

Flora W. Tydings, Ed.D.



Professional Experience

President (2015 – Current)

Chattanooga State Community College

Responsible for leading an organization with more than 1,100 full- and part-time employees; fostering an environment of academic excellence while appreciating and rewarding faculty dedication to student learning; engaging all college constituencies in thinking strategically and collaboratively on the development and accomplishment of measurable goals; obtaining alternative funding sources from foundations, federal government grants, and business and industry partners; and continually working to enhance the visibility of the college with local and state elected officials, economic development organizations, K-16 institutions, and the business community.

Selected Achievements:

- Ushered in the history-making first class of **Tennessee Promise** students, which led to a 25 percent increase in first-time freshmen enrollment.
- Expanded the President's Cabinet to include the heads of the Faculty Senate, Professional Staff Association, and Support Staff Association.
- Led efforts to become the third community college in Tennessee to join **Achieving the Dream**, a national reform network which uses a data-informed program to accelerate success among diverse student populations and to aid colleges in increasing persistence and graduation rates.
- Received a \$2.25 million grant (under development prior to my appointment as president) from the U.S. Department of Education's Strengthening Institutions program to expand our capacity to serve low-income students by providing funds to improve and strengthen the quality of our academic programs and to boost several of our key long-term strategic initiatives.
- Strengthened educational partnerships including welcoming the University of Tennessee at Chattanooga as a strategic partner in our Small Business Development Center
- Signed a dual admissions agreement with the University of Tennessee at Chattanooga providing a seamless pathway for students to transfer between the two institutions.
- Began preparations on a co-branding campaign with the University of Tennessee at Chattanooga.
- Became the first higher education institution in Hamilton County to become a smoke and tobacco-free campus.
- Oversaw the development of a new accelerated business degree program that students can complete in 16-months; program geared to adults who are working.

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- Launched a Family Friendly Workplace initiative as part of the Family Friendly Workplace Challenge initiated by the City of Chattanooga.
- Celebrated the college's 50th anniversary with year-long events including Reunion Days for alumni and campus community and a Golden Celebration as part of the annual Dinner of Firsts scholarship benefit, which led to a record-setting year in both attendance and net revenue.
- Announced a partnership with Amazon to introduce the company's Career Choices program, which helps individuals attain the skills needed for a high-demand field; Amazon pays 95 percent of employees' tuition.
- Implemented a new ten-year strategic plan (under development prior to my appointment as president)) which outlines our vision for the future, provides a unifying direction, establishes measureable outcomes of success for the college, and focuses resources and energy around the four strategic pillars, including Student Success, Access, Quality, and Resourcefulness and Efficiency.

President (2003 – 2015)

Athens Technical College, Athens, Georgia

Selected Achievements:

- Experienced a 133 percent growth in enrollment since 2003 (current yearly enrollment exceeds 10,000 students in academic programs of study, adult education/GED preparation classes, and continuing education/customized business and industry workshops).
- Secured more than \$30 million in private and public grants.
- Selected to be one of four colleges in the state to receive a *Complete College America* grant to redesign learning support/remediation coursework as part of the *Complete College Georgia* initiative originating from the Governor's Office; redesigned learning support courses, resulting in student success moving from below 50 percent to over 80 percent.
- Received a \$13.9 million Trade Adjustment Assistance Community College and Career Training (TAACCCT) grant from the U.S. Department of Labor in collaboration with two other colleges within the Technical College System of Georgia; funding used to create associate degree programs in Electromechanical/Manufacturing Engineering Technology, Environmental Engineering Technology, Mechanical Engineering Technology, and Nanotechnology.
- Strategically introduced 32 new programs of study to address critical workforce development needs of the college community.
- Earned an invitation for membership in *Achieving the Dream* thus becoming the first college in Georgia to join this national coalition of community and technical colleges committed to increasing student persistence and graduation rates.

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- Created a first-semester seminar course, introduced additional student support services, and implemented a redesign of academic advisement services based on information collected as part of the college's participation in *Achieving the Dream*.
- Implemented a series of professional development programs designed to enhance faculty expertise in active and collaborative learning, flipped classrooms, and other learner-centered instructional practices that contribute to higher levels of student achievement
- Increased funding significantly to support faculty participation in state and national workshops related to their fields of expertise and other professional development opportunities that will contribute to the college's success agenda.
- Created the Center for Teaching and Learning to support the creation of innovative materials for use both in the classroom and online.
- Redesigned the Faculty Council as a means to enhance shared governance of the institution.
- Implemented prior learning assessments to reduce duplication of effort and to increase student persistence and graduation.
- Created career academies with three school districts to increase student interest in career and technical education and to increase dual enrollment opportunities that allow students to complete college courses in order to earn both college and high school credit.
- Developed articulation agreements with The University of Georgia, Clayton State University, Mercer University, Piedmont College, and Southern Polytechnic State University that allow Athens Technical College graduates to transfer to those institutions as rising juniors.
- Partnered with The University of Georgia, the Georgia Institute of Technology, and Southern Polytechnic State University on federal grant initiatives.
- Worked with Emory University to develop a certificate program in ophthalmologic technology to prepare students to sit for the national certification exam for ophthalmologic technicians.
- Played a key role in helping to recruit and secure manufacturing facilities in the college's service area for both Baxter International and Caterpillar.
- Successfully completed a five-year review, multiple substantive change reviews, and the ten-year reaffirmation of accreditation process (with zero recommendations) as established by the Southern Association of Colleges and Schools Commission on Colleges.
- Increased the Foundation membership from 8 to 24 engaged trustees and the Foundation assets to over \$8 million.
- Successfully leveraged \$32 million in capital improvement funds for the college and added 25 acres to the college footprint.
- Developed a statewide web-based pest control licensure testing system in partnership with the Georgia Department of Agriculture thus adding an additional revenue stream to the college and saving the pest control industry over \$4 million a year.

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Interim President (June 2009 – December 2009)

Central Georgia Technical College, Macon, Georgia

Interim President (June 2005 – December 2005)

Sandersville Technical College, Sandersville, Georgia

- Asked to serve by the Commissioner of the Technical College System of Georgia to stabilize an environment of uneasiness as a result of the departure of sitting presidents.

Vice President for Academic Affairs (1998 – 2003)

Central Georgia Technical College, Macon, Georgia

Responsible for the management, operation, and supervision of the Instructional Services Division, including four instructional directors, 168 full-time faculty, all part-time faculty, and more than 15,000 students annually.

Selected Achievements:

- Developed and implemented a comprehensive strategic planning process.
- Retrofitted existing facilities and participated in designing, equipping, and staffing of new facilities.
- Hired faculty and ensured that faculty credentials were appropriate and met standards as established by the college, state system of technical colleges, and regional and professional accreditation bodies.
- Conducted survey research, analyzed results, and prepared publications and reports.
- Served as the college's liaison to the Southern Association of Colleges and Schools Commission on Colleges.
- Promoted public relations with employers and the community.
- Developed and monitored departmental budgets and expenditures.

Director of Curriculum and Staff Development (1996 – 1998)

Macon Technical Institute, Macon, Georgia

Responsible for planning, coordinating, and supervising curriculum development and faculty development that promoted the overall efficiency of Macon Technical Institute and met the objectives of the Georgia Board of Technical and Adult Education.

Selected Achievements:

- Developed and updated academic policies and procedures to meet the criteria established by the Southern Association of Colleges and Schools Commission on Colleges.
- Conducted research and made proposals for distance education course development.

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- Planned and implemented a Commission on Colleges faculty and staff training retreat that focused on effectiveness in educational programs.
- Planned and established computer-aided instruction labs.
- Established instructional program groups and helped define their mission statements, philosophies, and goals.

Apprenticeship Director (1994 – 1996)

Houston, Dooly, Peach, and Pulaski County School Systems, Warner Robins, Georgia

Adjunct Instructor for Developmental Reading and Regents' Test Preparation (1994 – 1995)

Middle Georgia College, Cochran, Georgia

Psychometrist (1990 – 1994)

Applied Psychology Center, Warner Robins, Georgia

Co-Owner/Operator (1984 – 1990)

Traditions Gift Shop, Warner Robins, Georgia

Professional Educator (T-5 Certificate) (1976 – 1984)

Houston County Board of Education, Warner Robins, Georgia

Education

The University of Georgia

Doctor of Education, Occupational Studies

Dissertation: A Comparison of Work Ethic Descriptors Among Technical College Advisory Committee Members, Instructors, and Students

Mercer University

Master of Education, Reading Specialist

Georgia Southern University

Bachelor of Science in Education, Behavioral Science

Community, Civic, and Professional Associations

- American Association of Community Colleges, Former Commission Member
- Community Colleges of Appalachia, Board Member
- Higher Education Research and Development Institute, Board Member

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- Chattanooga Area Chamber of Commerce
 - Board Member
 - Executive Circle Member
- Chattanooga Downtown Rotary Club Member
- Chattanooga 2.0 Initiative Steering Committee Member
- Chattanooga Economic Roundtable Member
- Chattanooga Enterprise Center Board of Directors Member
- Southeast TN Development District Workforce Development Board Member
- SE TN Pathways Leadership Council Member
- Tennessee Colleges Association Executive Board
- University of Tennessee at Chattanooga Chancellor's Roundtable Member
- Athens Rotary Club (Former)
 - Board Member (2009, 2010, 2011, 2012)
 - Paul Harris Fellow
- Athens-Clarke County Chamber of Commerce, Board Member (Former)
 - Chamber member for Elbert, Greene, Hart, Madison, Oconee, Oglethorpe, Walton, and Wilkes counties
- Athens-Clarke County Economic Development Foundation Board (Former)
 - Vice-Chair (2005-2006), Chair (2007-2009)
- Georgia Department of Economic Development Regional Advisory Council (Former)
- Partners for a Prosperous Athens, Steering Committee Member (Former)
- Georgia Technical College Presidents' Association, Officer (Former)
- United Way of Northeast Georgia, Board Member (Former)
- Mayor's Task Force for Regional Economic Development (Former)
- *Innovation Crescent* Working Committee created by the GA Governor's Office for Workforce Development (Former)
- Northeast Georgia Biotech Committee (Former)
- Arts Development Council of Georgia, Board Member (Former)
- Georgia Bio Education and Workforce Development Committee (Former)
- Child Care Resource and Referral of Northeast Georgia, Advisory Board Member (Former)

Relevant Professional Presentations

- Jeanette Rankin Foundation Women in Higher Education, Keynote Speaker (2014)
- Athens Area Human Relations Council, Inc., Keynote Speaker (2014)
- Georgia Association for Women in Higher Education, Presenter (2013)
- Athena Awards Luncheon, Keynote Speaker (2011)
- Georgia Occupational Award for Leadership, Luncheon Speaker (2010, 2011, 2012)
- State EAGLE Awards, Luncheon Speaker (2009)
- Georgia House Study Committee on Bio-Science, Presenter (2007)
- Senate Appropriations Higher Education Subcommittee, Presenter (2007)
- Leadership Georgia, Keynote Speaker (2007)

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- Georgia Department of Labor EXCEL Leadership Class, Keynote Speaker (2007)
- Georgia Department of Labor Workforce and Touch the Future/Transition Conference, Closing Session Speaker (2006)
- *Girls Going Places*, Welcome/Kick-off Speaker (2006)
- Southern Regional Education Board, League for Innovation in the Community College *Forum: Building Transitions from High School to College and Careers for Georgia's Youth*, Presenter (2006)
- Pest Management Commission at The University of Georgia, Presenter (2006, 2014)
- Georgia Department of Labor State Administrative Professionals Conference, Keynote Speaker (2005)
- Annual Meeting of the Elbert County Chamber of Commerce, Keynote Speaker (2004)

Honors and Awards

- Boy Scouts of Northeast Georgia Distinguished Citizen Award (2014)
- Jeanette Rankin Foundation Founders' Award (2012)
- Athena International Award (2010)
- Atlanta Business Chronicle, Recognized Leaders in Education (2009-2014)
- Athens Rotary Club W. Lee Arrendale Award for Vocational Excellence (2008)
- Phi Theta Kappa International Shirley B. Gordon Award of Distinction (2008)