



NORTHEAST STATE

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Presidential Search Profile



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NORTHEAST STATE COMMUNITY COLLEGE BLOUNTVILLE, TENNESSEE



THE SEARCH FOR A PRESIDENT

The Tennessee Board of Regents invites applications and nominations for the position of president of Northeast State Community College. Northeast State is one of Tennessee's 13 community 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 Organization

The Tennessee Board of Regents (TBR) system is the primary vehicle for higher education access in the State of Tennessee. The Tennessee Board of Regents' 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."

Tennessee Governor Bill Haslam has challenged the state with a critical new mission entitled: The Drive to 55 – a drive to equip 55 percent of Tennesseans with a college degree or certificate by the year 2025. The administration, faculty and staff at TBR is cohesive in its commitment to support this goal by ensuring the enrollment, retention and success of students, a commitment to workforce readiness, and by meeting the strategic goals of the state.

The board currently oversees the state's 13 community colleges and 27 colleges of applied technology (TCATs). TBR aspires to be the premier technical and community college system in the nation leading in education and workforce development. The 13 community colleges have more than 65 campuses across the state, offering more than 480 academic programs. These institutions provide excellent career training and university transfer programs. Further information can be found at <http://www.tncommunitycolleges.org/>

Northeast State Community College (Northeast) is a comprehensive, two-year postsecondary institution located in Blountville, Tennessee. Northeast serves a 5-county area of Carter, Johnson, Sullivan, Unicoi, and Washington counties in Tennessee, and enrolls over 6,100 credit seeking students and over 500 non-credit students. In addition to the main campus in Blountville, Northeast delivers programming at campuses in Elizabethton, Gray, Johnson City, and Kingsport.

The college employs approximately 350 full-time employees, including 125 full-time faculty members, and operates on a budget of roughly \$40 million. Northeast awards the Associate of Arts (AA), Associate of Science (AS), Associate of Science in Teaching (AST), Associate of Applied Science (AAS) degrees and Technical Certificates of credit through 41 academic programs of study. Northeast's student population is 52% female, with 60% of students enrolled full-time. Students aged 25 and older represent 28% of the population, and 14% are pre-college students enrolled in dual studies. Currently, 49% of degree seeking students are enrolled in career preparation programs and 51% in programs intended for transfer to a university.

Additional information can be found at the college's website: <http://www.northeaststate.edu/>

Northeast is fully accredited by the Commission on Colleges and Schools of the Southern Association of Colleges and Schools. It has been recognized as an innovative and entrepreneurial College, and is looking for a President to continue to move the College forward as a leader in higher education reform nationwide.

Northeast State provides area high school students with dual enrollment opportunities to get a start on college courses. The College offers a University Parallel Dual Enrollment Program, which is geared toward general education courses and transferable college credit; and a Career and Technical Education Dual Enrollment Program, which allows students to take specific classes and explore potential career fields. More than 800 area high school students are enrolled in these programs.

Northeast State also supports workforce development through its Workforce Solutions initiative which offers corporate and career training, and continuing education. Training may be offered through on-site and on-line courses, seminars, and customized content. For fall 2017 and spring 2018, Workforce Solutions totaled 13,418 student contact hours and served 572 students.

More information about Northeast State and our College System of Tennessee schools may be found at this link: <https://www.tbr.edu/2018-college-profiles>.





Vision

Northeast State shall be a premier learning-centered institution whose students and graduates will be among the best-prepared individuals to meet current and emerging needs.

Mission

Northeast State is an open-access, public, comprehensive community college that advances lifelong learning and strengthens the economic and social/cultural aspects of the community. To facilitate teaching, learning, service, and student success, the College provides innovative, high-quality, and relevant associate, certificate, and career-focused educational programs and services. Programming and comprehensive support services are offered through varied delivery systems and at multiple campuses throughout its primary service area of Carter, Johnson, Sullivan, Unicoi, and Washington Counties. Within all aspects of its operations, Northeast State serves the public's interest through the judicious use of fiscal, human, and physical resources and through the provision of safe and secure campuses.

2015 – 2025 Strategic Plan

Goal 1. Increase accessibility to educational and public service programs

- 1.a. Increase overall headcount and full-time equivalent enrollment
- 1.b. Increase dual enrollment headcount and full-time equivalent enrollment
- 1.c. Meet or exceed the race/ethnicity demographics of Northeast State's service area
- 1.d. Develop additional course, program, and customized training offerings to respond to emerging markets and trends

1.e. Promote access and transform student learning and success

Goal 2. Promote student success through enhanced retention, graduation, and career-development efforts

2.a. Increase student retention as demonstrated by student progression to select credit-hour benchmarks

2.b. Increase success in courses most critical to student success

2.c. Expand the Strategies for Teaching Excellence Program initiatives to include technology in order to transform the learning environment, increase retention/student success, and improve employability

2.d. Reduce the number of credit hours students accumulate beyond what is needed for their associate degrees

2.e. Increase graduation rates

2.f. Increase the number of credentials awarded to include associate degrees and certificates

2.g. Increase the total awards per full-time equivalent (FTE) student

Goal 3. Provide quality programs and services that are recognized for excellence

3.a. Increase enrollment in high-impact practices

3.b. Maintain or improve the number of creditable programs that are accredited or seeking accreditation

3.c. Achieve a satisfactory aggregate score on program reviews/academic audits for all non-creditable programs





3.d. Faculty are involved in career-furthering professional development

3.e. Maintain or improve licensure and certification pass rates and performance on national subject examinations

Goal 4. Demonstrate institutional accountability, resourcefulness, and efficiency through the continuous assessment, planning, and implementation process

4.a. Supplement state allotments and tuition through state, federal, private and other revenues, grants, contracts, and gifts

4.b. Monitor the composite financial index score and its corresponding ratios that are within our control

4.c. Develop and implement an instructional financial cost center management system that is disaggregated by academic discipline

4.d. Increase the post-award progression of graduates, to include transfer and job placement rates

Tennessee Transfer Pathways

A student who completes all the courses listed for the selected major of a Transfer Pathway will be able to earn an A.A. or A.S. degree from the community college. Whenever the student transfers to a Tennessee public or private college/university, the transcript will certify that the pathway has been followed. The student is guaranteed that all the community college courses taken will be accepted at the college/university and the courses will count toward completion of the particular major. If a community college student transfers to another Tennessee community college, he or she is guaranteed that all courses transfer.

Tennessee Promise and Tennessee Reconnect

Tennessee Promise is part of the state's Drive to 55 campaign, which aims to increase the percentage of Tennesseans with college degrees or certifications to 55 percent by the year 2025. Through Tennessee

Promise, graduating high school seniors who meet and maintain eligibility criteria can earn an associate degree or certificate free of tuition and mandatory fees.

Tennessee Reconnect is another major initiative of the Drive to 55, which is focused on helping adults 25 and older enter postsecondary education so that they may gain new skills, advance in the workplace, and fulfill lifelong dreams of completing a degree or credential. Reconnect establishes a last-dollar scholarship for eligible adults to attend a community college tuition-free.

Northeast State Locations

In addition to its main campus in Blountville, Northeast State has additional campuses in Elizabethton, Johnson City, and Kingsport. Courses are available during the day and evening at these locations based on community needs.

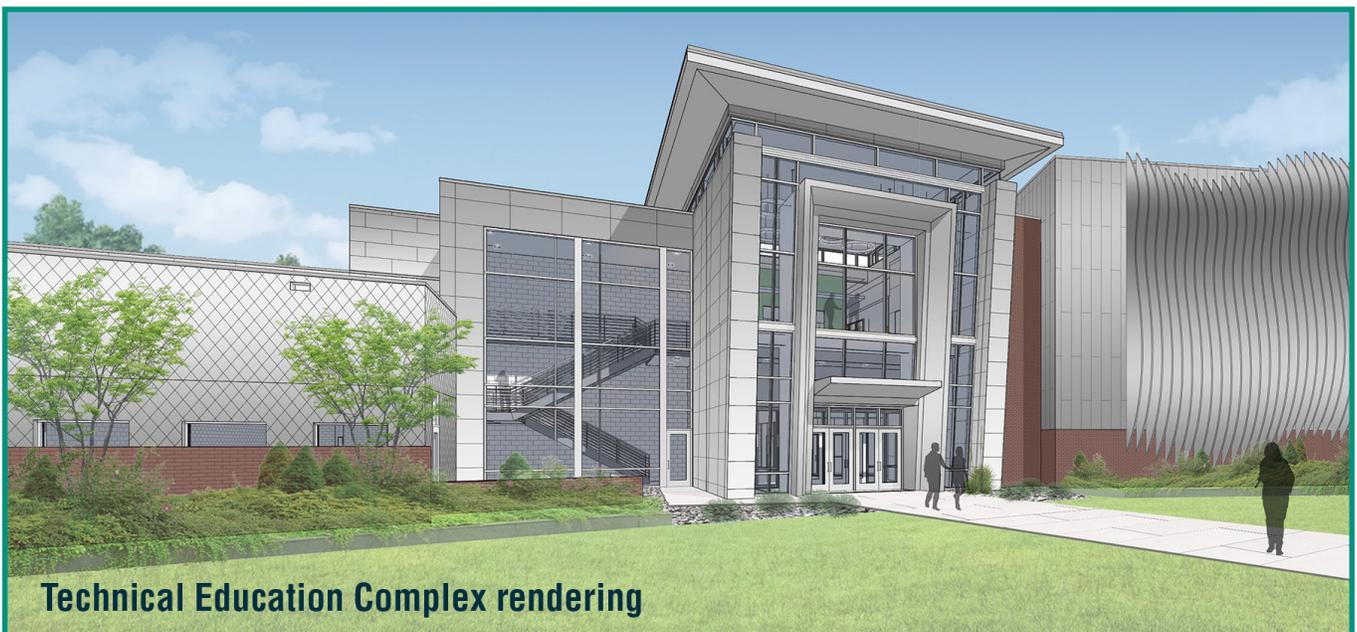
Northeast State at Elizabethton

Northeast State at Elizabethton increases access to relevant educational programming at a centralized location and during convenient times for the citizens of Carter, Johnson, and Unicoi counties. Day and evening classes are offered on the Elizabethton campus during the fall, spring, and summer terms in varying course delivery formats. The Learning Resource Center is linked to the Blountville campus library and offers access to the on-line catalog, the Internet, and full-text databases. The site offers a variety of courses in liberal arts and technical and continuing education programs.

Northeast State at Kingsport

Northeast State at Kingsport serves as the center for higher education and workforce development in Downtown Kingsport. The multi-facility campus continues to evolve as a destination for students pursuing dozens of diverse degrees and technical certificates, and as source for skills training with regional employers.

Northeast State manages **Kingsport Center for Higher Education** and offers two years of college instruction. The staff manages the 54,000-square-foot complex that hosts more than 1,700 students for morning and evening classes six days a week.



Technical Education Complex rendering



KCHE features a Learning Resource Center for research and study and life science and physical science laboratories for biology, physics, and chemistry. KCHE also houses a 250-seat auditorium.

Northeast State staff provides ongoing support to faculty members from all participating institutions at KCHE. East Tennessee State University, King University, Lincoln Memorial University, and Milligan College offer courses for students pursuing 4-year and advanced degrees in specific majors.

The **Regional Center for Health Professions** hosts the Health Professions Division. These programs include: Cardiovascular Technology, Dental Assisting, Emergency Medical Technology, Medical Laboratory Technology, Nursing, and Surgical Technology.

The **Regional Center for Advanced Manufacturing** opened in 2009 and is home to more than 600 students enrolled in Electrical Technology, Electromechanical Technology, General Technology, Mechanical Technology, and Welding and Metal Fabrication. The 26,000-square-foot training facility provides high-tech labs, student computer/study labs, a testing center, and multiple classroom environments. A \$2.6 million, 15,000 square-foot expansion was completed and opened in spring 2018.

RCAM has worked with the U.S. Department of Labor Office of Apprenticeship to establish the Northeast State / RCAM Group Registered Apprenticeship Program. This initiative enables RCAM to provide advanced manufacturing registered apprenticeships in partnership with regional employers to Build the 21st-century workforce. As the apprenticeship sponsor, RCAM provides the structure and processes for employers to take advantage of this proven workforce development model.

The **Pal Barger Regional Center for Automotive Programs** offers an Auto Body Services Technology certificate program and an Auto Body/Collision Repair associate degree program. The facility features a paint booth, two classrooms, two offices, 14 workstations, four virtual paint stations, and a large shop area. **Blazier Wilson Hall** provides numerous services for students and the community. The facility's offices provide help with admissions, academic advising, financial aid, and testing services. In addition, the Career Development Services office aids job seekers with help in writing resumes, interviewing techniques, and employment information.

Northeast State at Johnson City

Northeast State at Johnson City increases access to relevant educational programming at a centralized location and during convenient times for the citizens of Johnson City and Washington County. Day and evening classes are offered on the Johnson City campus during the fall, spring, and summer terms in varying course delivery formats. The Learning Resource Center is linked to the Blountville campus library and offers access to the on-line catalog, the Internet, and full-text databases. The site offers a variety of courses in liberal arts and technical and continuing education programs.

The Johnson City campus also houses the Adult Education / High School Equivalency (HSE) Diploma program which delivers educational services to adults who are over the age of 17 (unless granted an exception) lacking a high school diploma and no longer under compulsory attendance to public high school. The program covers an eight county area, where adults are assessed to determine their level of education and provided instruction to improve their skills in math, science, social studies, reading writing and employability. This instruction is designed to equip the student with the knowledge necessary to receive a High School Equivalency Diploma and enter employment and/or postsecondary education.

Recent Highlights

The College's Technical Education Complex is poised to become an engine for workforce education and economic growth as it moves from concept to construction this year. The approximately 117,000 square-foot building will house the Advanced Technologies and Business Technologies divisions.

Northeast State is in talks with Tri-Cities Aerospace Park to house the College's Aviation Technology program. The proposed partnership will help the College play a large role providing a qualified workforce for the aviation industry.

The Regional Center for Advanced Manufacturing Academy in Kingsport opened in spring 2018. The 15,000 square-foot building expanded Northeast State's dual enrollment offerings for high school students in advanced manufacturing fields.

The College created a SkillsUSA chapter in fall 2018 and has 2,000 members. Northeast State students recently earned seven awards--which included three gold medals--at the Tennessee Leadership and Skills Conference. Gold medalists attended the to the national skills contest in summer 2018.

Northeast State's Phi Theta Kappa students enjoyed kudos at the state level, earning first place as the distinguished chapter in Tennessee, and a first-place award for its college project on social media. Also, the chapter picked up first place honors for distinguished chapter member and distinguished chapter officer.



History

The history and evolution of Northeast State Community College is reflective of the changing educational needs of the residents and businesses it serves within the Northeast Tennessee region. Over 50 years ago, the College began as Tri-Cities State Area Vocational-Technical School in 1966 under the governance of the State Board for Vocational Education. In 1970, the mission was expanded and the school became a regional center for vocational and technical training. The scope was again expanded in 1978 to include the awarding of both one-year certificates and associate degrees in technology and the name was changed to Tri-Cities State Technical Institute. Effective on July 1, 1983, Tri-Cities State Tech was placed under the governance of the Tennessee State Board of Regents and became part of the State University and Community College System of Tennessee. The institution was accredited by the Southern Association of Colleges and School Commission on Colleges (SACSCOC) in 1984. On July 1, 1990, a university parallel component was added, and the institution's name was changed to Northeast State Technical Community College to better reflect the diverse range of programs offered by the institution. On July 1, 2009, as a comprehensive community college, the name of the institution was changed to Northeast State Community College.

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

- An earned doctorate from an accredited institution (preferred).
- A distinguished record of teaching and experience in public higher education (preferred);
- A minimum of five years successful campus administrative experience at a level with significant decision-making responsibilities affecting an entire campus or as head of a major academic or administrative unit in an academic environment (preferred);
- A distinguished record of extensive senior level administrative experience in a complex business, industry, or government enterprise

Expected criteria for selection include:

- A demonstrated commitment to serving students, faculty and staff
- An understanding of and commitment to the principles of academic freedom, tenure, and shared governance;
- A commitment to attracting traditional and non-traditional students into transfer programs as well as workforce programs (AAS/certificates/diplomas) and promoting approaches to enhance their opportunities 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, communications, planning, financial management, budgeting, and organizational skills to lead and inspire internal and external constituencies of the College;
- Demonstrated ability of being able to lead an institution that is comprised of diverse campuses that meet specific needs in the communities served, recognizing the educational requirements in each community and aligning resources and support to achieve those needs;
- A demonstrated background with and understanding of and commitment to private fundraising;
- An understanding of regional workforce education and training needs and how to strategically position Northeast in a highly competitive post-secondary education marketplace;
- An understanding of and commitment to the role of Northeast as a part of a higher education system;
- An understanding of the needs and concerns of the public and private constituencies of the College, as well as of the College community, including students, faculty and staff, alumni, and other College supporters;

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 State University and Community 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

Greenwood/Asher & Associates, Inc. is assisting the Tennessee Board of Regents System and Northeast State Community College in the search. Initial screening of applications will begin immediately and continue until an appointment is made. For best consideration, materials should be provided by August 16, 2018, and it is anticipated that a president will be selected prior to January 1, 2019.

Nominations should include the name, position, institution, address, and telephone number of nominee. Application materials should include a letter addressing how the candidate's experiences match the position requirements, a resume and contact information for at least five references. Confidential inquiries, nominations, and application materials should be directed to:

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