



Invites Applications and Nominations for the
Position of:

President

Greenwood/Asher
& ASSOCIATES, LLC

The Opportunity

The Tennessee Board of Regents invites applications and nominations for the position of President of Volunteer State Community College (Vol State). Vol 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.

The Role of the President

The president is the chief executive officer of the College and reports to the Tennessee Board of Regents through the chancellor. The successful candidate will be a dynamic, innovative, and energetic leader with the vision, skills, and integrity required to guide this quality college to higher levels of achievement.

Expected Criteria

- › 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 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 Community College 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.

Preferred Qualifications and Experience

- › An earned doctorate from an accredited institution;
- › A distinguished record of teaching and experience in public higher education;
- › 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;
- › A distinguished record of extensive senior level administrative experience in a complex business, industry, or government enterprise.

The Organization

The Tennessee Board of Regents governs The College System of Tennessee—the state’s 13 community colleges and 27 colleges of applied technology. The system serves upwards of 110,000 students annually and is among the nation’s largest public higher education systems.

The colleges and their satellite campuses and other teaching locations span the state, offering more than 640 programs of study. The institutions operate as a coordinated network, with each retaining its unique characteristics and services. All community colleges are accredited by the Southern Association of Colleges and Schools Commission on Colleges, and the colleges of applied technology are accredited by the Council on Occupational Education. The institutions and their programs are also recognized by numerous national and regional accreditation associations.

Our mission is Student Success and Workforce Development. The system is committed to meeting the goals and requirements of the Complete College Tennessee Act of 2010, the FOCUS (Focus on College and University Success) Act of 2016, and the state’s Drive to 55 initiative to equip at least 55 percent of working-age Tennesseans with a postsecondary degree or credential by 2025.

Mission Statement

Volunteer State Community College is a public, comprehensive community college offering associate degrees, certificates, continuing education, and service to our constituencies. The College is committed to providing quality innovative educational programs; strengthening community and workforce partnerships; promoting diversity, cultural awareness, and economic development; inspiring lifelong learning; and preparing students for successful careers, university transfer, and meaningful civic participation in a global society.

TBR institutions provide excellent career training and university transfer programs. Further information on the various institutions may be found at <https://www.tbr.edu/institutions/our-institutions>

Volunteer State Community College

Vol State is a comprehensive, public, two-year postsecondary institution with four locations within an 11-county service delivery area in northern Middle- Tennessee. Vol State is fully accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). The president's office is located at the main campus in Gallatin, Tennessee. Volunteer State Community College was founded in 1971.

Vol State is ranked number seven in the nation, and first in Tennessee, for online learning at community colleges, according to the review group College Consensus.

Locations

Our main campus in Gallatin, Tennessee is located 30 miles northeast of Nashville. It is the central hub of Volunteer State Community College, serving as our primary location for classes, services, and activities. The main campus is comprised of 16 buildings, with ample green space, a walking trail that features an arboretum with pond and water features. Recent capital projects include the remodel and expansion of the Warf Building for Math, Sciences and Mechatronics in 2019 and the addition of the Steinhauer, Rogan, Black Humanities Building in 2017. Vol State also has satellite campus locations in Springfield, Cookeville, and Livingston to ensure delivery across the entire service area.



Gallatin Main Campus

2019-2020 Enrollment:

- > Student: 11,761
- > Faculty & Staff: 842

Programs:

- > Offering 100 academic programs
- > 57% University Parallel
- > 49% Associate of Arts/Associate of Science
- > 20% Associate of Applied Science
- > 28% of graduates are awarded certificates

Students:

- > 24% underrepresented students
- > 52% of students are enrolled full time
- > 24 is the average student age

Accolades:

- > Ranked #7 in the nation for online learning at community colleges
- > Ranked #1 in Tennessee for online learning at community colleges

According to College Consensus



Vol State Springfield Campus



Vol State Livingston Campus



Vol State Cookeville Campus

Core Values and High Impact Practices

We believe every **STUDENT** matters: Students invest in Vol State to meet their individual needs; we are responsible for helping them realize their potential.

We are all **LEARNERS**: We aspire to continuously increase our knowledge to improve ourselves and those we serve.

We are all **EDUCATORS**: Faculty are educators within and beyond the classroom, staff and administrators are educators without a classroom.

We believe in **DIVERSITY, EQUITY, EQUALITY, AND INCLUSION**: We are committed to fostering an environment where all feel valued, respected, and recognized for their contributions to our community.

We are **RESOURCEFUL**: We use our skills, abilities and technology to develop creative and innovative solutions.

We are all part of a larger **COMMUNITY**: We are all responsible for supporting the communities where we live, and work, and the global community beyond.

Volunteer State Community College employs high impact practices to attract students to various academic programs and help them to succeed, both in their academic programs and in the larger community. High impact practices support the work of the Complete College and Drive to 55 initiatives in Tennessee by connecting existing teaching and learning initiatives through intentional course design and data collection.

Service Learning

Vol State incorporates one such high impact practice, service learning, into curricula which helps students to learn and develop through participation in thoughtfully organized service experiences that meet community needs. Coordinated in collaboration with the school and community, these experiences are integrated into the student's academic curriculum, and these experiences enhance what is taught in school by extending student learning beyond the classroom and into the community which helps to foster the development of a sense of caring for others. Coordinated through academic divisions, this program fosters student work-based learning opportunities throughout our service area.

Sumner County Middle College High School

Sumner County Middle College is a collaboration between Sumner County Schools and Volunteer State Community College. Students can choose from a wide variety of courses. This variety will help in career exploration and might not be available at a traditional high school. In addition, students will be able to focus on degree choices in liberal arts, technology, health, business and more. And since students will also be Vol State students, they will be invited to participate in college clubs and activities.

International Education

Study Abroad provides students with a cultural immersion experience that helps them to see and appreciate the world with a new perspective. Students wanting to earn college credit through an international learning experience have ample opportunities at Volunteer State. Vol State offers experiences to students to travel while earning college credit.

Articulation Agreements

Vol State has a number of articulation and dual admission agreements with local, state, and regional colleges and universities. These agreements affirm partnerships to promote seamless transfer of credit to assist our students achieve their educational goals.

Division of Workforce and Economic Development

The Division of Continuing Education and Economic Development facilitates lifelong learning by providing relevant, quality non-credit learning opportunities for a diverse and evolving population. Programs and services are designed to foster community and economic development, to strengthen partnerships, and to satisfy a broad range of personal, professional, and workforce development needs of the local community and area business and industry.

The division is organized into four departments: Workforce Development, Small Business Development, the Center of Emphasis for Health Careers and Non-Credit Online Courses.

The OSHA Training Institute Education Center

The OSHA Training Institute (OTI) Education Center at Vol State is one of 26 centers comprising a national network of non-profit organizations authorized by OSHA to deliver occupational safety and health training to public and private sector workers, supervisors, and employers. OTI Education Center Programs are an essential component in OSHA's mission to prevent work-related injuries, illnesses, and fatalities. Vol State is the largest OSHA provider in Tennessee.



Academic Divisions

Business and Technology Division

The Business and Technology Division at Volunteer State Community College offers career credit courses leading to industry-recognized certifications, technical certificates, and degrees for entry into the workforce and for transfer to a four-year college or university. These programs utilize state-of-the-art resources and computer/cyber labs to enrich the students' learning experiences in preparation for careers in business and technology industries.

John B. Wallace Health Sciences Division

The John B. Wallace Health Sciences Division offers 21 degree and certificate programs which are designed to prepare students for a career in specific health care occupations. The programs range from one semester to two academic years (6 to 24 months) in length and include Fire Science, Health Information Technology, Diagnostic Medical Sonography, Medical Coding, Ophthalmic Technician, Physical Therapy Assistant, Radiologic Sonography, Sleep Diagnostics and more.

Humanities Division

The Humanities Division offers programs designed to provide the foundation students need to succeed at four-year colleges or universities. A radio station, recording studio, TV studio, newspaper, and literary journals are available for students to voice their creativity. The division also offers many visual and performing arts programs where students can develop their talents.

An area to note with the college based in the Nashville metro area is Vol State's Entertainment Media Production A.A.S. program. Here, students will learn about Digital Radio Media, Multimedia & Web Design, Music Business, Music Production and Video Production. State-of-the-art facilities and equipment await all majoring students – even freshman.

A popular program option for students is the General Studies area of emphasis which allows students to complete general education requirements and then customize elective hours to fulfill student interest.

Mathematics and Science Division

The Mathematics and Science Division offers innovative programs to prepare students for further pursuit of careers in STEM (science, technology, engineering, and math) and health care related fields. The division also offers degree and certificate programs designed to prepare students for careers in the animal care and environmental technology industries. Division resources include communal learning environments and well-equipped science laboratory facilities. Students may enhance their experience with a variety of service-learning and research-based opportunities.

Vol State's recently constructed Mechatronics wing located in the Warf building is designed to meet the demand and projected growth in this field. Mechatronics is the blending of engineering fields including mechanical, controls, electronic and computer engineering to automate manufacturing, distribution and complex services through multiple industries. Vol State's main campus and Vol State Cookeville are equipped to train students in this area.

Nursing Division

Vol State has two primary pathways available to students interested in the Nursing Program: (1) Pre-Nursing classes that prepare students to apply for the Vol State RN A.A.S. Nursing Program. (2) Pre-Nursing classes to prepare students for transfer to a four-year nursing program. This includes partnership programs with specific universities in the area and a general pathway that can prepare students for many university programs.

Social Science and Education

The social science and education program is an interdisciplinary option for students wishing for a broad preparation encompassing the disciplines of sociology, psychology, history, economics, political science, and more.

The program teaches students about the social, psychological, and political interactions of people and institutions. Students are prepared for careers in behavioral science, political science, and psychology and development. This area offers numerous teacher preparation programs.

A notable Criminal Justice program offers a comprehensive program as well as opportunities to study abroad.

Student Services

Volunteer State Community College is committed to student success through a variety of supports outside the classroom designed to provide guidance and assistance toward student retention and graduation and then to university transfer or the workforce. Each degree seeking student at Vol State is assigned two advisors to help them with their success - a faculty academic advisor, who provides guidance in program of study, course selection, and career pathways; and a staff completion coach, who provides wraparound support through proactive interventions, reduction of barriers to success when possible, and university transfer opportunities.

This wraparound support is complemented through a variety of special support services available to students, including services for students with disabilities, and a military and veteran student center. Vol State also as a resource for students facing basic needs called The Feed. The Feed provides meals, a food and toiletries closet, and a variety of other items for students in need.

The Feed also works with the Vol State Foundation to distribute a student relief fund to help with utilities, vehicle emergencies, temporary housing for students who identify as homeless, and other life issues. Students work through Student Services to utilize The Feed and be referred to community resources as appropriate.

Vol State is able to offer a variety of federal and student aid opportunities to students. In the 2018-2019 over 31 million dollars in financial aid was awarded to Vol State students. These aid programs include Tennessee Promise, the groundbreaking last-dollar scholarship program offered to graduating seniors of a Tennessee high school or home school. Tennessee Promise will cover all tuition and mandatory fees not covered by Pell grant, Hope lottery scholarship, or Tennessee Student Assistance Award funds. Students must complete a FAFSA, attend mandatory meetings, and completed eight hours of community service each semester in order to be eligible for Tennessee Promise and must enroll full time and maintain their GPA.

The Tennessee Reconnect scholarship program was added beginning in Fall 2018 as a complement to Tennessee Promise, targeted at adult students. The last-dollar scholarship program is for Tennessee residents who verify as independent on the FAFSA and do not hold an Associate Degree or Bachelor Degree. Students can maintain eligibility by attending at least six hours each semester with continuous enrollment and a successful GPA. In part as a result of the Tennessee Reconnect program, Vol State saw a sizeable increase in adult student enrollment.

Diversity and Career Development

The Student Services' Office of Career Services has an active role in contributing to the institutional efforts of being more diverse and inclusive. The practice of intentionally incorporating diversity and equity to support student career readiness extends our philosophy to assist in student success and encouraging achievement. Here, students can gain assistance in finding a

job through discovery listings, resume writing and becoming familiar with an in-person interview format.

The Learning Commons

The Learning Commons may be found in the Thigpen Library or through offering a variety of resources in the online environment. Here, students may receive a variety of services to help them succeed in the academic environment. These include writing assistance, math tutoring, math testing for Learning Support Math Courses, Natural Science Tutoring (Chemistry/Biology), tutoring in other subjects as needed, college readiness and placement testing, skills assessment and help with online classes and e-Learn. In addition, there's 24/7 online tutoring available. This set of resources may be found at each Vol State campus location and is often referred to as "The College Success Zone."

Athletics

Volunteer State Community College has a proud tradition of athletic success on the field and in the classroom with our women and men basketball, baseball, and softball teams. Vol State is a member of Tennessee Community College Athletic Association and National Junior College Athletic Association.



Small Business Development Center

As an extension of the college, Vol State hosts the regional Small Business Development Center (SBDC). The dedicated staff of the Vol State SBDC is physically located at the main campus in Gallatin, TN. and is responsible for providing confidential counseling, business training, and professional referrals to regional entrepreneurs. The SBDC offers requested trainings and public speaking engagements upon request.

The Vol State College Foundation

The Volunteer State College Foundation makes a difference in the lives of students every day by awarding scholarships to those who might not otherwise be able to obtain a college education. Our donors make it possible to invest in the future of our community. Each year we award more than 200 student scholarships totaling nearly \$300,000. In the last 20 years the College Foundation has awarded more than 3,700 scholarships and raised more than \$10 million through a variety of fundraising efforts that include hosting multiple events throughout the year such as Complete the Dream, Educate a Woman and Vol State's Annual Golf Classic.

Nomination and Application Process

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.

Salary

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Greenwood/Asher & Associates, Inc. is assisting Volunteer State Community College in this search. Applications and nominations are now being accepted. Confidential inquiries, nominations and application materials should be directed to Greenwood/Asher and Associates. For a full application package please provide a cover letter, CV, and list of five references. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made. It is anticipated the president will be selected prior to September 2021.

Please direct inquiries, nominations, and application materials to:

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