

TBR Process for the Selection of a TCAT President

Tennessee Code Annotated 49-8-203 provides that the Tennessee Board of Regents shall appoint the chief executive officer of the institutions upon the recommendation of the Chancellor of the System. Following is the process for selecting the presidents of the Tennessee Colleges of Applied Technology.

The Administrative Process

An advisory committee will be appointed to assist the Chancellor and Special Assistant to the Chancellor in seeking out persons that meet the general criteria as established by the Board of Regents for the Colleges of Applied Technology Presidents. The Chancellor, after consultation with the Vice-Chairman of the Board, will appoint three to six members of the Board of Regents; two members of the faculty, two representatives of the student body, one being the president of the Student Government Association or his/her designee; one representative from the Alumni; one support employee; one administrator; one representative from the institution's business community; and at least one member from the community at large and/or other representative as deemed appropriate. The membership of the Committee will have other-race representation.

Identification of Candidates

Advertisement of the position will be handled through the TBR System Office in major newspapers statewide and local and/or regional newspapers, and all Board of Regents institutions. In addition, advisory committee members and others interested in the institution are encouraged to recommend and nominate individuals for the position.

Nominations/applications should be submitted to the TBR System Office. Applicants will be requested but not required to identify themselves by race and gender and veterans status.

Screening Process

The Special Assistant to the Chancellor shall conduct a preliminary review of all applications, identifying those candidates who do not meet the minimum criteria. Resumes of qualified applicants then will be shared with the Advisory Committee. Resumes will be provided to other Board members upon request.

The Advisory Committee will screen the pool of applicants to determine which candidates best meet the needs of the institution. References for applicants will be requested only after the number of candidates has been reduced to the better qualified.

After at least three candidates have been selected by the Advisory Committee, interviews will be scheduled on campus with the Advisory Committee, faculty, staff, students and other interested members of the public. After campus visits, an interview with the Chancellor will follow. After campus visits, all participants will be able to provide feedback through an anonymous online survey.

After campus interviews, the Chancellor will consult with the Board of Regents members on the Advisory Committee for the purpose of soliciting input concerning the strengths and weaknesses of interviewed candidates.

Recommendation

The Chancellor will provide all Board members with information regarding the results of the search with recommended candidates at least 5 days prior to the recommendation to the Board. The Chancellor will present his/her recommendation to the Board for approval.

Approximate Timetable

An appropriate timetable will be developed for each president's search. Searches will be conducted as expeditiously as possible.