

TENNESSEE BOARD OF REGENTS
Special Called Meeting of the Board
Monday, December 20, 2021 – 1:00 p.m. (CDT)
Agenda

1. Review and Consider Recommendation for the President of TCAT Nashville
2. Review and Consider Criteria for the President of TCAT Morristown

BOARD TRANSMITTAL

MEETING: Special Called Meeting of the Board

SUBJECT: Review and Consider Recommendation for the President of TCAT Nashville

DATE: December 20, 2021

PRESENTER: Chancellor Flora W. Tydings

PRESENTATION REQUIREMENTS: 10 minutes

ACTION REQUIRED: Roll Call Vote

STAFF RECOMMENDATION: Recommend Approval

In September, our friend and colleague Mark Lenz passed away unexpectedly. The Board approved the search criteria and recruitment for the next president at TCAT Nashville on September 24, 2021. The 17 member search committee was comprised of Regents, faculty, staff, alum, students, and community members.

The committee met for the first time on October 11 and has had 18 applicants with experiences from all across the country. Virtual interviews took place on November 15. Three candidates participated in on-campus and open forum interviews on December 13.

After careful consideration of the feedback received, Chancellor Tydings will make a recommendation to the Board for the next president of TCAT Nashville.

BOARD TRANSMITTAL

MEETING: Special Called Meeting of the Board

SUBJECT: Review and Consider Criteria for the President of TCAT
Morristown

DATE: December 20, 2021

PRESENTER: Chancellor Flora W. Tydings

PRESENTATION
REQUIREMENTS: 5 minutes

ACTION REQUIRED: Roll Call Vote

STAFF
RECOMMENDATION: Recommend Approval

Due to the retirement of Jerry Young as president of TCAT Morristown effective April 30, 2022, search criteria is attached for the Board's approval to recruit a new president. Upon approval, the position will be posted and the recruitment process will begin to find the next president of TCAT Morristown.

President

Tennessee College of Applied Technology – Morristown

The Tennessee Board of Regents invites applications and nominations for the position of President of the Tennessee College of Applied Technology (TCAT) – Morristown. The Tennessee College of Applied Technology – Morristown is one of the 26 Tennessee’s post-secondary technical colleges and institutions of 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 President exercises broad delegated authority with responsibility for all aspects of campus administration. 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-Morristown served almost 1200 students in FY 2020-21, ranging from dual enrolled high school students to adults seeking supplemental training. TCAT-Morristown has 16 program offerings, including such programs as Automotive Technology, Aviation Maintenance, Computer Information Technology, Cosmetology, Practical Nursing, and Welding.

TCAT Morristown employs 57 full-time employees and has an annual operating budget of approximately \$12 million. TCAT Morristown is accredited by the Council on Occupational Education. Additional information about the colleges can be found at <https://tcatmorristown.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.
- Experience in the planning, facilitating, opening, and operating new higher education sites.

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 community college and 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 background and understanding of and commitment to private fundraising;
- Demonstrated ability to lead an institution that is comprised of multiple 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-Nashville in a highly competitive post-secondary education marketplace; and
- An understanding of and commitment to the role of TCAT-Nashville 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.

Please submit application materials by January 21, 2022, and limit application materials to 20 pages. It is anticipated that the President will be selected prior to April 1, 2022.

Resume/vita and cover letter should be submitted through the TBR Applicant Tracking System at <https://www.tbr.edu/hr/executivesearches>. The cover letter should include at a minimum the following:

- Largest budget you have managed;
- Largest number of full-time and part-time direct report employees;
- Largest donation that you personally cultivated, solicited, and made “the ask”; and
- Description of three major accomplishments of which you are most proud.