



FOUNDED BY AUDREY COHEN IN 1964

EXECUTIVE SEARCH PROFILE PRESIDENT



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Advancing Higher Education Leadership
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The Opportunity

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



Overview

Metropolitan College of New York (MCNY) was founded in 1964 as the Women's Talent Corps by education visionary and activist, Audrey Cohen, with funding from War on Poverty programs to provide new educational and career pathways to low-income adults. Cohen believed the key to a truly effective education lay in uniting the classroom with the professional world. The Talent Corps trained and developed motivated women for new paraprofessional positions. Women's Talent Corps became the College for Human Services, later Audrey Cohen College, and today, MCNY.

MCNY has proudly continued to advance this educational and social justice mission through educating adult students to lead constructive change in our communities through our powerful curriculum, Purpose-Centered Education.

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



Overview

continued

MCNY's annualized FY 23 total headcount enrollment across three semesters was 1,665 students. Its associate, bachelor and master's degree programs are housed within three schools: the Audrey Cohen School for Human Services and Education, the School for Business and the School for Public Affairs and Administration. The Manhattan campus opened in 2016 in the downtown Financial District. The Bronx Campus, also new in 2016, is located in the vibrant South Bronx "Hub" neighborhood.

Beginning in 2022, the College embarked on a plan for growth to reverse the enrollment decline experienced during the COVID pandemic. In 2023, enrollment grew beyond budgeted expectations, and six new academic programs are slated to launch in 2024 and 2025.



MCNY Mission

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

Values

Integrity

Establishing and maintaining the highest standards.

Innovation

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

Empowerment

Assisting ourselves and others to become more effective and productive.

Diversity

Actively promoting and supporting a community of different people and ideas.





Who MCNY Serves

- 86% of students are African-American or Latine
- 71% of students are women
- 55% of undergraduate students are first-generation
- 68% of undergraduate students receive Pell Grants

1665

Students

1024 Undergraduate

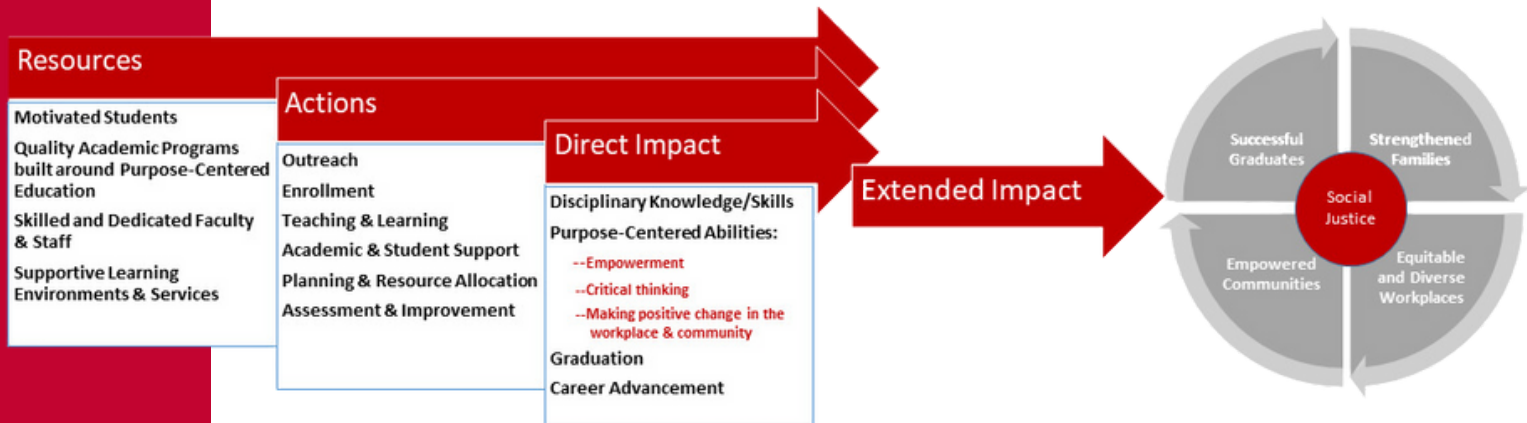
641 Graduate

37

**is the average age
of students**

Advancing Our Mission:

The MCNY Theory of Change



Educational Philosophy Purpose-Centered Education

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

Each semester's Purpose determines the focus for the Constructive Action (CA) projects that students are required to plan, implement, and evaluate; CA projects aim to improve processes or practices in the workplace or internship sites. In the Purpose-Centered Education model, students learn by doing in a program tailored to their educational needs.

Because MCNY's curriculum integrates the classroom and work experiences, students have the flexibility to work full-time and attend school full-time. The benefits are that students:

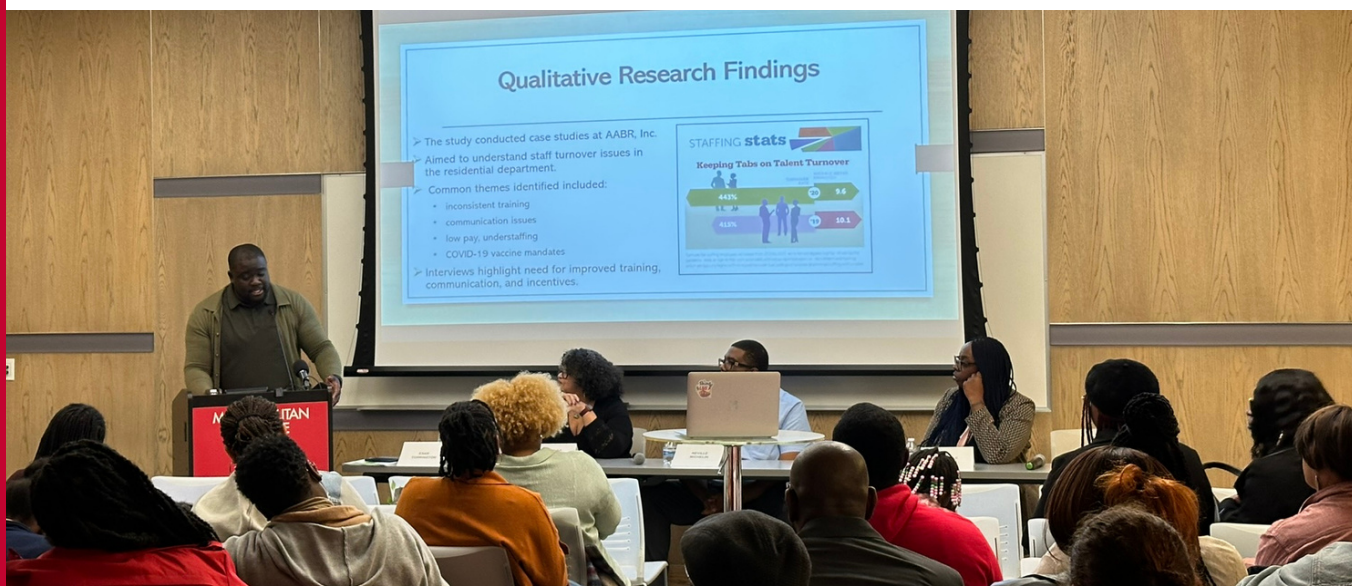
- Use their studies as the basis for taking action to improve their workplace or internship site.
- Engage in an educational experience that is active, rather than passive, and far more effective.
- Remain in the workplace and continue to earn. At MCNY, students do not have to put their careers on hold to attend college.

Academics

Metropolitan College of New York provides a vibrant educational environment that is enhanced by an abundance of intellectual and professional program offerings. The unique educational model of Purpose-Centered Education anchors each degree program within the context of the workplace, ensuring students are engaged and competent in both theory and practical application.

Day, evening, weekend, online and hybrid courses provide students the convenience and flexibility to keep up with the demands of work-life commitments. MCNY offers three full semesters per year, which enables students to accelerate their time to completion: masters students can earn their degrees in as little as one year, and first-time undergraduate students in under three years.

MCNY is fully accredited by the Middle States Commission on Higher Education. The Associate and Bachelor of Business Administration degree programs, and the MBA programs in Financial Services, General Management and Media Management, are accredited by The Accreditation Council for Business Schools & Programs (ACBSP). The unique Master of Science in Education: Dual Childhood 1-6/Special Education program is registered by the New York State Education Department.



Academics

continued

Audrey Cohen School for Human Services & Education

Named after MCNY's founder, the Audrey Cohen School for Human Services and Education (ACSHSE) has prepared students for over 40 years with the tools, knowledge and practical on-site work experience to achieve a fulfilling career in education and the helping professions. Degree programs include the Associate of Arts in Human Services; Bachelor of Professional Studies in Human Services; Master of Arts in Community Health Education, and Master of Science in Education: Dual Childhood and Special Education. The School also has a non-credit certificate in Alcohol and Substance Abuse Counseling (CASAC).

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

Graduates of the School's programs have gone on to create new agencies and programs, engage in civic life in their communities and beyond, and work as educators in a variety of settings from classrooms to alternative programs. All of the degree programs offer opportunities for students to examine themselves as agents of change and to explore different aspects of their fields of study while receiving the skills necessary to work for social justice and positive change in the world.



Academics

continued

School for Business

Accredited by The Accreditation Council for Business Schools & Programs (ACBSP), MCNY's School for Business offers undergraduate and masters-level graduate business degree programs. All business degree programs prepare students with current, industry-relevant courses that provide the skills today's job market demands in a context of relevant historical and philosophical frameworks.

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

Master of Business Administration degree programs are offered in Financial Services, General Management, Health Services and Risk Management, Media Management and Project Management.

Members of MCNY's Business Advisory Board mentor students and work closely with faculty to ensure relevance. A chapter of Sigma Beta Delta, the international honor society for business students, provides an opportunity for students to be recognized for their outstanding academic achievements and community service.



Academics

continued

School for Public Affairs & Administration

The School for Public Affairs & Administration challenges students to see what can be made better – personally, professionally and socially – and then take the necessary actions to effect positive change.

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

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

The MPA in Public Affairs & Administration challenges students to be policy analysts, problem solvers, and engaged citizens of New York City's dynamic metropolitan area. Students spend each semester concentrating on an area essential to building leadership careers in public service.



Campuses

In 2016, MCNY opened two new campus buildings, both of which are owned by the College. The Manhattan and Bronx campuses offer state-of-the-art teaching and learning environments in prime locations that are readily accessible by public transportation.

Manhattan

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

With 110,000 sq. ft. of space three blocks south of the World Trade Center, the Manhattan campus provides significant advantages for the MCNY community, including an advantageous location for partnering with local businesses and community groups, excellent transportation access, and panoramic views of the Hudson River and lower Manhattan.

The campus offers state-of-the-art classrooms, a dynamic Learning Commons that houses the Library and Academic Support Services, and modern offices and meeting areas. A dedicated entrance on West Street houses the Admissions Office and a large community space that enables the College to host events and activities for students and the local community.



Campuses

continued

Bronx

The Bronx campus is an anchor of Triangle Plaza Hub, a mixed commercial project that is at the vibrant heart of redevelopment in the South Bronx.

The Bronx campus features 17 classrooms, three computer labs and a multi-purpose conference space, allowing the College to host large events and to build neighborhood partnerships. The campus has become an integral part of the local community, giving the College a strong public presence and a broad range of opportunities for community outreach and service. The campus offers a popular Pathways to Careers program which enables adult members of the local community without high school diplomas to earn high-school equivalency diplomas while earning 27 college credits.



Leadership

President



Dr. Joanne Passaro will retire in June of 2024 after six successful and productive years as the President of MCNY. Upon her retirement in 2024, the Board has voted to name her President Emerita in honor of her contributions to MCNY.

Since assuming the presidency, she has led substantive change throughout the College, including attracting new donors and partners to support the mission of the College, establishing new strategic partnerships with community-based organizations; developing new undergraduate and graduate programs to reach new populations of students; revising the Purpose-Centered Education model; and revitalizing the student-focused culture of the MCNY community, while also successfully leading the College and its students, faculty and staff through the turbulence and uncertainty of the pandemic.

Additionally, since 2018, MCNY has been successful in reaffirming its accreditation by the Middle States Commission on Higher Education as well as various disciplinary accreditations. Fundraising has increased at MCNY each year of her presidency. Since 2019, Dr. Passaro's leadership has been recognized annually by leading publications in New York.

Prior to becoming President of MCNY, Dr. Passaro served for eleven years as Provost at Carroll University in Wisconsin. She previously served as Interim V.P. for Academic Affairs at Point Park University in Pittsburgh and as Acting Provost at Mercy College in New York, among other positions in her three decades in higher education. Dr. Passaro currently serves as a Board Member, Treasurer, and Chair of the Finance and Administration Committee at the Council of Independent Colleges and Universities of New York State. She holds a Ph.D. in Cultural Anthropology from Duke University.



The Position

The President of Metropolitan College of New York is the chief executive officer of the College, reports to the Board of Trustees of the College, and is the chief advisor to, and executive agent of, the Board.

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

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

Direct reports to the President include:

- Chief Development Officer
- Vice President for Academic Affairs
- Vice President for Enrollment Management and Student Affairs
- Vice President for Finance and Chief Financial Officer
- Vice President for Technology & Operations and Chief Information Officer
- Director of Human Resources
- Executive Assistant to the President

Strategic Priorities

The significant opportunities for the next President of MCNY include:

- Building on MCNY's unique vision of Purpose Centered Education; aspiring to make MCNY a national leader in this philosophy of higher education;
- Strengthening the College's commitment to diverse, underserved adult students; providing more campus-based social and community opportunities for a non-traditional student population;
- Overseeing continued growth in all aspects of enrollment management, including admissions and increased retention; building a stronger relationship with other institutions, organizations, and governmental agencies, particularly in New York City and the Tri-State area from which to recruit both traditional and non-traditional students;
- Leading the MCNY community in making entrepreneurial and strategic decisions connected to budgetary priorities in a continued spirit of openness and transparency;
- Capitalizing on MCNY's strategic locations in Manhattan's Financial District and the revitalization of the South Bronx; engaging the local communities in the College's growth and success;

Strategic Priorities

continued

- Serving as an entrepreneurial and visionary leader of the MCNY community; building on the capital and academic successes of a successful and transformative retiring president;
- Leading and managing strategic risk in collaboration with the College's leadership to move the institution to its next level of growth and success, including the possibility of casting a new vision in a substantially changed post-Covid environment;
- Effectively managing the College at the senior administrative level by supporting, retaining, and hiring outstanding, collaborative, forward-thinking leaders and instructional personnel;
- Strengthening the level of communication and collaboration across functional areas as well as both its campuses;
- Understanding and articulating MCNY's identity, mission and values, both internally and externally; celebrating the College as a welcoming and inclusive community in which to learn, work, and educate;
- Working effectively with the Board of Trustees; facilitating its continued growth and strategic commitment to the College through best practices and responsible governance;
- Promoting and enhancing all aspects of diversity across the campus community, including admissions, retention, and the hiring of faculty and staff;

Strategic Priorities

continued

- Supporting the continued focus on student support and success, both inside and outside the classroom;
- Continuing to be at the forefront of creative and strategic thinking about technology as influenced by the rapidly changing landscape in higher education;
- Being a strong and committed partner with New York City and its governmental, business and non-profit leadership; strengthening the existing relationships with New York-based foundations and business and non-profit leaders; and
- Being a visible, accessible, and participative member of the campus community.



Qualifications

The Board of Trustees and the MCNY community seek an experienced, visionary and innovative leader with a broad understanding of higher education who embraces MCNY's mission, vision and educational philosophy and has:

- A proven record of success in senior management and leadership experience; the desire and ability to win the trust, respect, and confidence of all constituencies;
- Demonstrated transformational capacity, institutional turnaround experience is a desired experience;
- A commitment to understanding and passionately articulating MCNY's unique educational vision and history, particularly the understanding of, and ability to build upon, the legacy of its founder Audrey Cohen;
- The ability to be an entrepreneurial and visionary leader who can develop and implement a new business model to provide a high-quality college education to low-income adult students;
- Demonstrated commitment to the under-resourced, low-income communities and students that MCNY serves;



Qualifications

continued

- Strong financial acumen; strategic and creative in budgeting and finances; understands the challenges and complexities of a tuition-driven institution in a constantly changing higher education environment;
- A proven track record with, and a strong commitment to, external resource development, including fundraising, “friend-raising” and new revenue generation;
- A passionate belief in student-centered learning, diversity, inclusion, community, and holistic education;
- An understanding of issues concerning enrollment and retention, particularly for an institution the type and size of MCNY;
- Demonstrated leadership in managing the diverse needs of the faculty, i.e. teaching, development and scholarship; experience in providing a flexible culture that is responsive to their needs; a commitment to communicating their value and providing them with the resources to effectively do their jobs;
- Strong interpersonal communication skills; a demonstrated belief, and ability, to work collaboratively, transparently, and in the spirit of collegiality with a diverse community including the Board of Trustees, faculty, staff, students, alumni, and community;



Qualifications

continued

- Understands the value of both established and emerging information technologies in enhancing teaching, learning, student-centered growth and increasing institution-wide efficiencies; has experience with the rapid growth and expanding use of those technologies inside and outside the academy;
- Has worked in, and understands, a large, diverse complex urban environment;
- Has the ability and desire to build upon the established, strong relationships with the business, governmental, philanthropic, and non-profit leaders in New York City; politically savvy;
- Experience with a dynamic legislative and regulatory landscape such as that of higher education; and
- Holds an advanced degree from an accredited institution of higher education, with a terminal degree preferred.



Applications, Nominations and Expressions of Interest

To assure full consideration, applications should be received by **March 8, 2024** and must include the following:

- A letter of interest addressing the strategic objectives and qualifications identified in this profile;
- A curriculum vitae;
- A statement of your contribution to diversity, equity, and inclusion; and
- Five professional references with email addresses and telephone numbers, including their relationship to the candidate. References will not be contacted without prior authorization from the candidate.

Application materials should be submitted in PDF format through the AGB Search portal here: [MCNY President Application Portal](#).

Please direct any nominations, expressions of interest, or questions regarding the application process to MCNYPresident@agbsearch.com or to the AGB Search team:

Matthew J. Kilcoyne

Principal

AGB Search

matt.kilcoyne@agbsearch.com

202-253-9846

Carlton E. Brown, Ph.D.

Executive Search Consultant

AGB Search

carlton.brown@agbsearch.com

MCNY Policy

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

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