



Tidewater Community College invites applications and nominations for its Vice President for Workforce Solutions. An accomplished leader with previous experience in workforce strategy and solutions, economic development, and a proven track record in building local industry partnerships, the Vice President will provide strategic, college-wide leadership for the development and delivery of a world-class workforce education, training, and services program for South Hampton Roads. The Vice President for Workforce Solutions reports directly to the College President and serves on the President's Cabinet.

ABOUT TIDEWATER COMMUNITY COLLEGE

Tidewater Community College (TCC) has served students and employers in South Hampton for fifty years. Originally existing as one campus and founded as part of the Virginia Community College System, TCC now serves the South Hampton Roads area through four campuses in Chesapeake, Norfolk, Portsmouth, and Virginia Beach, and six regional centers. TCC is the second largest of the twenty-three Virginia community colleges, enrolling nearly 25,000 students in 2020-21.

With thirteen nationally accredited academic programs, Tidewater Community College is regionally accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

MISSION

Tidewater Community College provides collegiate education and workforce training to individuals of all ages, helping them achieve their goals and contribute to the vitality of the regional and global community.

VISION

Tidewater Community College strives to be South Hampton Roads' first choice for education, opportunity, partnership, and innovation.

CORE VALUES

Teaching & Learning Excellence: Provide students a path to academic achievement through active engagement, high academic expectations, and opportunities for exploration and curiosity.

Diversity, Equity, & Inclusion: Create an environment in which policies, practices, and beliefs are grounded in the principle of fairness and that acknowledges structural racism, gender disparities, and systemic poverty while honoring the diversity of humanity.

Community: Actively engage TCC's stakeholders to design and deliver programs and services to support our students and the region.

Innovation: Imagine and proactively apply new methods and creative solutions.

Empathy: Engage in actions that promote personal well-being, social good, and trust by continually recognizing the interdependence of our students, employees, and community in a shared human experience.

Integrity: Demonstrate truthfulness, transparency, and stewardship through responsible actions and decisions.

Accountability: Hold ourselves and each other responsible for fulfilling our obligations.

COLLEGE LEADERSHIP

Marcia Conston became the sixth permanent president of Tidewater Community College on Jan. 6, 2020. Dr. Conston has worked in higher education for more than 30 years. She began her career as the director of Institutional Research at Jackson State University in Mississippi in 1987. She went to Benedict College, in Columbia, South Carolina, in 1994 to become the vice president for Institutional Effectiveness. In 2001, she became the vice president for Enrollment and Student Success Services at Central Piedmont Community College in Charlotte, North Carolina – the position she held for nearly 20 years.

Dr. Conston has also taught throughout her career, serving as a part-time associate professor at Benedict College in 1995-96, and as an adjunct instructor at Wingate University for two years beginning in 2012. As an evaluator for the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), Dr. Conston evaluated fourteen institutions for reaccreditation, including two Virginia community colleges.

Dr. Conston holds bachelor's and master's degrees from Jackson State University; a master's degree from Hood Theological Seminary in Salisbury, North Carolina; and a doctorate from the University of Southern Mississippi.

THE ROLE OF THE VICE PRESIDENT FOR WORKFORCE SOLUTIONS

Under the direction of the President, The Vice President for Workforce Solutions actively works to broaden and enhance economic development in South Hampton Roads and in the larger Commonwealth of Virginia. By strengthening the college's existing relationships with regional business partners and establishing new relationships with business leaders from emerging industries, the Vice President leads efforts that create customized training options for businesses and individuals. Moreover, the Vice President for Workforce Solutions oversees all college-wide efforts that embrace the region's marketplace distinctiveness as framed by its primary industry sectors of marine technologies, shipping, advanced manufacturing, health professions, hospitality & tourism, technology, small business assistance, military and government, and general workforce services. TCC's Center for Workforce Solution also provides general and industry credentialing services, apprenticeships, and skills assessment, as well as youth career camps.

As the leader of a large and dynamic operation that affects the TCC community and area businesses, the Vice President for Workforce Solutions will:

- Oversee the college's workforce training and development programs and services in non-credit areas.
- Develop and execute an innovative strategic business plan both to expand the college's portfolio of customized services and open enrollment programs for business, industry, and government, and to position the college as a major player in advancing and responding to the region's economic development agenda.
- Work aggressively to increase student participation to fill the labor market demands.
- Direct and manage Workforce Solutions' operations and budget execution with the goal of being at least self-sustaining, if not profitable. Ensure that all financial accounting and budget management practices are in compliance with state and federal laws and VCCS policies and practices.
- Effect and sustain innovative, collaborative partnerships and joint ventures with both public sector and private sector entities to increase the successful participation of underserved populations in the region's workforce.
- Establish internal and external partnerships, including the creation of advisory committees, to guide in the development of policies, programs, and services to meet the college's role in regional workforce development activities.
- Develop and implement an evaluation system for the on-going assessment of the effectiveness of

the college's workforce training and development programs and services.

- Provide leadership for establishing an on-going, proactive relationship with area business, industry, and government.
- Serve as the college's primary liaison with business, industry, and government in workforce training and development.
- Function as the college's chief ambassador in marketing the region to prospects for business expansion and relocation.
- Supervise the assigned staff in Workforce Solutions, making the necessary organizational adjustments to affect a highly effective college-wide team in workforce training and development.
- Collaborate with other members of the President's Cabinet to implement the workforce training and development programs and services as part of the college's larger mission, goals, and objectives. In particular:
 - Work with the Vice President for Academic Affairs & Chief Academic Officer to develop and implement programs and services that both anticipate and respond to the service region's workforce training and development needs. Wherever feasible, workforce programs should be developed with achievement of an industry-recognized credential as well as potential for transition to credit-bearing study in a relevant discipline.
 - Work with the Vice President for Student Affairs to ensure that students in programs offered by Workforce Solutions are afforded appropriate student success support services. Also, coordinate on the delivery of workforce programs for the military and government offered through the Center for Military and Veterans Education.
 - Work with the Vice President for Administration & Chief Financial Officer to ensure that the Workforce Solutions' budget is developed and its fiscal operations are timely monitored to achieve a sound financial status, to ensure that college's information technology infrastructure and systems, including the Workforce Enterprise System (WES), supports the workforce training and development programs, and to ensure that the facilities provided support the successful delivery of workforce training and development programs.
 - Work with the Vice President for Institutional Advancement to develop and implement a comprehensive marketing plan for the college's workforce training and development programs and to identify and submit proposals for external funding opportunities that will allow for expanded and enhanced workforce training and development programs and to coordinate development of the college's position statements on state and federal legislation pertaining to workforce training and development.

- Work with the Vice President for Institutional Effectiveness to ensure that the Workforce Solutions' data and research needs are met and that its required reports are developed and submitted in an accurate and timely manner.
- Work in concert with the Virginia Community College System and the Community College Workforce Consortium (CCWC) to ensure a synergy of vision in advancing the economic development vision of the Commonwealth of Virginia.

QUALIFICATIONS & CHARACTERISTICS

The new Vice President for Workforce Solutions will be a recognized and engaging leader with broad awareness of the economic needs of the Hampton Roads community and a strong business acumen. An innovative thinker, the successful candidate will have a proven track record of successful leadership and management and will be a seasoned leader with strategic capacity, strong communication skills, and the ability to speak to a wide range of constituent groups across the college and in the community. Having a strong understanding of workforce needs, the Vice President will work strategically with a diverse array of constituencies and will be culturally respectful, professionally competent, and civically responsible. **Ideal candidates will also demonstrate the following qualifications and characteristics:**

- Demonstrated knowledge of economic development issues at the regional, state, and national levels; of the current and projected education and training needs of business, industry, and government; of curriculum development and instructional design, particularly as they relate to workforce training and development; and of best practices in the provision of workforce training and development in community colleges.
- Demonstrated ability to plan, coordinate, communicate, and implement a comprehensive, strategic workforce development program, to conduct long-range planning relative to economic development and the education and training needs of business, industry, and government; to coordinate programs with a wide range of college faculty and staff, as well as community and business leaders; to develop and implement customized credit and non-credit curricula for business, industry, and government in a timely and responsive manner; and to make highly effective, persuasive oral and written presentations.
- Demonstrated skills in analyzing situations, organizing resources and people, and applying principles and practices of effective management and supervision; in developing and maintaining entrepreneurial initiatives and partnerships; and in negotiating and communicating effectively while establishing cooperative working relationships with a diverse array of individuals contacted in the course of the performance of assigned duties.
- Demonstrated ability and skill at operating and managing a business unit that is financially self-sustaining, preferably in a higher education setting.
- Demonstrated understanding of financial accounting and budget management practices sufficient to exercise executive oversight over the unit's fiscal operations.

- Progressive work experience in a strategically related field, with demonstrated results in managing people and tasks in a highly complex work environment.
- Experience with grant writing
- Demonstrated understanding of and belief in the comprehensive mission of community colleges, particularly as it relates to the support of a world-class workforce.
- Demonstrated commitment to diversity, equity, and inclusion.
- Master's degree from an institutionally accredited college or university.

COMPENSATION

Salary is competitive and commensurate with experience. The salary range for this role is \$135,999-\$167,279 with a generous benefits package.

APPLICATION PROCESS

Candidate review will begin immediately. Application materials shall include a CV and a cover letter outlining interest, administrative experience, and academic experience. All applications and nominations will be treated confidentially. Storbeck Search is assisting Tidewater Community College with this search. Please send all materials to TCCWorkforceSolutions@storbecksearch.com:



Christopher D. Lee, Ph.D., SPHR, Managing Director
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Tidewater Community College, an EEO employer, welcomes applications from people of all backgrounds and recognizes the benefits of a diverse workforce. Therefore, TCC is committed to providing a work environment free of discrimination and harassment. Employment decisions are based on business needs, job requirements and individual qualifications. We prohibit discrimination and harassment on the basis of race, color, religion, sex, national origin, age, sexual orientation, mental or physical disabilities, political affiliation, veteran status, gender identity, or other non-merit factors.

In compliance with the Americans with Disabilities Acts (ADA and ADAAA), TCC will provide, if requested, reasonable accommodation to applicants in need of access to the application, interviewing and selection processes.

