

SEARCH PROFILE:

PRESIDENT



WALTERS STATE

COMMUNITY COLLEGE

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THE OPPORTUNITY

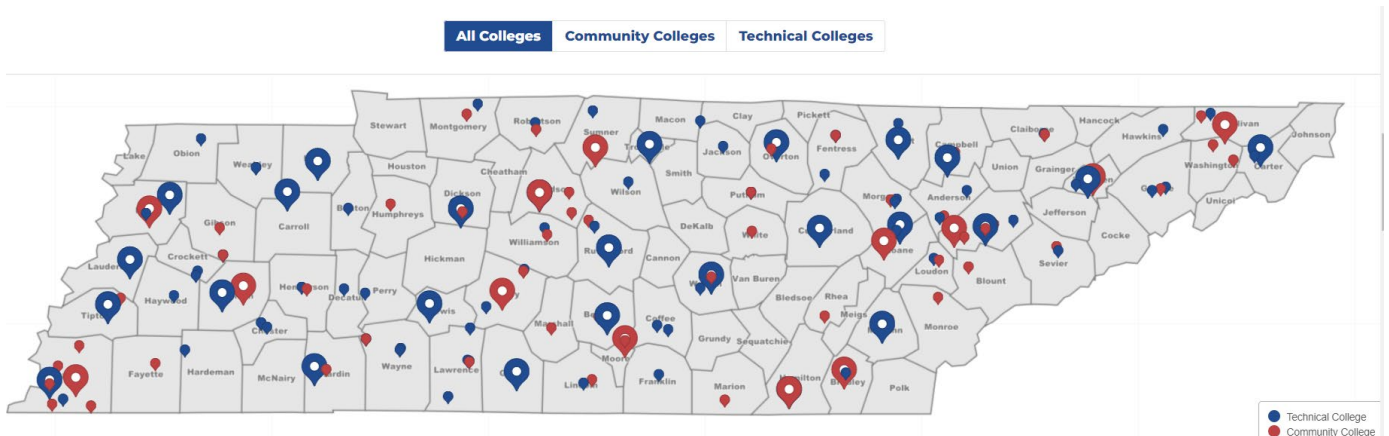
The Tennessee Board of Regents (TBR) invites applications and nominations for the position of President of Walters State Community College, in Morristown, Tennessee. Walters State is one of Tennessee's 13 community colleges in the Community College System of Tennessee, governed by the Tennessee Board of Regents. The President is the chief executive officer of the College and reports to the Tennessee Board of Regents through the Chancellor.

Walters State has been named *Tennessee's Community College of the Year* two years in a row in 2022 and 2023. The successful candidate will be a dynamic, innovative, and energetic leader with the vision, skills, and integrity to guide the college to higher levels of achievement. It is anticipated that the new President will assume office on September 1, 2025.

ABOUT THE TENNESSEE BOARD OF REGENTS

The Tennessee Board of Regents system is the largest system of higher education in Tennessee. It 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 upwards of 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.





ABOUT WALTERS STATE COMMUNITY COLLEGE

Walters State Community College is a comprehensive, two-year postsecondary institution located in Morristown, Tennessee. Walters State meets the educational needs of the people it serves in 10 counties in east Tennessee and enrolls approximately 5,900 credit seeking students each fall. The college employs roughly 400 full-time employees, including over 150 full-time faculty members, and operates on a budget of approximately \$61 million.

The college was established in 1970 and named in honor of former United States Senator Herbert S. Walters. WSCC is part of the geographically and economically diverse Great Smoky Mountains Region and provides access and services throughout a ten-county service area. In addition to the main campus located in [Morristown](#), Walters State delivers programming at the [Niswonger Campus](#) in Greenville, the [Sevier County Campus](#) in Sevierville, the [Claiborne County Campus](#) in Tazewell, and the [Newport Center](#) in Newport, and selected teaching sites throughout the college's area of responsibility.

Walters 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. The college offers 20 programs leading to associate degrees and 16 programs leading to technical certificates. Many of the programs lead to licensure and careers in healthcare fields. Currently, 18% of Walters State students are non-white; 31% percent of all credential-seeking students are enrolled in career preparation programs, while the other 69% of credential-seeking students are in programs intended for transfer to a university. Approximately 46% of Walters State students are enrolled full-time, and students aged 25 or older represent 16% of the population. During the fall semester of 2024, 38% of the students were dual enrollment students.

VISION/ MISSION

Vision: Walters State will be the leader in transforming our community through education.

Mission: Through a focus on student success and innovative teaching, Walters State enriches the lives of our students and our community. The college:

- Provides affordable, convenient access through multiple campuses, innovative technology, and distance education
- Collaborates with other educational institutions to promote access, completion, and transfer
- Partners with community businesses and organizations to meet specific educational and workforce needs
- Offers programs of study leading to associate degrees or certificates
- Provides pathways to institutional support services that improve student engagement and success
- Fosters a welcoming campus community through cultural awareness, and open dialogue
- Delivers public service and non-credit programs in support of workforce training and personal development
- Invests in highly qualified faculty and staff
- Creates a culture of continuous improvement and accountability
- Seeks external sources of support and funding to further educational opportunities
- Provides resources to support community engagement and initiatives.

ABOUT WALTERS STATE COMMUNITY COLLEGE (CONT.)

Walters State is one of only two community colleges in the state to host a [Regional Law Enforcement Training Academy](#). Dual enrollment and transfer programs encompass numerous academic disciplines providing opportunities for seamless articulation from high school through four-year universities. WSCC is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

[Workforce training](#) services include customized corporate and non-credit training to support local workforce development. WSCC offers comprehensive training solutions in [Healthcare and Patient Care](#), Computer & Technology, Business and Management, Communication and Presentation, [Youth Programs](#), and Welding. The Workforce Training Division also provides youth development programs such as Talented and Gifted, Kids' College, and Underwater Robotics camps.

The college maintains a commitment to student success with support services that place emphasis on learning support, student engagement, retention, and persistence to completion. WSCC offers different class formats and modalities to fit students schedule and learning style. The Strategic Enrollment Management Committee is an example of collegewide initiatives designed to recruit, retain, engage, and support students as they fulfill their educational goals and complete their degree pathway. Global understanding, civic responsibility, international education, and service learning are promoted in the curriculum.

In addition, Walters State has been designated as a VETS Campus. The VETS Campus program, established under Tennessee's VETS Act of 2014, recognizes colleges that provide strong support for veterans transitioning from military service to higher education. This program provides a range of

services that allows veterans to pursue paths tailored to their career goals, whether aiming for immediate employment or further education.

Additional information can be found on the college's website: <https://ws.edu>

STUDENT LIFE AND ATHLETICS

The Student Government Association is the official voice of the student body at Walters State Community College. SGA members are elected by the student body and serve on every major college committee except the faculty council. As such, members of this body are influential in every decision that is made which concerns Walters State Community College and its students.

Student activities Walters State are robust. A multitude of clubs, honor societies, and associations provide opportunities for students to become more involved on campus, learn about a new area of interest and develop leadership skills. Clubs include Art, Agriculture, Business Management, Choir, Service-learning, Communication, History, Music, Theater, Drama, Phi Theta Kappa Honor Society, and [many more](#)...

Walters State is home to the Senators and sponsors ten [athletic teams](#): Baseball, Men's and Women's Basketball, Men's and Women's Cross Country, Cycling, Esports, Men's Golf, Softball, and Women's Volleyball. The campus has top notch athletic facilities to support its athletes competing at home and away. Walters State's athletics programs are part of both the National Junior College Athletic Association (NJCAA) and the Tennessee Community College Athletic Association (TCCAA).





PREFERRED QUALIFICATIONS, EXPERIENCE, AND CRITERIA FOR PRESIDENT

Walters State 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 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 Walters State in a highly competitive post-secondary education marketplace;
- An understanding of and commitment to the role of Walters 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 Walters 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> / (281) 889-9299 or Consultant Disa Mason <[Disa Mason Bookings Link](#)>.

Applications, nominations, and expressions of interest can be submitted in confidence to WaltersStatePres@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 email and phone 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 early June and applications received by June 10, 2025, can be assured full consideration. The next President is expected to be selected and appointed prior to September 1, 2025.

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 Walters 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.

