



PRESIDENT

The Tennessee Colleges of Applied Technology serve as the premier suppliers of workforce development throughout the State of Tennessee. The Murfreesboro-based college is seeking a dynamic leader to ensure students receive the highest quality education and skills training, as well as deepen the institution's relationships with community leaders and regional employers in order to serve the best interests of Tennesseans.



THE POSITION

***President, Tennessee College of Applied Technology
Murfreesboro***

SALARY

Competitive

THE ORGANIZATION

The College System of Tennessee, which is governed by the Tennessee Board of Regents, invites applications and nominations for the position of president of the Tennessee College of Applied Technology (TCAT) - Murfreesboro. TCAT Murfreesboro is one of Tennessee's 27 technical colleges in the College System of Tennessee, governed by the Tennessee Board of Regents. The president is the chief executive officer of the college and reports to the Tennessee Board of Regents through the chancellor.

The College System of Tennessee is the state's largest public higher education system, with 13 community colleges, 27 colleges of applied technology and the online TN eCampus serving approximately 100,000 students. The system is positioned to continue its progressive trajectory to become "a national model for promoting the value of higher education, meeting public accountability and building partnerships."

In 2014, Tennessee Governor Bill Haslam challenged the state with a critical mission entitled Drive to 55 – an effort to equip 55 percent of Tennesseans with a college degree or certificate by the year 2025. The administration, faculty and staff throughout the System are united in their commitment to support this goal by focusing on the enrollment, retention and success of students, strengthening our commitment to workforce readiness, and by meeting the strategic goals of the state.

The System aspires to be the premier technical and community college system in the nation leading in education and workforce development. The network of 27 Tennessee Colleges of Applied Technology is strategically located across the state to ensure businesses and industries throughout Tennessee have access to a qualified workforce. They offer certificate and diploma programs, as well as specialized training for some of Tennessee's largest employers. Collectively, TCATs offer more than 70 career programs; each TCAT has specific programs available. Further information can be found at www.tbr.edu/institutions/our-institutions.





**TCAT MURFREESBORO MAIN CAMPUS (right)
and Smyrna Campus and Nissan Training Center (above).**



MISSION

The Tennessee Colleges of Applied Technology serve as the premier suppliers of workforce development throughout the State of Tennessee. The colleges fulfill their mission by:

- Providing competency-based training through superior quality, traditional and distance learning instruction methods that qualify completers for employment and job advancement;
- Contributing to the economic and community development of the communities served by training and retraining employed workers;
- Ensuring that programs and services are economical and accessible to all residents of Tennessee; and
- Building relationships of trust with community, business, and industry leaders to supply highly skilled workers in areas of need.

PURPOSE AND OBJECTIVE

The objectives of the programs offered by the Tennessee Colleges of Applied Technology are to:

- Give students the opportunity to acquire marketable skills for entry into the labor market, or upgrade present skills and knowledge of persons already employed.
- Incorporate appropriate work habits and attitudes into the occupational program.
- Meet the present and anticipated needs of the business and industrial community.
- Meet student needs through open-entry enrollment.
- Permit students to begin on an individual level. Pace and progress will be measured against the curriculum's customary hours, and students will exit when specified competencies are met. Instructional methods are individualized and competency-based.

TENNESSEE PROMISE

The Tennessee Promise provides Tennessee high school graduates the opportunity to go to a technical college tuition-free. Students must meet all TCAT Murfreesboro and tnAchieves' deadlines in order to receive the Tennessee Promise Scholarship. Step-by-step guides are available on how to apply for and receive the Tennessee Promise Scholarship.

The Tennessee Promise is both a scholarship and mentoring program. It provides students with last-dollar scholarships, meaning the scholarships cover any mandatory tuition and fees not covered by the Pell grant or the Wilder-Naifeh Scholarship. While minimizing a student's financial tuition burden is key, a critical component of Tennessee Promise is the individualized support each participant receives from a mentor who is equipped to provide guidance and assistance as the student pursues higher education. In addition, Promise students are required to complete at least eight hours of community service per term enrolled, as well as maintain satisfactory academic progress.

TN RECONNECT GRANT

Similar to TN Promise, the TN Reconnect is a "last-dollar" scholarship for adult students age 25 or older who attend a TCAT, meaning that once federal and state financial aid has been applied, the TCAT Reconnect Grant picks up any remaining tuition costs.

WILDER-NAIFEH TECHNICAL SKILLS GRANT

Tennesseans aged 18 or older who want to attend a TCAT are eligible for up to \$2,000 from the Wilder-Naifeh Technical Skills Grant funded by the Tennessee Education Lottery Scholarship (TELS) program. The Wilder-Naifeh grant does not require a high school diploma, a minimum grade point average, or taking the ACT or SAT college entrance tests. However, students must meet program admission requirements as either full or part-time students.

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY – MURFREESBORO

The Tennessee College of Applied Technology-Murfreesboro is fully accredited by the Council on Occupational Education and governed by the policies and guidelines as set forth by the Tennessee Board of Regents system. It has been recognized for its innovative partnership with Nissan North America in a newly constructed shared facility and is looking for a president to continue to move the college forward as a leader in higher education reform nationwide.

TCAT-Murfreesboro is a technical college with two campuses offering certificates and diplomas with flexible learning opportunities for workforce training. Students are prepared for employment, career advancement and/or two-year college transfer. The full-time, part-time, traditional and non-traditional aged students are from diverse socio-economic populations with diverse educational and cultural backgrounds. The college offers high-quality, accredited educational programs and a variety of support services emphasizing and promoting student success.

TCAT Murfreesboro serves an eight-county area of Middle Tennessee and enrolls more than 714 full time equivalent students. The college offers 15 technical programs and awards a number of industry certifications and diplomas through its academic programs of study. The college has an 87 percent placement rate for graduates.

Rutherford county is the second fastest growing county in the state with over 212 manufacturing type companies with over 16,600 current employees.

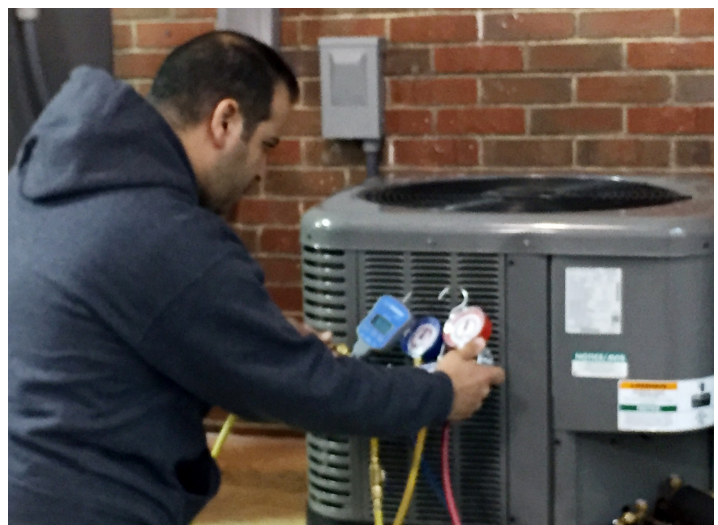
SMYRNA CAMPUS and NISSAN TRAINING CENTER

A second campus is located in Smyrna, Tenn., and is home of a 162,000 square-foot technical training center jointly occupied by the TCAT Murfreesboro and Nissan North America. The center is a public-private partnership between Nissan and the College System of Tennessee to create educational opportunities that are closely aligned to current workforce needs in the region. The state-of-the-art campus offers high-quality programs to prepare students and Nissan employees for careers in advanced manufacturing and other fields.

Both public TCAT students and employees from the Nissan Smyrna plant are enrolled at the education and training facility. Through classes in fields such as automotive technology, industrial electrical maintenance, machine tool technology and welding technology, current and prospective workers learn valuable skills that can be directly applied in Nissan's facilities or with other employers in the region.

The quality, flexibility and variety of programs offered at TCAT Murfreesboro meet the needs of students whether they are still in high school, recent high school graduates, returning to complete a diploma, seeking higher education for the first time as an adult student, or retraining for a second career. TCAT Murfreesboro changes lives with faculty and staff who are committed to the success of the students!

Additional information can be found at the college's website:
www.tcatmurfreesboro.edu



THE POSITION AND QUALIFICATIONS, KNOWLEDGE, CHARACTERISTICS

The Tennessee College of Applied Technology Murfreesboro is one of 27 Tennessee post-secondary technical education institutions; the president is the chief executive officer of the college and exercises broad delegated authority with responsibility for all aspects of campus administration. The president reports to the Tennessee Board of Regents through the chancellor. The successful candidate will be a dynamic, innovative and energetic leader with the experience, vision, skills and integrity required to guide this quality college to higher levels of achievement.

TCAT Murfreesboro served approximately 6,592 students last year (714.4 full-time equivalent students) through 15 program offerings, which include Administrative Office Technology, Automotive Technology, Collision Repair, Computer Information Technology, Cosmetology, Dental Assisting, Digital Graphic Design, Drafting and CAD Technology, Heating, Air Conditioning and Refrigeration, Industrial Electrical Maintenance, Machine Tool Technology, Pharmacy Technician, Practical Nursing, Surgical Technology and Welding Technology.

In addition, the TCAT offers supplemental job training in support of a safety program for a local utility. The college employs 57 full-time employees and has an 2017-18 operating budget of \$6,266,800. The TCAT Murfreesboro is accredited by the Council on Occupational Education. Additional information about TCAT Murfreesboro can be found at www.tcatmurfreesboro.edu.

Required criteria for selection include the following:

- A master's degree from an accredited institution.

Preferred criteria for selection include, but are not limited to, the following:

- A distinguished record of teaching experience in public higher education or technical education program planning experience.
- A minimum of five years of successful leadership and management experience at the executive level with significant decision-making responsibility for supervision/management, budgets, personnel, and/or programs in a post-secondary and/or technical educational environment.
- A distinguished record of extensive senior level administrative experience in a complex business, industry, or government enterprise.

Expected criteria for selection to include:

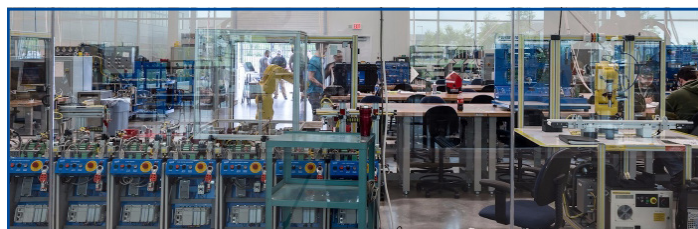
- A demonstrated commitment to serving students, faculty and staff of a post-secondary technical college;
- A demonstration of experience with engaging various constituencies and building partnerships;
- Capable of establishing strong K-12 partnerships and relationships;
- A commitment to attracting traditional and non-traditional students into workforce programs (certificates /diplomas) and promoting

approaches to enhance their opportunity for success;

- An understanding of and commitment to enhancing student success through focused efforts on retention, persistence and completion;
- A demonstrated commitment to diversity and inclusion as core values that enhance the educational process;
- A demonstrated commitment to affirmative action and equal opportunity;
- A demonstrated strength in human relations and communication, planning, financial management, budgeting and organizational skills to lead and inspire internal and external constituencies of the college;
- A demonstrated ability to lead an institution that is comprised of two campuses that meet specific needs in the communities served.
- A demonstrated understanding of institutional accreditation processes.
- An understanding of regional workforce education and training needs and how to strategically position TCAT-Murfreesboro in a highly competitive post-secondary education marketplace; and
- An understanding of and commitment to the role of TCAT Murfreesboro as part of a higher education system.

The Tennessee Board of Regents is committed to building and sustaining an inclusive and diverse educational environment and encourages applications from interested candidates who can contribute to promote, and enhance this effort.

The College System of Tennessee is an Equal Opportunity/Affirmative Action employer. Under state law, applicants may request that their application and related materials be confidential and not open for public inspection until such time the candidate is selected as a finalist for the position. The Tennessee Open Meetings Act requires meetings of the Board of Regents to be open to the public.



HOW TO APPLY

Please submit a resume/vita and cover letter by March 28, and limit application materials to 20 pages. It is anticipated that the President will be selected prior to July 1.

Application materials may be submitted at:

tbr.edu/tcat-murfreesboro



TENNESSEE COLLEGE
OF APPLIED TECHNOLOGY
—MURFREESBORO—