

The background of the entire page is a photograph of the Nashville skyline. The prominent blue and gold Bank of America Tower is on the left. Other buildings with various architectural styles and colors (red, grey, white) are visible. In the foreground, there is a green field and a body of water (the river).

Nashville State Community College

Nashville's Community College

www.NSCC.edu

President Search Profile

The Tennessee Board of Regents invites applications and nominations for the position of president of Nashville State Community College (NSCC). Nashville State Community College 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 Organization

The Tennessee Board of Regents invites applications and nominations for the position of president of Nashville State Community College (NSCC). Nashville State Community College 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 of the system.

The Tennessee Board of Regents (TBR) system is the primary vehicle for higher education access in the State of Tennessee. The TBR 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.” Governor Haslam has challenged the state with a critical new mission: The Drive to 55 – the Drive to get 55 percent of Tennesseans equipped with a college degree or certificate by the year 2025. The administration, faculty and staff are cohesive in their commitment to support this goal through achieving excellence in student success, workforce readiness, and meeting the strategic goals of the state. The board currently oversees the state's 13 community colleges and 27 colleges of applied technology (TCATs). The TBR aspires to be the premier technical and community college system in the nation leading in education and workforce development. These institutions provide excellent career training and university transfer programs. Further information can be found at www.tncommunitycolleges.org

Nashville State Community College

Nashville State Community College is metropolitan Nashville/Davidson County's premier two-year comprehensive educational institution. Nashville State provides an accessible, progressive learning environment where students earn associate degrees or certificates that prepare them to think critically and perform well whether entering the workforce or transferring to a university upon graduation. Nashville State has over 80 programs of study in the areas of business, applied arts, information and engineering technologies, health sciences, social and life sciences, math, natural science, English, humanities, and the arts.

Nashville State educates a culturally and racially diverse student population that includes traditional high school graduates, first-generation students, returning adults, and those students whose second language is English. Through partnerships formed with public school systems, business and industry, and government agencies, Nashville State has strong ties to the communities it serves. Nashville State directs its resources in a manner that improves the quality of life for residents of those communities.

In addition to the main campus on White Bridge Road in Nashville, Nashville State has educational sites located throughout Davidson County and the Middle Tennessee area. Each location offers courses and programs to help students meet their educational and/or career goals. In addition to offering classes at various educational and business sites, the college has five permanent satellite campuses.



Main Campus in Nashville

The main campus shares a 109-acre (0.44 km²) campus with the Tennessee Technology Center at Nashville. The Nashville State facilities include 239,000 square feet (22,200 m²) of space for classrooms, labs, offices, student services, and a library. Originally, the site of Nashville State's Main Campus was used by Thayer Memorial Veterans Administration Hospital, which was established in 1943 to treat wounded World War II soldiers in single-story buildings. Some remnants of the original site layout can still be seen today. In the 1960s, the hospital was relocated and the federal government transferred the property to the State of Tennessee. In 1968, the Nashville Area Vocational Technical School (now the Tennessee College of Applied Technology Nashville) opened on a portion of the property, where it remains today.

In 1970, Nashville State Technical Institute opened on the site, offering five Associate degrees to 398 students in its first year. The campus consisted of four buildings: A, B, C (now W), and D. The A and B Buildings served as the main instructional area, while the C Building functioned as the main focal point and housed the original library. The D Building connected to the C Building via a colonnaded courtyard with food services. Building E opened in 1975. The Clement Building was added in 1979 to provide additional office and instructional space.

The main campus grew quickly in the 1980s. In 1984, Nashville State became part of the Tennessee Board of Regents system. The new Kisber Library (Building K), constructed in 1988, created a new focal point for the campus and departed for the first time from the linear arrangement of previous buildings. In 2002, Nashville State expanded its mission to become a comprehensive community college, changing its name to Nashville State Community College.

In September 2016, Nashville State celebrated the opening of the Health and Humanities building on the main campus. Also known as the H-Building, it provides state-of-the-art facilities for the College's nursing program and fine arts departments, as well as the Nashville State Foundation offices. The new facility includes an art gallery, a 300-seat main theater and smaller black box theater, a music suite of practice and performance rooms, a wellness center, and the Nursing Division, which occupies the entire third floor with designated web-enhanced classrooms and two Simulation/Skills Labs with hospital equipment for experiential learning.

www.nsc.edu/main-campus



Humphreys County Campus

In 1999, the Humphreys County Center for Higher Education opened to serve Humphreys County and surrounding counties. This vibrant local-state-federal partnership has made the Humphreys County Center a model for off-site campus expansion statewide. Nashville State Community College is the lead institution of higher learning at the 33,000 square foot facility located at 695 Holly Lane in Waverly.

Students can take classes and complete degrees and certificates in areas that reflect the workforce demands and needs of the region. Areas of high demand include Pre-Nursing, Education and Teaching. The newest addition to these offerings is Process Control Technology (PTEC). Working with chemical processing plants in the Waverly/New Johnsonville area and surrounding areas as program partners, a curriculum for the PTEC program was developed. The PTEC degree has two concentrations: Process Technician and Maintenance Technician. Students learn to work as members of teams that are responsible for the production process within an industry. www.nsc.edu/waverly

Nashville State at the Renaissance Center in Dickson

Although Nashville State has offered classes in Dickson for many years, fall 2007 marked an expanded and more permanent presence when civic leaders asked the college to become the lead institution for higher education in Dickson County. Course offerings, enrollment, and enthusiasm have increased each semester as the Center has evolved. In fall 2009, Nashville State relocated programs to the Renaissance Center in Dickson.

Nashville State at the Renaissance Center provides a full array of general education core classes, which lead to Nashville State degrees and certificates. In 2014, Nashville State at the Renaissance Center partnered with Freed-Hardeman University Dickson, to offer students a dual admission process that allows students to take classes at both institutions concurrently. Additionally, in 2015, two science labs were built to provide students access to general education science courses. Students at the Renaissance Center have access to registration, financial aid, advising and tutoring resources on site. www.nsc.edu/dickson

Southeast Campus in Nashville

After significant enrollment increases at the main campus, the college and community determined there was a need to better serve the residents of southeastern Davidson County. In 2005, the Southeast Center opened on Foster Avenue to provide greater access to higher education opportunities in this area of the county. In fall 2012, the Southeast Center was relocated to 5248 Hickory Hollow Parkway and was renamed the Southeast “Campus” to more accurately reflect the expansion of the facility and its services. The facility features up-to-date science labs, smart classrooms, a bookstore, an open computer lab, an expansive student lounge, several study areas, testing center, and plenty of parking. With the addition of over 40,000 square feet, the renovated 2nd floor opened in January 2016. To help better serve the increasing student enrollment, there are 15 classrooms, a science lab, quiet and group study areas, and a large open computer lab.



Currently, Southeast students can enroll in general education core classes, which lead to Nashville State degrees and certificates. A Criminal Justice facility includes two classrooms, a multi-purpose training room, and a forensics lab. The Criminal Justice program partners with MTSU's Criminal Justice program to bring MTSU bachelor's level classes to the Southeast Campus. The Randy Rayburn School of Culinary Arts, featuring a state-of-the-art kitchen, prepares students for careers as chefs and culinary professionals. www.nsc.edu/sec

Clarksville Campus

With the support of local and state government officials, the Clarksville Campus opened its doors in fall 2012 to provide additional higher education opportunities for Montgomery and surrounding counties. The new campus is located in the heart of Clarksville at 1760 Wilma Rudolph Parkway. The newly renovated site features smart classrooms, science labs, a Testing Center, a student lounge, and an open computer lab.

Students can take general education classes that lead to associate degrees and technical certificates, and may then transfer easily to Austin Peay and other four-year universities. Students can earn degrees in Business Management, Business Management—Logistics Concentration, Computer Technology, Early Childhood Education, and degrees for transfer into four-year teacher education programs. Technical certificates are available in Information Security, Logistics, Supply Chain, and Transportation. Learning support classes are offered in English, math, and reading to prepare students for college-level work. www.nsc.edu/clarksville

New Campuses—East Davidson and Madison

In a continued effort to expand access to higher education and provide enhanced workforce development for Davidson County residents, particularly in lower served areas, Nashville State purchased the former ITT Technical Institute campus located at 2845 Elm Hill Pike. The East Davidson Campus opened in May 2017 and courses were offered for the first time in the Fall 2017 semester. The East Davidson campus is the third Nashville State campus in Davidson County with plans for a fourth campus located in Madison scheduled to open in Spring 2019. www.nsc.edu/east-davidson

Mission

The mission of Nashville State Community College is to provide comprehensive educational programs and partnerships, exemplary services, an accessible, progressive learning environment, and responsible leadership to improve the quality of life for the community it serves.

Nashville State offers associate degrees and certificates that prepare students to think and perform well whether entering the workforce or transferring to a university upon graduation.

History

Since it first opened in 1970, Nashville State Community College has been a vital part of Nashville. Initially named Nashville State Technical Institute, the college had 398 students, and offered only five Associate's degree programs. Graduation was held in the parking lot. White Bridge Road, where the main campus is still located, had only two lanes and very few businesses.

As the White Bridge Road area grew over the years, so did the College. In 1984, Nashville State joined the Tennessee Board of Regents (TBR) system of state universities and community colleges. In 2002, the Tennessee General Assembly and the Governor expanded the mission of Nashville State to a comprehensive community college. As a community college, Nashville State offers the Associate of Applied Science technical and career degrees, and the Associate of Arts, the Associate of Fine Arts, the Associate of Science, and the Associate of Science in Teaching transfer degrees.

In 2010, the State of Tennessee refocused its higher education funding strategy to one based upon student success. In addition, the current governor has challenged higher education to embrace his "Drive to 55" initiative in which by 2025, 55% of the population will have a post-secondary education credential or degree. In 2014, the state implemented the Tennessee Promise, a state-wide funding program that covers community college tuition and fees not covered by other funding sources, and has committed resources to support this initiative.

Today, Nashville State serves the most populated metropolitan region in Tennessee and has been the fastest-growing public community college in the state for over the past decade. Nashville State offers a wide variety of academic programs to 8,197 (headcount) students on six campuses, and plans are underway to expand existing facilities and to open another new additional campus in the next two years.



Instructional Program

Nashville State's academic programming serve students seeking to obtain skills necessary for direct entry into the labor market as well as students desiring to transfer to a university in order to further their education. Academic programming for direct entry into the labor market are organized around Associates of Applied Science Degrees and Technical Certificates. Nashville State offers a broad range of programs in this category with focuses on business, computer technologies, legal and law enforcement, office professional, healthcare management, and various engineering technologies. Academic programming for transfer students are offered as Associates of Arts, Associates of Science, Associates of Fine Arts, and Associates of Science Teaching Degrees. Most of these degrees are part of the Tennessee Transfer Pathway (TTP) program, designed to provide seamless transfer to universities. The others are University Parallel programs, designed to be configured to the requirements of the intended transfer university.

Instruction is delivered by a mixture of full-time and adjunct faculty. The latest IPEDS report, based on fall 2016 data, shows 149 full-time faculty and 299 adjunct faculty. The faculty-to-student ratio is 19:1. According to the latest National Benchmark report, 52% of credit hours were taught by full-time faculty and 48% were taught by part-time faculty. The report also shows that 53% of the total sections were taught by full-time faculty and 47% taught by part-time faculty. These ratios vary by discipline. The distribution of students shows that 41% of the students are enrolled in transfer degree programs, 37% workforce preparation degree programs, 4% in technical certificate programs, and 18% are non-credential seeking students. Seventy percent of instruction is delivered in on-ground courses, 11% delivered online, and 19% delivered as hybrid online and on-ground courses.



The diverse student population at Nashville State is 56% White, 29% African American, 6% Hispanic, 4% Asian, 4% Multi-racial, and 1% other classification. Fifty-nine percent of the students are female and 41% male. Forty-six percent of the freshmen students are first-time freshmen and 54% are returning freshmen. Forty-two percent of the students are full-time and 58% are part-time students. Sixty-three percent of the students are less than age 25 and 37% are at least 25 years of age. The distribution of credit hours among the campuses shows the main campus accounts for 61.9% of total FTE, Clarksville accounts for 8.2%, Dickson accounts for 4.5%, Humphrey's County accounts for 6.0%, and the Southeast Campus accounts for 19.4% of generated credit hours. Duplicated headcount follows a similar pattern.

The cornerstone of Nashville State's success is the constant monitoring of student outcomes data, which is also required by our accrediting body, SACSCOC. Several criteria are used to ensure that the community is being best served. The process used to monitor and evaluate student outcomes includes a) establishing criteria that are consistent with the college mission to provide both access and success for students, b) set data informed target threshold for achievement of the criterion, c) determine rationale for criteria and threshold selection using peer groups or nationally recognized data, and d) document source of the comparison data. Some of the criterion included in the assessment process include enrollment headcount and FTE, fall-to-fall retention rate, persistence-to-graduation rates, general education outcomes, major field test results, licensure exam pass rates, job placement rates, and enrollee success in college level courses. Some of these criterion are divided into subgroups in order to assess student outcomes at a more rough level. Monitoring these success indicators and formulating improvement initiatives are germane to efficacy of the Academic Affairs and Student Services unit.

Nashville State's Academics Affairs and Student Services unit is structured into five academic divisions, a Nursing program, two support divisions, and a satellite campus and extended learning unit:

Business & Applied Arts Division

The Business & Applied Arts Division envisions a learning environment where students succeed in our programs, are prepared to further their education at other institutions, become productive individuals in the workplace, and develop a passion for learning. The Business & Applied Arts Division provides programs of study consistent with student goals which are intended to develop appropriate skills that our faculty and advisory committees have identified as critical to success. To accomplish this we focus on academic excellence, best practices in teaching and learning, technological competence, and the practical application of discipline-specific principles.

Computer and Engineering Technologies Division

The Computer and Engineering Technologies division offers career oriented one-year technical certificate programs and two-year Associate of Applied Science degrees to prepare students for immediate employment, as well as Associate of Arts and Associate of Science programs for students transferring to a university. While the division's academic programs are diverse in their offerings, all courses are designed to build critical thinking and problem-solving skills that students will need as they enter the workforce or transfer to four-year degree programs.

English, Humanities, Arts, & Languages Division

The English, Humanities, Arts, & Languages Division provides both general education courses for all NSCC students and specialized courses for those interested in humanistic studies. We inspire students to learn creatively, think critically, and appreciate & express diverse points of view. We prepare students who finish a two-year degree in one of our disciplines to excel in continuing studies at the baccalaureate level.

Math and Natural Sciences Division

The Math and Natural Sciences Division fosters a community of learning that will effectively meet the math and science educational needs for the population we serve. We will continuously adapt our teaching strategies and technologies to the requirements of the students, employers, and educators involved in the process.

Social and Life Sciences Division

The Social and Life Sciences Division strives to provide a stimulating learning atmosphere that will meet the needs of all students through the offering of transfer programs, career programs and courses for personal enrichment. While the division's academic programs are diverse in their offerings, all courses are designed to build critical thinking and problem-solving skills that students will need as they enter the workforce or transfer to four-year degree programs. Qualified faculty offer instruction based on a rich background of academic training, workplace experience and a desire to help student be successful. Our mission is to foster a community of learning that will effectively meet the educational needs for the population we serve. We will continuously adapt our teaching strategies and technologies to the requirements of students, employers, and educators involved in the process.



Nursing Program

Aspires to professional excellence in teaching and learning with a dedication to provide evidenced-based nursing practice through discovery, integration, application, innovative technology and scholarship. We are committed to fostering an environment that promotes self-directed professionals in the art of caring, interpersonal communication and critical thinking. Our vision recognizes graduates as patient advocates who are stakeholders of the health and welfare of the community. To prepare nurses who demonstrate professional competency in their application of the art and science of the nursing process who are committed to serve the communities in which they live.

Learning Resources Division

The mission of the NSCC Learning Resources Division (the Library, Learning Center, and Testing Center) is to support the academic mission of Nashville State Community College by providing a) necessary resources (both electronic and bound) for faculty and students to perform the research necessary for their classes, b) individual and group instruction so that students can choose sources wisely and conduct research suitable for an academic environment, c) academic assistance in the form of tutors, workshops, and computer tutorials so that students may achieve their academic goals, d) sufficient number of computers so that students may conduct research, type papers, work on web courses, and use software for their courses, and e) a secure, quiet place for students to take entrance and exit examinations, web and video course tests, and departmental make-up examinations. This mission applies to all faculty, staff, and students of NSCC, no matter the location or delivery method of their courses.

Student Services Division

The purpose of the Student Services is to provide comprehensive student services that will assist students in achieving educational objectives and to assist students in developing relationships and experiences that promote intellectual, social, and emotional growth. This applies to all students of NSCC, no matter the location or delivery method of their courses.

Satellite Campuses and Extended Learning

Satellite Campuses

The satellite campuses provide their respective communities an environment where students can succeed in their endeavor for a higher education. We strive to understand the needs of students and community employers and adapt our strategies as necessary to ensure our students are prepared for higher levels of education, ready to enter into the local workforce and develop a passion for learning. The campuses provide technical training important for recruiting new industries to the community and for keeping existing industries competitive.



High Schools Programs

Nashville State Community College provides opportunities for high school students to begin college while still enrolled in high school. There are three major programs offered to high school students: Dual Enrollment, Joint Enrollment and Dual Credit.

Office of Online Learning

The Office of Online Learning is primarily responsible for developing, coordinating, expanding and serving the online learning students and staff. This unit includes web and web-hybrid courses. The Office of Online Learning manages the ROCC Program for NSCC by coordinating the offerings and advising students in the RODP courses/degree programs.

Nashville Region

The Nashville region is home to more than 1.8 million people and more than 40,000 businesses. Middle Tennessee is defined by a diverse economy, low costs of living, a creative culture and a well-educated population. Nashville's population has grown by more than 6% since 2010 as people are attracted to a strong job market, affordable housing, and quality of life. Tennessee is one of the few states that does not tax wages.

Nashville has recently been referred to as the "It City." Well known for music, Nashville is home to the Grand Ole Opry and the Country Music Hall of Fame, and hosts the Country Music Association (CMA) Awards. In addition to music, Nashville offers a vibrant arts scene, world class cuisine, and many historical attractions. For sports enthusiasts, there are professional hockey and football teams and a AAA minor league baseball team. For outdoor enthusiasts, there are beautiful urban parks, Nashville greenways offer more than 40 miles of paths, and Davidson County is home to three lakes offering numerous recreational activities.

The Position and Qualifications, Knowledge, and Characteristics

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.

Preferred Criteria

- 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); and
- A distinguished record of extensive senior level administrative experience in a complex business, industry, or government enterprise.



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 and communications, planning, financial management, budgeting, and organizational skills to lead and inspire internal and external constituencies of the college;
- A demonstrated ability 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, understanding of and commitment to private fundraising;
- An understanding of regional workforce education and training needs and how to strategically position Nashville State Community College in a highly competitive post-secondary education marketplace;
- An understanding of and commitment to the role of Nashville State Community College as a part of a higher education system; and
- 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 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 Nashville 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 November 13, 2017, and it is anticipated that a president will be selected prior to July 1, 2018. 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:**

Greenwood/Asher & Associates, Inc.
Executive Search, Consulting and Training

Jan Greenwood or Betty Turner Asher
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For more information on the Tennessee Board of Regents System and Nashville State Community College, visit www.tbr.edu and www.nsc.edu

Nashville State is an EEO/AA/Title VI/Title IX/Section 504/ADA/ADEA Employee

