



TOUGALOO COLLEGE TOUGALOO, MISSISSIPPI 39174

NOTICE OF JOB OPENING

The Board of Trustees announces the search for the 14th President of Tougaloo College and invites nominations and applications for distinctive candidates to lead the institution's historical legacy.

The Leadership Opportunity

Community, and Beyond...The next president of Tougaloo College will have an opportunity to build on the college's 150-year legacy of achievement in Madison County, Mississippi. Tougaloo College is one of four institutions of higher education in Jackson, Mississippi which is encouraging for the community and concomitantly a challenge.

1) Shaping the Vision-Advancing the Mission...Tougaloo's core mission and values, as described in this profile, as well as the principles and values that have informed and shaped the college since 1869, have been essential components since the college was founded. Additionally, Tougaloo is a private college and one of the 105 defined HBCUs in the country. As such the faculty, staff, and students have shared not only the common philosophical tradition, but also the educational mission of HBCUs throughout the country. These shared values have informed the development of Tougaloo College and continue to be well known, articulated and clearly understood.

2) Advancing the Strategic Plan...The new president will need to continue to merge the conversations among various stakeholders who support and participate in the articulated mission of Tougaloo College while looking to future growth. Tougaloo College must continue to celebrate its fundamental mission and prepare for necessary 21st century growth.

3) Focusing on Student Services, Retention and Success ... The new president must be student focused and student centered. Exemplary customer service and accountability must be maintained at all levels and in every campus interaction. The new president must lead the campus community in embracing its history and traditions while seeking to recruit and retain more students and grow the endowment. Improvement in retention and graduation rates will be recognized as one point of success.

4) Growing Student Enrollment ...The new president must be capable and comfortable analyzing and further refining the admissions, financial aid, retention and all other variables associated with college growth and active student life that impact total enrollment.

5) Building a Stronger Financial Model ...This is a matter of building enrollment, growing gift income, and wise allocation with careful resource management. The Tougaloo campus community is ready to welcome a new president who will refine and create a shared vision, encourage new thinking about new degree programs and innovation; prioritize and engage the campus in pursuing new initiatives; achieve greater financial equilibrium; sharpen the Tougaloo brand and deepen its base of support both on and off campus. The new president must also bring a demonstrated track record of transformational leadership, academic preparation and significant fundraising capacity.

6) Managing While Leading Leadership accountability is crucial in the new administration. It is important that the next president bring a depth of management experience to the position. The new president must be skillful at delegating, empowering and evaluating the leadership team/cabinet to be effective, efficient, responsive and accountable. The next president must also be creative, charismatic, inspiring and a thoughtful leader.

7) Fostering Relationships and Partnerships with Key Constituents... The new president must be a strong communicator, connect at all levels and engage all stakeholders and constituents. This allows open discussion on critical issues that need to be addressed with the students, faculty, staff and administration to allow Tougaloo to become a stronger and more viable institution.

8) Philanthropy... The new president must be a proven fundraiser with a successful track record of developing and implementing a capital campaign.

Desired Attributes of Leadership

The next president of Tougaloo College will be a creative, inspiring and thoughtful leader who can give strong articulation to the essential values of a liberal arts education in the context of the professional preparation of the next generation of leaders.

The successful candidate for this position will evidence the following attributes:

1. **A MISSION-CENTERED LEADER** who demonstrates a deep understanding of and commitment to the mission and values of Tougaloo College and HBCUs. A **PRINCIPLED AND TRUSTWORTHY LEADER** whose life and work evidences integrity, ethical standards and honesty and who is committed to the values of team building, transparency, collaboration, and service as the foundation for effective leadership.

2. **A PROVEN FUNDRAISER AND COURAGEOUS LEADER** who will effectively and creatively affirm the College's many strengths by creating a capital campaign highlighting and celebrating Tougaloo's attributes. A **HIGH ENERGY AND TENACIOUS FUNDRAISER WITH MAJOR GIFT EXPERIENCE** who will actively engage alumni, donors, businesses, the financial and healthcare industry and the community-at-large in funding campaigns to build support for academic programs, the endowment, and select capital projects.

3. **AN EXPERIENCED STUDENT-CENTERED LEADER** with experience in or relevant to higher education and who is well informed on the major issues and resource challenges facing Tougaloo and the higher education community. A **PERSON WHO UNDERSTANDS STUDENT DEVELOPMENT AND STUDENT SUCCESS** who will increase retention and graduation rates and who has a healthy respect for academics.

4. **A STRATEGIC THINKER AND AGENT OF CHANGE** who is proficient at convening the College community around the task of developing a clear vision, along with a Strategic Plan that will guide the College in charting its future course in a very competitive marketplace.

5. **A CREATIVE LEADER** who is an ambitious, empathetic and inspiring active participant that has the heart and drive to move the institution forward; entrepreneurial spirit; stay personally connected with students, faculty and staff to build a stronger and more distinctive College environment.

6. **A SKILLED COMMUNICATOR** who is capable of motivating and inspiring others and who can articulate and provide strong expression to the many constituencies.

7. **A SAVVY FINANCIAL STRATEGIST** who understands the complex financial challenges of a private college and who establishes clear budget priorities and allocations within the limits of Tougaloo financial, and physical resources.

8. **A PERSON OF INTERCULTURAL COMPETENCE** with the ability to shape a College community that advocates, practices, and promotes engagement across diverse groups.

9. **A VISIONARY LEADER WITH A SENSE OF URGENCY** who will hit the ground running and ensure Tougaloo College remains visible, viable and competitive.

10. **AN EFFECTIVE CREATOR OF THE CULTURE OF LEADERSHIP IN ACADEMIA** is consistent and ambitious with high expectations for the success of their faculty and students. The candidate must be open-minded to multi-disciplinary aspects in higher education; must keep abreast of current literature on pedagogy, instructional technology, and academic advancement in areas of interest to the College. A terminal degree is preferred.

11. **A SEASONED DIPLOMAT** who displays resilience through crises and high-pressure situations; remains charismatic and optimistic to achieve effective resolution.

The Process of Candidacy

Nominations must be submitted electronically to:

Mr. Edmond Hughes
Chair, Search Committee
Member, Board of Trustees
Tougaloo College
Email:

Tougaloo@agbsearch.com

Candidates are asked to submit the following information electronically in MS Word or Adobe PDF formats.

1. A letter of interest that directly addresses the Desired Attributes of Leadership in the outline provided in this profile.
2. A resume, and;
3. The names, addresses, and telephone numbers of four references. References will not be contacted without first securing the permission of the candidate. All candidate materials should be received by November 16, 2018.

This search is being supported by:



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Equal Opportunity Employment has been, and will continue to be, a fundamental principle at the College, where employment is based upon personal capabilities and qualifications without discrimination because of race, color, creed, gender identity, religion, sex, age, national origin, disability, sexual orientation or any other protected characteristic by law. This policy applies to all policies and procedures relating to recruitment and hiring, benefits, termination and all other terms and conditions of employment. Questions or concerns should be referred to the Human Resources Office.

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the U.S. and complete employment