

Presidential Search Profile

THE OPPORTUNITY

Maine Maritime Academy (MMA) seeks an engaged and entrepreneurial leader who will work in partnership with government and industry stakeholders to create the future of maritime education.

Established 80 years ago by the 90th Maine Legislature, MMA is one of six non-federal, maritime training colleges in the United States. The college ranks among the top 10 in the nation for student return on investment and is a highly rated leader in education for maritime and other marine-related fields. MMA is uniquely positioned to prepare students to enter a wide range of sea- and land-based careers in the fields of systems engineering, marine engineering, international logistics, marine transportation, power engineering, and ocean science.

Preferred start date is May 1, 2022. Review of applications will begin in late September and continue until the position is filled. For best consideration, applications should be submitted by September 26, 2021.

MISSION & VISION

The mission of Maine Maritime Academy is to provide a quality education focused on marine and related programs. The curriculum empowers students to take on leadership roles, encourages rigorous self-discipline, promotes curiosity, and provides graduates with the skills, ethics, and knowledge needed to succeed in the global economy.

Founded as a regimental program, MMA offers regimented and non-regimented majors and lifestyles. It serves the specific interests of the merchant marine industry, military (particularly the Coast Guard and Navy), oceanographic science research, and related engineering and international trade careers. With a student population of 950 and 300 supporting faculty and staff, it is an elite national asset.

MMA is now building on 80 years of rich tradition with an eye towards innovation and modernization across the curriculum. The college is set to receive a new, \$300 million, federally funded training vessel in 2024. This new National Security Multi-Mission Vessel (NSMV) will transform the academy's physical plant and dramatically expand our academic offerings. The purpose-built vessel will train the next generation of maritime professionals, offer state of the art shipboard laboratories and classrooms, and meet critical national security needs relating to humanitarian emergencies and climate change. In advance of its arrival, MMA's waterfront campus will receive substantial infrastructure updates, propelling our historic harbor into the 21st century.

The academy has also recently expanded its offerings to include professional development and Standards of Training Certification and Watchkeeping (STCW) training opportunities through the Center for Professional Mariner Development (CPMD), located in Bucksport, Maine. This second campus, a short 20-minute drive from Castine, provides seafarers with industry specific training to maintain their credentials or renew and advance their licenses. CPMD also offers non-maritime-related courses for those looking to advance in their careers.

Poised to harness a bold vision for the future, MMA is growing to support its mission and meet the demands of our ever-expanding global economy. The college seeks to evolve in tandem with advancements in renewable energy, sustainable infrastructure development, predictive analytics, artificial intelligence, and more.

<p>11:1 student-to-faculty ratio</p> <p>90% employed within 90 days of graduation</p>

LOCATION

Located in beautiful Castine, Maine, MMA is situated on a peninsula in scenic Penobscot Bay where it enjoys the benefits of a deep-water harbor and access to recreational boating, year-round outdoor recreating activities, and a vibrant local arts and culture community. The 35-acre campus is also only 40 miles from Bangor, one of Maine's largest cities, and residents also enjoy nearby access to Acadia National Park, Baxter State Park, the Appalachian Trail and a host of hiking, fishing, and sailing opportunities.

Castine has a rich history and is one of the oldest European-settled towns in North America. Before 1613 the area was home to several nations of Native Americans. Since 1796, Castine has existed as a town and is named after Baron Jean Vincent d'Abbadie de St. Castin, a French nobleman and adventurer. A century later, great prosperity came largely from the sea -- from fishing and ship building. Local ropewalks, sail lofts, and ship chandlers provided all necessary goods and services for the maritime trade. Visitors to Castine are often impressed by the many beautiful Georgian and Federal style houses still in perfect repair.

Today, MMA's training ship *State of Maine* and the historic Schooner *Bowdoin* are docked in the harbor, powerful reminders of Castine's seafaring past, and its vital role in the future of the maritime industry.

The village's main street has a bakery, bank, bookstore, general store, art galleries, and two inns to welcome travelers. The summer season is busy with events, an active waterfront, golf, sailing, kayaking, and other pursuits. However, it is beautiful year around and welcomes both seasonal and new residents. The town also has its own health center, elementary school, and daycare. Information about relocating to Castine can be found [here](#).



ACADEMIC PROGRAMS

MMA is a career-oriented college and a globally recognized leader in providing rigorous and practical maritime, engineering, engineering technology, marine science, and logistics education with facilities and laboratories that are at the leading edge of technological innovation.

Our academic programs are designed and managed by a faculty from diverse academic backgrounds and industrial positions in engineering, ship operations, marine sciences, maritime management, and small vessel design and operation. MMA is accredited by NECHE; the Engineering and Engineering Technology programs are accredited by ABET.

- **Bachelor of Science Degree Programs:** 12 majors; 15 concentrations - International Business and Logistics; Marine Engineering Operations; Marine Engineering Technology; Power Engineering Operations; Power Engineering Technology; Marine Systems Engineering; Marine Transportation Operations; Vessel Operations and Technology; Marine Biology; Oceanography; Coastal Marine and Environmental Science; Interdisciplinary Studies
- **Associate of Science Degree Programs:** Small Vessel Operations; (offered jointly with The Landing School of Boatbuilding and Design in Kennebunkport, Maine): Small Craft Design; Small Craft Systems; (hosted by industry collaborator Bath Iron Works): Ship Design; Ship Production
- **Dual Major Programs:** 3 majors (Marine Biology; Oceanography, Coastal Marine and Environmental Science) offer the B.S. degree plus Small Vessel Operations courses to prepare students for the USCG license as mate of vessels up to 200 tons
- **Master of Science Degree Programs** (Online, Hybrid): International Logistics Management; Maritime Management (M.S. degree plus Small Vessel Operations courses to prepare students for the USCG license as mate of vessels up to 200 tons)



HANDS-ON LEARNING

Hands-on training has been the hallmark of an MMA education since its founding in 1941. Experiential learning is emphasized in the baccalaureate and associate programs with a “hands-on, minds-on” approach and students benefit from sophisticated laboratories and facilities. The fleet of 60 power, sail and work vessels offer real-world application of the techniques and problem-solving skills learned in the classroom.

Employers hire MMA students for their mastery of classroom theory and applied technology. Our graduates land leadership positions - from the bridges and engine rooms of supertankers to the Pentagon, to the boardrooms of Fortune 500 companies - and many of our graduating seniors accept employment with companies they work for as students during cadet shipping or cooperative education assignments.

While at MMA, students can complete the requirements for four U.S. Coast Guard Licenses and two State of Maine Licenses that qualify them for a variety of sea- and land-based careers. Detailed information about the institution and its academic programs, facilities, and student outcomes can be found online at mainemaritime.edu.

13

NCAA Division III sports

60+

sail, motor, and training vessels

35

acre campus

71%

graduation rate (6-year)

80%

student retention rate

LEADERSHIP OPPORTUNITIES FOR THE NEXT PRESIDENT

The next President at Maine Maritime Academy will have the opportunity to imagine the future of maritime education and steer the institution through anticipated academic and industry paradigm shifts as well as changes in societal and cultural norms.

The President will lead an engaged team that takes a collaborative approach to problem-solving, working with faculty, staff, students, and engaging the surrounding community to develop and implement a strategic plan that favorably positions MMA for the future. That plan will integrate and update the current “hands-on, minds-on” approach that has served the institution, its students, and stakeholders for 80+ years and has led to independent rankings that show that MMA students receive among the best return on investment in higher education in the nation.

In developing the strategic plan, the new President will take advantage of MMA's long-standing history of partnering with the maritime industry and engage broadly with them to understand emerging workforce needs and opportunities, thereby ensuring that MMA continues to improve its infrastructure and provide students with skills that are at the forefront of global maritime industry needs. These include areas such as automation, artificial intelligence, unmanned shipping, updates in ship safety and security (including cybersecurity), logistics, environmental protection, and others still to be defined challenges for the industry. The new training vessel (expected in 2024) and a recently acquired campus annex, located in nearby Bucksport, add to the possibilities for collaborative efforts in applied research, innovative experiential learning, and mid-career professional certifications. The new President should be able to build on this momentum and work with government, industry, and alumni to acquire resources to ensure that the strategic vision for the MMA can be implemented.

ATTRIBUTES

- Demonstrated leadership in unifying diverse constituencies around a vision for the institution. One that respects tradition but is future-focused and inspires faculty, staff, students, and alumni with a sense of pride and purpose for MMA’s vision and mission.
- Established track record as a strategic thinker who understands both the breadth and dynamic nature of the maritime sector and can position the institution to best prepare students to meet ongoing and emerging maritime workforce needs.
- Collaborative leadership style with the ability to build trust and implement change within an established academic culture through respectfully engaging academic, administrative, student and community leaders to build a shared commitment to the institutional vision.
- Experience developing a strategic plan that fosters collaboration across the institution and the ability to acquire the necessary talent and resources to implement the plan.
- Strong problem-solving skills and the ability to effectively communicate how and why decisions are made.
- A record of good stewardship of infrastructure and financial resources with clearly demonstrated skills in fiscal planning, organizational budget management and data-based decision making for a complex organization.
- Ability to take an entrepreneurial approach to growing opportunities and relationships for MMA that enhance institutional position and resources through government, industry, research, and academic partnerships.
- Demonstrated success in navigating complex legislative and bureaucratic relationships at both the federal and state levels.

- Demonstrated ability to work closely with maritime industry leadership in assessing workforce needs and developing partnership training opportunities.
- Evidence of successful fundraising from alumni and the maritime community.
- Demonstrated understanding of the value of institutional shared governance and a strong record of integrity, honesty, and transparency.
- Ability and willingness to function as a spokesperson for MMA in both internal and external environments.
- A tangible commitment to diversity, equity, and inclusion.
- An understanding of academic assessment and accountability with the capacity to support and nurture the applied research and experiential learning that is the hallmark of MMA.
- Ability to foster and celebrate faculty, staff, and student success.
- Doctorate or appropriate terminal degree from an accredited institution or similar and significant, high-level experience in industry, military, or the government.



RESPONSIBILITIES

- **Dynamic leadership.** Provide leadership to all aspects of Maine Maritime Academy, with a focus on positioning it for success in a rapidly evolving maritime sector. Ensure that MMA maintains its reputation as a leader and innovator in modern maritime education.
- **Institutional priorities.** Establish institutional priorities that respect tradition but focus-forward on maritime sector needs to best position students for success.
- **Sustainable financial model.** Engage the leadership team in the implementation of strategies that will enable institutional fiscal stability and contribute to student success. These include strong student recruitment to both regimental and non-regimental degree programs, innovative non-degree, maritime-centric programming (e.g., online graduate programs, online recertification programs), and enhanced scholarship funding for students.
- **Networks and partnerships.** Engage with government, industry, research, academic and alumni partners to build alliances and develop opportunities that position MMA in the vanguard of maritime learning and training and increase institutional support.
- **Student success.** Support advancements and innovations in student education and experience by implementing a realistic strategic direction that keeps MMA current with maritime sector needs and is aligned with institutional priorities and an increasingly competitive educational marketplace.

- **Infrastructure.** Implement the plan to address deferred maintenance and improve campus infrastructure. Use the arrival and requirements of the new training ship as an opportunity to rethink the waterfront.
- **Advancement.** Engage alumni and friends of MMA in fundraising efforts that support the mission and vision of the institution.
- **Fiscal management.** Manage the institutional budgeting process, anticipating costs and prioritizing needs with a view to enhancing the sustainability of MMA’s fiscal resources.
- **Campus and community relationships.** Foster and maintain strong relationships on campus and with the community. Be present and visible.
- **A vibrant and diverse campus.** Build a culture that respects and represents different voices and perspectives. Foster a work environment that promotes diversity and civility, rewards excellence, and encourages professional development, service, and teamwork across all divisions.



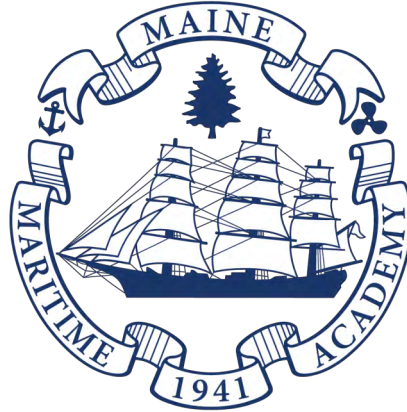
PROCESS FOR CONSIDERATION

The Search Committee for the President will begin reviewing applications in late September and will continue until the position is filled. For best consideration, **applicant materials should be received by September 26, 2021.**

CANDIDATES SHOULD PROVIDE:

1. a letter of interest stating how the candidate’s experiences and qualifications connect with the required/preferred characteristics and priorities expressed in the position profile;
2. a curriculum vitae; and
3. five professional references with e-mails, telephone numbers, and a description of the candidate’s professional relationship with each reference listed (references will not be contacted without prior written authorization from the applicant).

Applications and nominations should be sent electronically (PDF or MS Word) to:
mmapresident@agbsearch.com



Inquiries may be directed to:

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Maine Maritime Academy is an equal opportunity employer committed to inclusion and diversity. We prohibit discrimination and harassment of any kind based on race, color, religion, sex, pregnancy, gender identity, gender expression, sexual orientation, national origin, ethnicity, ancestry, marital status, disability, age, genetic information, veteran status, or any other protected characteristic as outlined by federal, state, and local laws.