

# SEARCH PROFILE:

## PRESIDENT



**VOL**  **STATE**  
**Community College**

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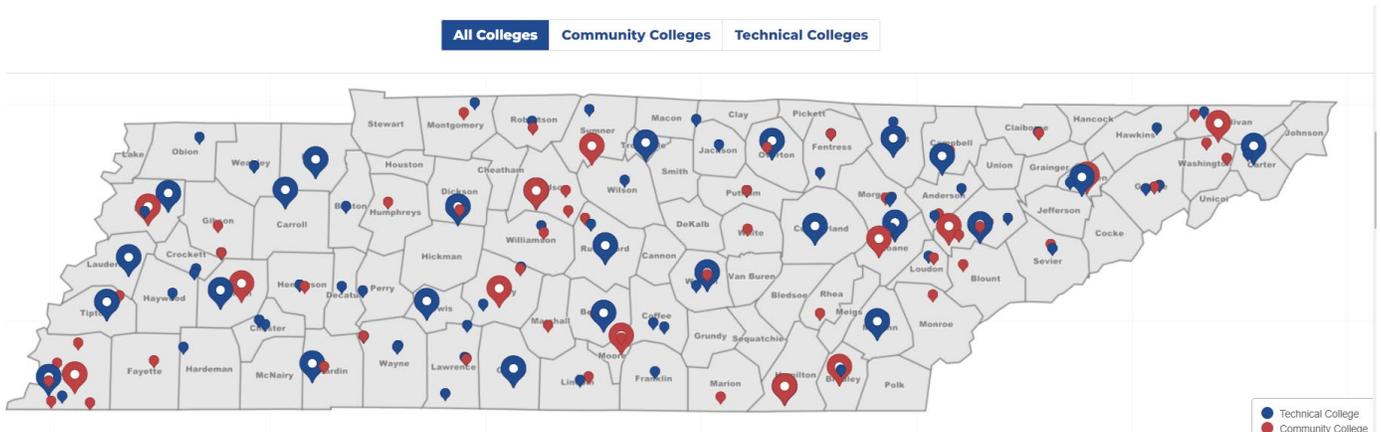
## THE OPPORTUNITY

The Tennessee Board of Regents (TBR) invites applications and nominations for the position of President of Volunteer State Community College, located in Gallatin, TN. Volunteer State is one of Tennessee's 13 community colleges in the Community College System of Tennessee, governed by the TBR. The President is the chief executive officer of the College and reports to the TBR 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. It is anticipated that the new President will assume office on July 1, 2024.

# ABOUT THE TENNESSEE BOARD OF REGENTS

TBR governs The College System of Tennessee—the state’s system of 13 community colleges and 24 colleges of applied technology. These 37 institutions operate as a collective, guided by the TBR, to better serve the basic higher education and workforce training needs of their respective communities. The system serves nearly 120,000 students annually and is among the nation’s largest public higher education systems. The colleges and their satellite campuses, along with their other teaching locations, span the state, offering more than 640 programs of study. 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. The policies through which the TBR implements its statutory responsibility for governance and management of the system establish both standards for consistency among the institutions and defined parameters to promote institutional flexibility and discretion. The TBR 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. TBR institutions provide excellent career training and university transfer programs. Further information on the various institutions may be found at [www.tbr.edu/institutions/our-institutions](http://www.tbr.edu/institutions/our-institutions).





## ABOUT 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. In addition, Volunteer State delivers programming at campuses in Cookeville, Livingston, Springfield and selected teaching sites throughout the college's area of responsibility.

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 nonwhite; 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.

Additional information can be found on the college's website: [www.volstate.edu](http://www.volstate.edu). Volunteer State is fully accredited by the Commission on Colleges and

### AT-A-GLANCE

- Founded in 1971
- Serves an 11-county area from Metro Nashville to the Cumberland Plateau
- More than 100 areas of study in six major divisions
- An average enrollment of more than 7,000 students
- Average student age: 23
- 300+ Student Veterans
- Females - 62%
- Males - 38%
- Instructor to student ratio: 1 instructor for every 24 students

### ECONOMIC IMPACT

- Volunteer State contributes more than \$117 million a year to the local economy.
- Volunteer State is the sixth largest employer in Sumner County.
- 450 full-time employees, including roughly 190 full-time faculty members.

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.

# ABOUT VOLUNTEER STATE COMMUNITY COLLEGE (CONT.)

## ACADEMICS

Our academic programs are divided into six divisions: Business and Technology, Health Sciences, Humanities, Math and Science, Nursing and Social Science, and Education. Teaching is the primary mission of the faculty at Vol State. Excellence in the classroom is sustained through frequent curriculum reviews. Vol State has 190 full-time faculty members - 19% have doctorate-level degrees and 67% have master's level degrees.

## ATHLETICS

Volunteer State is home to the Pioneers, featuring Men's Basketball, Women's Basketball, Women's Fast Pitch Softball, Men's Baseball. Games are held in the gym at the Pickel Field House and at the baseball and softball fields.



## STUDENT LIFE

Student activities at Vol State include a student newspaper, literary magazine, recording studios, a radio station and a television studio. Students participate in numerous musical groups, theater performances, and dozens of student organizations. Concerts and events are held on campus throughout the year.

## MISSION STATEMENT

Volunteer State Community College is a public, comprehensive community college offering quality, innovative educational programs, support, and services. Volunteer State is committed to building partnerships, strengthening internal and external community engagement, and promoting diversity, cultural awareness, and economic development to prepare students for successful careers, university transfer, and meaningful civic participation in a global society.

## CORE VALUES

- **WE BELIEVE STUDENTS MATTER:** Students invest in Vol State to meet their individual needs. Our goal is to help them realize their potential.
- **WE ARE LEARNERS:** We aspire to continuously increase our knowledge to improve ourselves and those we serve.
- **WE ARE EDUCATORS:** Faculty are educators within and beyond the classroom; staff and administrators are educators outside the classroom.
- **WE ARE RESOURCEFUL:** We use our skills, abilities, and technology to develop creative and innovative solutions.
- **WE ARE PART OF A GLOBAL COMMUNITY:** We are all responsible for supporting the communities where we live and work.





## LEADERSHIP AGENDA AND QUALIFICATIONS

### LEADERSHIP AGENDA

Volunteer State's next President will serve as the institution's fifth president and will replace the interim president, Dr. Russ Deaton. Volunteer State is implementing a robust strategic enrollment management plan, which focuses largely on improving the student experience at each campus location. Overall, the plan encompasses each part of the student's experience from application, orientation, advising, classroom experience, and degree completion. Ultimately, this is a journey that is paired with work done in concert with the Achieving the Dream organization to fully elevate college operations on every level and ensure higher student satisfaction, degree completion, and job placement rates.

In addition to focusing on the strategic enrollment management plan, the next President is expected to continue leading the implementation of Volunteer State's Master Plan. Systems, timelines and resources are in place to ensure the continued success of each of these efforts. Faculty and staff are in a forward-thinking mindset and have high expectations for continued student success and facilities improvements.

# LEADERSHIP AGENDA AND QUALIFICATIONS (CONT.)

## QUALIFICATIONS AND EXPECTED CRITERIA

The selection criteria for Volunteer State's next President will include, but not be limited to, the following qualifications and attributes:

Preferred criteria for selection include:

### 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 of 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, or 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 to be 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.





## NOMINATION AND APPLICATION PROCESS

The search for Volunteer State Community College's next President is being assisted by Academic Search, Inc. Confidential discussions about this opportunity are encouraged, especially before submission of applications. Please arrange them by contacting Senior Consultant Dr. Gwendolyn G. Joseph <[Gwen.Joseph@academicsearch.org](mailto:Gwen.Joseph@academicsearch.org)> / (281) 889-9299 or Consultant Disa Mason <[Disa Mason Bookings Link](#)>.

Applications, nominations, and expressions of interest can be submitted in confidence to [VolStatePres@academicsearch.org](mailto:VolStatePres@academicsearch.org).

The application should consist of a substantive cover letter addressing the desired qualifications, experiences and attributes listed in this profile. In addition, the application should include a curriculum vitae and a list of five professional references, with full contact information and a description of your working relationship with each. References will not be contacted without the explicit permission of the candidate.

The Search Committee will begin reviewing application materials in February and applications received by **March 25th, 2024**, can be assured full consideration. The next President is expected to be selected and appointed prior to July 1, 2024.

*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.*

# ABOUT ACADEMIC SEARCH

Academic Search is assisting Volunteer State Community College in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

