

This is what the future looks like.



**TRINITY VALLEY
COMMUNITY COLLEGE**

PRESIDENTIAL PROFILE

Welcome to the place where
thousands dream and study.

Learn and grow. Celebrate Success.

Where a supportive community is an
active participant in the pursuit of excellence.

Where we transform lives,
broaden horizons, and develop character.

Where better tomorrows are realized, one day at a time.

This is Trinity Valley Community College. Welcome.

STUDENT SUCCESS STORIES

Help Lead the Way.

You are invited to join TVCC for an amazing leadership opportunity to continue the work of innovation and making better tomorrows possible for our students.

Strengthen our long legacy of expanding access, cultivating innovation and creating impact as the next President and Chief Executive Officer of TVCC — succeeding Dr. Jerry King, who will retire after more than 40 years of distinguished service.



THIS IS TVCC

This is where it happens.



TVCC is a medium-sized, diverse, multi-campus community college serving Anderson, Henderson, Hunt, Kaufman, and Van Zandt counties in Texas. TVCC serves over 5,000 students per year. The College offers more than 120 programs, including two- and four-year degrees, accelerated training, workforce, and continuing education.

The Search

Trinity Valley Community College (TVCC) invites inquiries, applications, and nominations for the position of its seventh president, to begin serving on or after April 1, 2023.

The new President will follow President Dr. Jerry King, a recognized leader, who served TVCC for over 44 years, and the last 6 years as President. The Board of Trustees is looking for a leader who will continue to build on the successes of Dr. King as well as a leader who can boldly move the College in new directions.

Among the accomplishments of the last six years, Dr. King led the development and implementation of two strategic plans, TVCC 2015- 2020 and TVCC 2020-2025, as well as a new ERP in 2019. In 2017, the College was reaccredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), and our Associate Degree Nursing program was accredited by the Accreditation Commission for Education in Nursing (ACEN), additionally, in 2022, a Level II Bachelor of Science in Nursing degree was approved by SACSCOC, and we had our first graduates from the program in May 2022. Under his advocacy leadership, the College opened the Terrell Health Science Center and Health Science Academy, renovated the Northwest Dormitory on the main Athens Campus, numerous other renovations on the Palestine Campus and Terrell Campus, acquisition of the Athens City Park, and converted the Emergency Operations Center into a TVCC Fitness Center. He has supported the TVCC Foundation, and helped garner numerous donations, scholarships, and grants to help provide needed resources to the students of TVCC and to help beautify the campus for all to enjoy.

Dr. King is an avid supporter of student athletics and oversaw the renovation of the gym flooring, the addition of locker rooms and facilities for all athletics teams, and the addition of Men's and Women's Soccer and E-Sports. Additionally, he has supported and promoted multiple teams that have produced several statewide and national championships. Most notably, TVCC's Cheer program that has won 13 National Championships and was featured on the hit series "Cheer" on Netflix.

The Board of Trustees

The College's Board of Trustees is composed of leading citizens of Anderson, Henderson, Hunt, Kaufman, and Van Zandt Counties and provides effective stewardship for the College, including a record of positive, supportive relationships with its chief executive officer and responsiveness to both student and institutional needs.

Our History

Henderson County Junior College was founded by a group of Athens civic leaders headed by J. P. Pickens, Orval Pirtle, and public school administrators in late 1945 and early 1946. The creation of Henderson County Junior College was formally approved by voters in the election of May 4, 1946. The first registration was conducted in temporary facilities at Athens High School on June 3, 1946, and three days later, classes began there. The board of trustees provided Henderson County Junior College with its own facilities at the present location of the Athens campus on June 24, 1946.



The college moved to its new campus at the beginning of the fall semester of 1946. Henderson County Junior College began its development into a multi-campus institution with the initiation of an off-campus instructional program at the Texas Department of Corrections, Coffield Unit, in the spring of 1969. Course offerings were subsequently expanded to the following correctional units: Beto I, Powledge Unit, and the Michael Unit. The campus in Palestine was established in 1972 and moved to its present facility three miles north of Palestine in 1975. The Terrell campus was established in 1973 to serve the northern portion of what had become an enlarged Henderson County Junior College District.

The present campus opened in the fall of 1986 with the addition of the M.L. Risinger LRC building in 2006. In May of 1983, a new Health Science Center complex was completed in Kaufman for the purpose of providing various health occupation programs. The health occupation programs were moved to a new Health Science Center in Terrell in 2020. As a result of the continued regional expansion of the college, the board of trustees authorized and approved a name change from Henderson County Junior College to Trinity Valley Community College in September 1986. Trinity Valley Community College has a proud heritage of service to the people within the region and is currently engaged in continuous growth and development toward the realization of its full potential in higher education.

TVCC is highly visible in the community and enjoys extraordinary support from the Henderson County and City of Athens government, local representatives of state government; educational, business, and civic leaders; its foundation; alumni; and the general community. This support has been essential to TVCC's operation as a high-quality, affordable, and accessible higher education institution.

The College is widely recognized for the quality and scope of its programs in the arts and humanities, business, engineering and science, developmental education, health sciences, many career areas, workforce development, and trades.



Campuses

The College has three satellite campuses, as well as numerous off campus instructional sites.

TVCC- Palestine

TVCC- Terrell

TVCC- Health Science Center



OFF-CAMPUS INSTRUCTIONAL SITES

Emory City Centre

Kaufman Workforce Education Center

Palestine Workforce Education Center

TVCC- Texas Department of Criminal Justice- Correctional Programs

Our Vision

Trinity Valley Community College will be a leader in providing quality education, innovative programs, and purpose for our students, employees, and communities.

Our Mission

Transforming lives through affordable and accessible education.

Our Values

- C**ourageous
- A**ccountable
- R**espectful
- D**riven
- I**nspirational
- N**etworker
- A**uthentic
- L**ife-Long Learner



I FOUND THE PLACE FOR ME.
Building a Better Tomorrow



Students

A culturally diverse institution, the College enrolls students from our five service area counties, the greater Dallas metropolitan area, and internationally.

FALL 2021 ENROLLMENT FACTS

5,426

Total Number of Credit Students

3,588

First-Time Ever in College



42.2%

Fall 2021 Retention of New Students



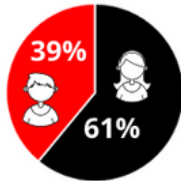
2,315

High School Dual Enrollment

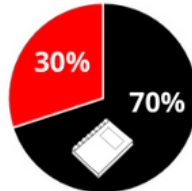


23.8

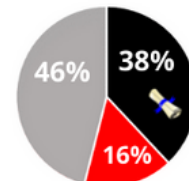
Average Age



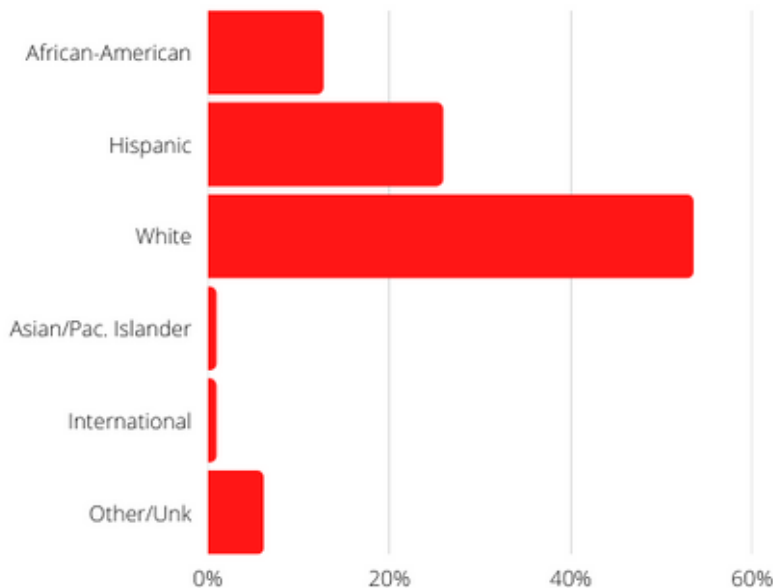
Female Students Male Students



Part Time Students Full Time Students



Degrees Certificates Core Completers



Academics

Trinity Valley Community College has a superb reputation for the scope and quality of its academic and workforce programs and for developing new programs to meet our residents' and employers' changing educational and training needs. These programs help to close skills gaps and to advance access to opportunities for residents of the counties we serve. TVCC proudly partners with local industries to ensure that the needs of future generations of employees are met for the industry partners.

TVCC offers a comprehensive range of academic and workforce programs and support services with state-of-the-art technology through its 140 degree and certificate programs. Exceptional academic offerings outside the classroom include PTK programs and special institutes that provide extracurricular programs, scholarships, internships, and learning communities.

TVCC is a leader in online, remote, and hybrid degrees and certifications, with all our courses certified through an in-house course certification model for academic excellence. The College utilizes Canvas as the learning management system. By providing students with multiple modalities of completing their degree requirements, TVCC meets the needs of all students.

The College serves independent school districts by partnering with 28 local high school service districts in dual credit education. TVCC partners with Athens ISD in an early college program called the Pinnacle program. The dual credit offerings include classes taught by embedded faculty at the local ISDs, utilization of TVCC faculty on ISD campuses, and online classes. The dual credit program includes academic to university routes and workforce to industry routes. TVCC is our area's most accessible and affordable institution for students after high school.

The College's Workforce Development and Continuing Education unit fulfills community needs for various credit and noncredit learning opportunities. Students can learn various workforce technologies, including welding, electrical line worker, and building trades technology. TVCC provides community residents education courses through its driver's education program, commercial/bus driving, court reporting, and lifelong learning for students ages 50 or more. In addition, TVCC offers contract training for businesses and government organizations.



Student Services

Student Services is led with one rule in mind: Students come first! That is why TVCC offers a comprehensive array of student services that are responsive, caring, and inclusive to ensure all students can succeed to the maximum extent possible; and a one-stop shop has been built into the plans for the 2023 fiscal year to take these services to the next level. All students have access to up-to-date disability and accommodations support services, and students-in-need have access to TVCC's Advocacy Center, which includes the Cardinal Food Pantry and Clothes Closet. A licensed mental health counselor is also employed to ensure students have access to care quickly. A full array of student life events and activities allow students to attend daytime and evening events as well as to begin their own student clubs with institutional financial support. Students also have a full range of athletic events with ten NJCAA-aligned teams, a rodeo program, and a new disk golf course to round out their evening hours. TVCC employs a full-time, licensed police force to ensure 24/7 safety and security for the college, students, and employees; TVCC also has five residence halls with a capacity to house 500 students. Enrollment Services also fall within the Student Services Division and includes admissions and recruiting, registration, financial aid, international students, advising/pathways, and testing. Marketing also plays a critical role in recruiting students and falls within Student Services as well.



Employees

TVCC has, in total, more than 470 full- and part-time well-qualified and talented faculty, administrative, and staff members dedicated to student success. The College's faculty and staff are essential to furthering the mission of the College and are deeply engaged and committed to advancing programming and services that foster student success.

Budget

The College prepares an annual operating budget for approval by the College's Board of Trustees. The College's approved FY23 operating budget is \$55 million. There has been no change in tuition for four years. The college sets aside funds as a part of its operating budget for future capital improvements into a capital reserve fund. In FY 2022-2023 TVCC has budgeted to transfer \$2,097,489 to capital reserve. The balance of the capital reserve was \$23,523,226 as of 6/30/2022.

Foundation and Fundraising

Founded in 1974, the TVCC College Foundation is a 501 (c)(3) corporation that exists to assist in and contribute to the academic, vocational and educational purposes and physical growth and development of TVCC College. The Foundation has the ability to receive, hold, manage and control property for the benefit of TVCC College under the direction of its board. Since its inception, gifts from the Foundation have been made to develop TVCC's Cardinal Fitness Center, Ethel May & Frank Johns Clock Tower, renovation of the Cardinal gym, provide scholarships for deserving students and purchase special equipment for college programs. Currently, the foundation maintains \$6.3 million in scholarship, capital, and unrestricted funding. It also holds more than 100 acres of land donated to TVCC. To maintain a margin of excellence for the students at TVCC, the TVCC Foundation has as its primary mission the acquisition of financial resources and the development of support for the TVCC community and throughout the state of Texas. The financial resources acquired are invested in scholarships, faculty/staff enhancements, technological improvements and campus expansion projects. Each year, the TVCC Foundation awards between \$150,000 and \$200,000 in scholarships to hundreds of TVCC students to help make higher education more affordable and accessible. The office of the TVCC Foundation is also home to the college's alumni relations coordinator, development officer, and grants coordinator. Over fiscal year 2022, the foundation developed a strategic plan for its alumni relations program; coordinated several grant applications for various college programs; and worked to develop a memorial fundraising campaign for 2023.



LEADERSHIP, OPPORTUNITIES, AND CHALLENGES

TVCC seeks a president who can move the College forward in a dynamic time for higher education and in a transformational time for Community Colleges. Our search for the next President of TVCC is guided by our mission, vision, and core values that we hold deeply. We seek candidates with vision, experience, and capabilities to lead the College in support of these elements and we welcome hearing candidates' experiences and perspectives about addressing them. Prominent strategic priorities for TVCC include the following:

Student Success.

The mission of TVCC is to empower our students to succeed. This simply stated goal is inherently complex as students come to TVCC with more varied and diverse needs and goals. Our vision is seamless access, holistic support, and transformational teaching and learning, leading to successful completion and equitable outcomes for all students. We are committed to high-quality teaching and advising, high-functioning academic and administrative operations within TVCC, breaking down barriers to learning, and rich and productive relationships with partner institutions and the community.

Budget, Affordability, and Fundraising.

Maintaining affordability, balanced with upholding the institutional resources necessary for delivering quality education and support, is a critical foundation for student success. We aim to use our resources prudently, to make the case for public and philanthropic support candidly and transparently, and to seek new operational funding streams through innovative entrepreneurial activities.

Workforce and Economic Opportunity.

TVCC recognizes the close relationship between its mission for student success and economic opportunity and workforce development within our counties. Opportunities and challenges for promoting career development for students, furthering workforce development for our service area counties, and supporting and enhancing broad-based economic success. There is room for innovation in the ways the College can advance in these efforts.

Equity and Inclusion.

Equity and inclusion are institutional values clearly articulated in the policies and goals of TVCC, the Board of Trustees, and our administration. Our vision of inclusion on our highly diverse campuses and in our communities is to have an environment in which everyone feels welcome and where inclusive practices contribute to unhindered learning. We work to make learning building blocks and embedded student support available in ways that create opportunity and not obstacles. Our vision extends to safe, healthy, productive, and civically aware neighborhoods and community life, where diverse people and ideas flourish .

Unmet Needs of Student Population.

In spite of the breadth of TVCC's facilities and programs, including three campuses, two workforce centers, and a prison program, we recognize there is more we can do to reach our student populations and respond to their needs. One area under exploration now is to expand campus facilities to Kaufman County, where many potential students now reside. We recognize that four-year degree options are difficult to access for many of our students in fields that are priorities for them and that align with the needs of local employers. The prospect of incorporating Two and four-year degrees in our offerings, in partnerships or directly, and in settings accessible to our student base is important to explore. Based on new technologies and recent experiences with online learning and social media, the prospect of virtual communities or campuses within our service area also warrants attention.

Engaged College Workforce.

Cultivating a TVCC workforce that is innovative, competitively rewarded, culturally competent, and relevant is a key value of the institution. Maintaining and working with an effective and cohesive senior leadership team is essential, as well as ensuring that faculty and employees at all aspects of the College are informed and are involved in the College participatory governance system.

Strong and Effective Relationships with the Broader Community.

TVCC stands as one of the leading institutions in East Texas. The president is expected to serve on boards and commissions within the county and beyond and, especially with the College's proximity to Austin, TX, may frequently be consulted on state or national policy issues. Community partnerships are essential to advancing our concept of student success, especially for underserved and under-engaged populations, and the president is expected to join in a leadership role with our partner institutions. More broadly, the College, through the work of its faculty, athletics, and programming, has a role, and great potential, to be an economic and cultural leader within the region. We are committed to advancing learning that supports engagement and participation in the political, cultural, and service life of our community, in civics, and in the principle of a community-engaged college.



QUALIFICATIONS AND EXPERIENCE

We welcome candidates from across the nation, drawing on traditional and non-traditional experiences relevant to leadership and advancing a world-class student-centered College dedicated to serving its community. We seek candidates with the vision both to lead the College in its traditional work and to guide opportunities to expand in new directions beyond the traditional framework of a community college.

Background: The ideal candidate should possess sustained, progressively responsible administrative experience in higher education or in another relevant institutional setting involving a body of work that commands the respect of the faculty, staff, and Board; and five years of experience in a senior leadership role, such as but not limited to, chancellor, president, or senior vice president at a large complex higher education institution or a comparable senior leadership role in another relevant setting, including business and nonprofit organizations.

This candidate should have a combination of education, training, and experience appropriate for key elements of this position, including demonstrated expertise across topics such as people stewardship, curriculum development, fundraising, government relations and legislative processes, federal and state regulations, accreditation, board relations, and budget and fiscal management.

We welcome a disparate pool of candidates, including those not necessarily considering a new position, those whose profiles are out of the ordinary, those who show evidence as rising stars, those who display exceptional experience and talent, as well as those with outstanding experience in the community college environment.

Education: An earned Master's degree is required, a doctorate or other appropriate terminal degree is preferred.

Knowledge, Characteristics, and Experience: In addition to possessing a broad intellectual perspective, strong administrative skills, and the highest degree of personal and unimpeachable integrity, the College is seeking candidates with demonstrated promise and/or concrete experience across many disparate aspects of the presidential role, such as in the characteristics expressed below.

We are seeking the following:

- A person with an appreciation of the history, culture, ideals, and values of the community college's open-access mission and a genuine passion to serve all students and the community.
- A proven leader and skilled administrator with an inclusive leadership style who empowers faculty and staff to think and act creatively in addressing TVCC's challenges and opportunities and who maintains a strong working relationship with the Board of Trustees.
- A demonstrated problem solver who can confront change or uncertainty in complex environments, can adapt to evolving circumstances and surprises and can lead constructively and collaboratively throughout.
- A strategic thinker who can provide results-oriented leadership grounded in participatory planning processes for establishing institutional priorities and collegewide policies; and who can articulate and sustain accountability for metrics for success in data-driven decision-making processes.
- A person of intellectual distinction, who is devoted to excellence in teaching and learning, supports faculty and staff development and professional opportunities, appreciates the pivotal roles of faculty and staff in student success and community service; and who supports engagement to tackle noncognitive barriers to learning—food insecurity, housing insecurity, uncertain income, etc.—within the community.

- A person with an engaging presence who enjoys interactions with board members, faculty, staff, and students, as well as with the external community and its leaders.
- An advocate who is an enthusiastic supporter of TVCC's diversity and its commitment to equity and inclusion and who can demonstrate example(s) of their efforts in pursuit of these objectives in other organizations and/or communities.
- An excellent communicator and spokesperson who can advocate on behalf of TVCC.
- An innovator who understands the College's role in workforce development programs and the changing needs of the local economy prioritizes agility in adapting to meet the needs.
- A person with an understanding of the dynamics of large, complex organizations, such as a multicampus institution; the ability to work with a representative participatory governance system composed of faculty, staff, students, and administrators; the ability to minimize bureaucracy and red tape; an appreciation of the complexities and centrality of new technologies in supporting students and achieving operational efficiencies; and insight into the promise and challenges of virtual media.
- In collaboration with the Board of Trustees and campus leadership, a visionary and entrepreneurial leader willing to take strategic risks to advance student success and the College's mission.
- An entrepreneurial and effective fundraiser and relationship builder who will work with the TVCC Foundation and the TVCC Alumni Association in the cultivation of private donors, in maintaining and building relationships with partners, and with state and local elected officials in obtaining sufficient public funding.
- A politically savvy individual who can interact effectively with local, state, and national officials and organizations as an advocate for the College and for community colleges in general; and who will be able to work effectively in our service area counties and Texas affairs, politics, and community organizations.

Duties

The president serves as the College's chief executive officer, reports to the Board of Trustees, and serves as secretary-treasurer of the Board of Trustees. The president is responsible for the day-to-day administration, leadership, and oversight of the operations of the College. The duties of the president are defined formally in TVCC Policy and in the job description.

The president works with a wide range of internal and external constituents to support and sustain the College's vision, values, and mission. Highlights of duties and steps necessary to perform the essential duties of this job successfully include the following:

- Demonstrate a deep commitment to student access and success for students enrolled in the college, those who have not yet arrived, and those who have graduated and/or transferred to a four-year college or university.
- Effectively and sensitively connect the institutional strategy of achieving high levels of student access and success with the operations of administrative and academic units.
- Be willing to take significant data-informed risks to inspire changes in how everyone at the college thinks and acts to improve student outcomes.
- Identify gaps in student outcomes based on factors such as race, ethnicity, and gender, and then mobilize the college to improve results.
- Build an effective and cohesive leadership team with a common commitment to and focus on student access and success.
- Together with the senior team, foster a culture of innovation and effective implementation among faculty and staff, driving toward common goals of improving student access and success.

- Establish and maintain a healthy sense of urgency among leaders, faculty, and staff to improve student access and success.
- Provide strong strategic ability to plan for change in ways that ensure broad buy-in and action that, in turn, significantly improve student access and success.
- Ensure that the culture of the college is built around continuous improvement in learning and the completion of valuable credentials for all students.
- The President will bring a results-oriented approach to the institution, leading the entire college to agreed-upon student outcomes and aligning plans and implementation efforts to measurable goals.
- Develop a culture of inquiry and evidence to support a results-oriented approach across the institution.
- Effectively engage with the college's internal and external stakeholders, strategically communicating in ways that advance student access and success.
- Communicate with the Board in ways that ensure shared goals, an understanding of strategic objectives, and a common understanding of the college's progress toward achieving student access and success objectives.
- Lead the institution to achieve significantly improved results in student outcomes by implementing well-designed institutional changes at scale and ensuring they are sustained over the long term. The President will work institution-wide to align expenditures with student access and success strategies.
- Ensure the community college's fiscal stability, securing sufficient resources to fund operations and providing adequate controls to prevent fiscal mismanagement.
- The President will be an entrepreneurial and highly effective fundraiser with a particular capacity to raise revenue and develop resources that support strategies for improving student access and success.
- The President will have and will provide a vision for student success that the college alone cannot fulfill and will actively engage with entities outside the college to develop partnerships to access resources, reach underserved populations, and achieve student outcomes in new ways.
- Utilize the institution's influence and resources to pave the way for ongoing student access and success by forging partnerships with outside entities, including K-12 school districts, four-year colleges, community-based organizations, and employers. These partnerships will focus on helping large numbers of students, including those from historically underserved populations, make successful transitions into and out of the community college to achieve prosperity through employment or continued education.

Application Process

Applications and nominations are now being accepted. Confidential inquiries, nominations, and application materials should be directed to Janene Dotts, Director of Human Resources. Applications must include a cover letter, CV/resume, and a list of five references. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted confidentially. Initial screening of applications will begin after the submit-by date. For best consideration, applications should be submitted by November 15, 2022. Nominations and applications will be accepted until the position is filled.

Please direct confidential inquiries, nominations, and application materials to:

Janene Dotts
 TVCC Director of Human Resources
 Email: Janene.dotts@tvcc.edu
 100 Cardinal Dr.
 Athens, TX 75751
 Phone: 903-675-6215