

TENNESSEE BOARD OF REGENTS
Special Called Meeting of the Board
October 20, 2023 at 9:30 a.m. (CDT)
Agenda

1. Review and Consider Recommendation for the President of TCAT Shelbyville (*Tydings*)
2. Review and Consider the Criteria for the Next President of TCAT Harriman (*Tydings*)
3. Review and Consider the Criteria for the Next President of Volunteer State Community College (*Tydings*)

- *This meeting will include members of the Tennessee Board of Regents who are participating by electronic means of communication and will be live-streamed and archived on the TBR website at <https://www.tbr.edu/board/october-20-2023-%E2%80%93-special-called-board-meeting>.*
- *Persons who want to request to address the Board may follow the process authorized by [TBR Policy 1.02.12.00 – Requests to Address the Board](#).*

BOARD TRANSMITTAL

MEETING: Special Called Meeting of the Board

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

DATE: October 20, 2023

PRESENTER: Chancellor Flora W. Tydings

PRESENTATION
REQUIREMENTS: 5 minutes

ACTION REQUIRED: Roll Call Vote

STAFF
RECOMMENDATION: Recommend Approval

The Board approved the search criteria and recruitment for the next president at TCAT Shelbyville on June 16, 2023. The search committee was comprised of faculty, staff, alum, students, and community members, as well as Board Members.

The committee met for the first time on July 19, 2023 to review the search process. Then on August 7, the committee reviewed 22 applicants with experiences all across the country. Virtual interviews took place on August 24. Three candidates participated in on-campus and open forum interviews on September 27.

After careful consideration of the feedback received, Chancellor Tydings will recommend the next president of TCAT Shelbyville.

BOARD TRANSMITTAL

MEETING: Special Called Meeting of the Board

SUBJECT: Search Criteria for the Next President of TCAT Harriman

DATE: October 20, 2023

PRESENTER: Chancellor Flora W. Tydings

PRESENTATION
REQUIREMENTS: 5 minutes

ACTION REQUIRED: Roll Call Vote

STAFF
RECOMMENDATION: Recommend Approval

Due to the retirement of Danice Turpin as president of TCAT Harriman effective February 29, 2024, search criteria is attached for your approval to recruit for a new president. Upon approval, the position will be posted, and the recruitment process will begin to find the next president of TCAT Harriman.

President

Tennessee College of Applied Technology – Harriman

The Tennessee Board of Regents invites applications and nominations for the position of President of the Tennessee College of Applied Technology (TCAT) Harriman. The Tennessee College of Applied Technology – Harriman is one of the 24 Tennessee’s post-secondary technical colleges and institutions of the College System of Tennessee, governed by the Tennessee Board of Regents, with campuses in Harriman, Lenoir City, Loudon County and the ThreeStar Extension Campus. 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 - Harriman served over 721 students in the 2021-2022 academic year. TCAT - Harriman has 13 distinct program offerings over all campuses including: Administrative Office Technology; Automotive Technology; Building Construction Technology; Certified Nursing; Cosmetology; Diesel Powered Equipment Technology; Industrial Maintenance Repair; Machine Tool Technology; Medical Office Assistant; Practical Nursing; Residential/Commercial/Industry Electricity; Truck Driving; and Welding Technology.

Harriman employs 29 full-time employees and has an annual operating budget of approximately \$3.6 million. TCAT - Harriman is accredited by the Council on Occupational Education. Additional information about the college can be found at <https://tcatHarriman.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 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-Harriman in a highly competitive post-secondary education marketplace; and
- An understanding of and commitment to the role of TCAT-Harriman 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 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 November 27, 2023 and limit application materials to 20 pages. It is anticipated that the President will be selected prior to March 1, 2024.

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.

BOARD TRANSMITTAL

MEETING: Special Called Meeting of the Board

SUBJECT: Search Criteria for the Next President of Volunteer
State Community College

DATE: October 20, 2023

PRESENTER: Chancellor Flora Tydings

PRESENTATION
REQUIREMENTS: 5 minutes

ACTION REQUIRED: Roll Call Vote

STAFF
RECOMMENDATION: Recommend Approval

As you know, our friend and colleague Dr. Orinthia Montague passed away last month. Executive Vice Chancellor Russ Deaton has graciously stepped up to serve as Interim President at Volunteer State Community College while a search for a president takes place. Search criteria is attached for your approval to recruit for a new president. Upon approval, the position will be posted and the recruitment process will begin to find the next president of Volunteer State.

Volunteer State Community College

The Tennessee Board of Regents invites applications and nominations for the position of President of Volunteer State Community College. Volunteer State is one of Tennessee's 13 community colleges in the Community 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.

Volunteer State Community College is a comprehensive, two-year postsecondary institution located in Gallatin, Tennessee. As an Achieving the Dream college committed to student success, Volunteer State meets the educational needs of the people it serves in 11 counties in middle Tennessee and enrolls approximately 7,000 credit seeking students each fall. The college employs over 450 full-time employees, including roughly 190 full-time faculty members, and operates on a budget of approximately \$60 million.

Volunteer State awards Associate of Arts (AA), Associate of Science (AS), Associate of Applied Science (AAS), Associate of Fine Arts (AFA), and Associate of Science in Teaching (AST) degrees as well as technical certificates. Volunteer State provides 39 academic programs of study. Currently, 27% of Volunteer State students are non-white; 28% percent of all credential-seeking students are enrolled in career preparation programs, while the other 72% of credential-seeking students are in programs intended for transfer to a university. Approximately 50% of Volunteer State students are enrolled full-time, and students aged 25 or older represent 26% of the population. During the fall semester of 2022, 22% of the students were dual enrollment students.

In addition to the main campus located in Gallatin, Volunteer State delivers programming at campuses in Cookeville, Livingston, Springfield and selected teaching sites throughout the college's area of responsibility.

Additional information can be found on the college's website: www.volstate.edu. Volunteer State 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.

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

Qualifications and experience

- 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 (preferred)

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 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 an understanding of and commitment to private fundraising;
- An understanding of regional workforce education and training needs and how to strategically position Volunteer State in a highly competitive post-secondary education marketplace;
- An understanding of and commitment to the role of Volunteer State 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 Community College System of Tennessee is an Equal Opportunity 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.

It is anticipated that the initial screening of applicants will begin in the first quarter of 2024 and that the President will be selected prior to July 1, 2024.

Information on how to apply and letters of nomination should be submitted to:
Academic Search, Inc.

Dr. Gwen Joseph - gwen.joseph@academicsearch.org
<https://academicsearch.org/open-searches-public/>