons from the SUNY Chancellor's office, representatives from the FAACC and ESP Association and representatives from Washington and Warren Counties. The first meeting of the Presidential Search Committee will be on September 19th. A subcommittee of academic divisional representatives will be named later.

RH Perry initiated the search process with a visit to SUNY Adirondack on August 29th to orient the Board and conduct pre-search interviews. They will develop a search process schedule for review and approval by the Board and search committee, which will be shared with the college community. Drs. Bashford and Santiago will host Pre-Search Survey sessions for various campus groups on Thursday, September 19th, and Friday, September 20th. A separate email will provide the Pre-Search Survey schedule and Zoom links. These sessions will offer an opportunity for individuals across the College to share their views on the institution's future needs and priorities.

We plan to begin publicizing and recruiting candidates for the presidency this fall, with finalist interviews and campus visits anticipated for February/March 2025. The new president is expected to take office on July 1, 2025. The Board thanks you in advance for your support in this critical endeavor of selecting our next president.