

## SACAD MEETING A BIG SUCCESS

The SACAD Annual Meeting Held in Atlanta, Georgia on December 3, 2017 was a huge success, attended by nearly



*Dr. Ed Meadows, Dr. Pam Boehm, Rodger Patience, Dr. Joan Davis, and Dr. Karen Bowyer*

200 two year college presidents and other administrators. The keynote speaker, Mr. Rodger Patience, Director and Faculty of EAB's Academic Performance Solutions Team spoke eloquently on "The Artful Conversation: Leading Change in the Academy."

The nominating committee recommended new officers for the association to include:

Dr. Patricia Lee, President, Dr. Dean Sprinkle, Vice President and Dr. Ronnie Nettles, Past President. Dr. Kristin Williams, board member from Kentucky, attended her last Board Meeting and was presented with a meritorious service plaque. Dr Cynthia Kelley, President, Madisonville Community College in Kentucky was selected to replace Dr. Williams. Dr. Ronnie Nettles, was presented a plaque for his service as President.

Immediately following the luncheon meeting, SACAD hosted its first concurrent session as part of the SACSCOC annual meeting. Mr. Rodger Patience, the luncheon speaker, moderated the session which included a panel of four Presidents to include: Dr. Ed Meadows, Dr. Karen Bowyer, Dr. Joan Davis, and Dr. Pamela Boehm. The session was well attended and the evaluation by attendees was highly positive.

### CURRENT MEMBERS RENEW MEMBERSHIP TODAY

The SACAD Board invites current members to renew their membership with SACAD. Institutional membership dues are \$150.00. Dues notices will be mailed to all potential members on June 1, 2018. Dues may be paid by check or credit card.

Please contact Dr. George D. Edwards, Executive Secretary-Treasurer at [gdedwards930@gmail.com](mailto:gdedwards930@gmail.com), 606-424-8867, or see the SACAD website at [www.sacad.org](http://www.sacad.org) for more information.

## SACAD PRESIDENT ANNOUNCES RETIREMENT



*Dr. George D. Edwards and Dr. Ronald E. Nettles*

Dr. Ronald E. Nettles II has announced his retirement as President of Copiah-Lincoln Community College effective June 30, 2018, after dedicating over 33 years of illustrious service and guidance to the students, faculty and staff of Copiah-Lincoln Community College.

Dr. Nettles has served as the president of Copiah-Lincoln Community College since July of 2008. Copiah-Lincoln, founded in 1928, has campuses in Wesson, Natchez, and Mendenhall, Mississippi with annual enrollment exceeding 5,000 students.

Dr. Nettles has nearly 30 years of experience in higher education administration at both the university and community college level. He graduated from the University of Southern Mississippi with a Bachelor of Science degree in political science in 1983, and a Master of Education degree in counseling and personnel services in 1986. He received his Ph.D. from the University of Mississippi in educational leadership in 1994.

Dr. Nettles has served as president and other leadership roles of the SACAD/SACJTC board for four years and will be missed.

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**SACAD BOARD AND OFFICERS SELECTED FOR 2018**

**PRESIDENT:** Dr. Patricia Lee  
Williamsburg Technical College, SC

**VICE PRESIDENT:** Dr. Dean Sprinkle  
Wytheville Community College, VA

**PAST PRESIDENT:** Dr. Ronald E. Nettles  
Copiah Lincoln Community College, MS

**EXECUTIVE SECRETARY-TREASURER:**  
Dr. George D. Edwards (Non-board member)



*Dr. Patricia A. Lee*



*Dr. Dean Sprinkle*



*Dr. Ronald E. Nettles*



*Dr. George D. Edwards*

**BOARD OF DIRECTORS**

**Class of 2018**

Dr. James David Campbell, Northeast Alabama Community College, AL  
Dr. Patricia A. Lee, Williamsburg Technical College, SC  
Dr. Ed Meadows, Pensacola State College, FL  
Dr. Dean Sprinkle, President, Wytheville Community College, VA

**Class of 2019**

Dr. Karen Bowyer, President, Dyersburg State Community College, TN  
Dr. Pam Boehm, President, Hill College, TX  
Dr. John Enamait, President, Stanly Community College, NC  
Dr. Ronnie Nettles, President, Copiah-Lincoln Community College, MS  
Dr. Ingrid Thompson-Sellers, President, South Georgia State College, GA

**Class of 2020**

Dr. Joan Davis, Delgado Community College, TN  
Dr. Cynthia S. Kelley, Madisonville Community College, KY



*Dr. Karen Bowyer*



*Dr. Pam Boehm*



*Dr. David Campbell*



*Dr. Joan Y. Davis*



*Dr. John Enamait*



*Dr. Cynthia S. Kelley*



*Dr. Edward Meadows*



*Dr. Ingrid Thompson-Sellers*

## ALABAMA

### GOOGLE DATA CENTER COMING TO NORTHERN ALABAMA



Northeast Alabama Community College personnel recently were invited by Google to the groundbreaking for the Widow's Creek Data Center to be located in North Alabama. Shown, left to right, are Dr. David Campbell, NACC President, Mrs. Brenda Standridge, Google Site Operations Manager for the Data Center, and Ms. Patricia Combs, NACC Educational Technology/IT Director.

Alabama may well be a bit sweeter because of Google, which is building a sprawling, \$600 million data center on about 500 acres of TVA land roughly a mile north of the Widow Creek smokestacks. The highly-technical jobs will be filled by Google personnel from beyond northeast Alabama as well as some local residents, according to Brenda Standridge, Google Hardware Operations Manager and Site Lead.

When Google's new data center opens in early 2019 in Jackson County, it will be the culmination of a project announced nearly four years before. The company broke ground on the project earlier this year on about 500 acres of TVA land roughly a mile north of the Widow Creek smokestacks.

About 75 jobs will be created at the center to start. According to the report, Google's six existing data centers directly sustain 1,900 jobs, but create about 11,000 around the country. They also create 3,500 related supply chain jobs. That means that for every job created at the centers, another 4.9 jobs were created.

Additional benefits to hosting a data center come at the local level. The influx of new residents with degrees can have a spillover effect in attracting other business, the study found. Google is putting that principle into action - announcing at the end of the groundbreaking ceremony that it was donating \$100,000 to Jackson County schools' STEM program.

## FLORIDA

### PENSACOLA STATE COLLEGE TO WAIVE FEES FOR ACTIVE DUTY MILITARY

Governor Rick Scott signed HB 75/Military Assistance Bill on April 6, 2018, which authorizes Pensacola State College to waive fees for active duty military students using tuition assistance. The bill passed unanimously in the house and senate in March.

Beginning July 1, Florida College System (FCS) institutions, which includes Pensacola State College, will be able to use the U. S. Department of Defense Military Tuition Assistance (MTA) program to waive any portion of fees for student activities and services, financial aid, technology, and capital improvements.

The Military Tuition Program covers tuition expenses for service members at postsecondary education institutions. There are currently 328 active duty military students enrolled in Pensacola State College who use MTA to pay for their education.

Pensacola State is one of the Military Times 2018 "Best Colleges" based on services provided for military and veteran students. The passage of HB 75/Military Assistance Bill will serve as an additional incentive for those active duty service members who wish to further their education in Pensacola State's "military-friendly" environment.

## GEORGIA

### DR. KIRK NOOKS NAMED PRESIDENT OF GORDON STATE COLLEGE



Dr. Kirk Nooks

The Board of Regents recently named Dr. Kirk Nooks president of Gordon State College in Barnesville. Dr. Nooks will assume his new position on June 1, 2018. Nooks is currently president at Metropolitan Community College (MCC)-Longview in Lee's Summit, Mo.

"I'm pleased to welcome Dr. Nooks back to the University System of Georgia as president of Gordon State College," said Chancellor Steve Wrigley.

"His past experiences in higher education will be an asset in helping to increase Gordon State's enrollment and provide a strong foundation for the college."

Dr. Nooks began his tenure as president at MCC-Longview in 2013, by establishing a presidential task force to explore the institution's future and identify opportunities. The approach involved developing a model based on sev-

eral initiatives focusing on people, policies, programs, practices and progress.

Prior to joining MCC-Longview, Dr. Nooks served as both campus dean and executive liaison for diversity at Georgia Highlands College. Under his leadership, the campus expanded academic and student services.

An engineer by training, Dr. Nooks holds a doctorate in higher education administration from George Washington University, along with an MBA in marketing and a bachelor of science in industrial management from Mercer University. He is a graduate of the Thomas Lakin Institute for Mentored Leadership and a member of the inaugural cohort of the American Council on Education's Spectrum Leadership Institute.

### KENTUCKY

#### DR. CAREY W. CASTLE NAMED PRESIDENT OF SCC



*Dr. Carey W. Castle*

Kentucky Community and Technical College System (KCTCS) President Jay K. Box announced the appointment of Dr. Carey W. Castle as president of Somerset Community College on April 25, 2018.

Dr. Castle serves as vice president for Academic and Student Affairs at Northland Community and Technical College in Thief River Falls and East Grand Forks, Minnesota. Additionally, he served in leadership and teaching positions at Greenville Technical College in South Carolina and with the U.S. Air Force.

Dr. Castle earned an Ed.D in higher education leadership from Nova Southeastern University in Fort Lauderdale, Florida. He earned a master's degree in public administration from Valdosta State University in Valdosta, Georgia, and two associate degrees from Community College of the Air Force at Maxwell Air Force Base in Alabama.

Dr. Castle will begin his duties as SCC president July 1, 2018.

#### WORKFORCE APPRENTICESHIP PROGRAMS

The Kentucky Community and Technical College System (KCTCS) is the largest provider of workforce education in Kentucky and has partnerships with businesses across the Commonwealth. One of the longest standing partnerships is with Metalsa Structural Products, which has registered apprenticeship programs with Hopkinsville Community College (HCC) and Elizabethtown Community and Technical College (ECTC).

The Metalsa Elizabethtown location, which makes structural frames for the Ford F-150, has approximately 1750 employees. The Metalsa Hopkinsville location, which makes structural frames for the GM-610, has approximately 700 employees. Currently between the HCC and ECTC college programs, Metalsa has more than 40 employees enrolled on campus or onsite. Although both colleges have partnerships with Metalsa, the programs are not identical. They are developed to meet the local plant's needs.

At Metalsa Elizabethtown, employees apply within for Metalsa apprenticeships first and then are enrolled and attend the technical programs that enhance their opportunities for promotion within the company.

At Metalsa Hopkinsville, employees apply within for Metalsa apprenticeships first and then are enrolled and attend regular college classes on the HCC campus to include industrial maintenance courses. Both Hopkinsville and Elizabethtown are registered Metalsa partners with the State of Kentucky Apprenticeship Program.

At HCC, Metalsa's senior staff members attend advisory board meetings, and many employees who are enrolled in the company's tuition reimbursement program have chosen HCC when seeking their degrees. On a broader scale, HCC has been the main training provider for leadership programs and other workforce development needs for Metalsa's technical and administrative departments. Additionally, when Metalsa upgraded some of its robotic equipment, the company helped HCC get a better price on their equipment as well.

Through the KCTCS partnership, Metalsa is one of 21 companies receiving funding from the Kentucky Labor Cabinet, which provided \$250,000 to help grow the number of registered apprenticeship programs across the state. KCTCS currently is serving approximately 500 students in apprenticeship programs.

### LOUISIANA

#### DR. TINA TINNEY NAMED CHANCELLOR



*Dr. Tina Tinney*

Lifelong educator Dr. Tina Tinney became chancellor of Nunez Community College in Chalmette, LA on January 2, 2018. Dr. Tinney was selected unanimously by the Louisiana Community and Technical College System's board of supervisors on the recommendation of Dr. Monty Sullivan, the system's president.

Dr. Tinney began her career as a high school teacher in St. Bernard Parish and later chaired the Health and Natural Sciences Department at Nunez Community College.

A post-Hurricane Katrina relocation brought her to South-

eastern Louisiana University in Hammond, where she taught microbiology.

Dr. Tinney has been with Northshore Technical Community College, a multiple-campus institution, since 2013, initially as dean of academics and STEM (science, technology, engineering and mathematics) and later as vice chancellor of strategic initiatives.

## MISSISSIPPI

### DR. JANE G. HULON NAMED PRESIDENT OF THE COPIAH LINCOLN COMMUNITY COLLEGE



*Dr. Jane G. Hulon*

Copiah Lincoln Community College Board of Trustees named Dr. Jane G. Hulon as its eighth president. Dr. Hulon currently serves as the Vice President of the Wesson Campus. Beginning July 1, 2018, she will assume the role of president from Dr. Ronnie Nettles, who announced his retirement in November. Dr. Hulon is serving in her tenth year at the Vice President's level at the College.

In her current role as Vice President of the Wesson Campus, she supervises all instructional and instructional support programs located on the Wesson Campus and works closely with the leadership at the Natchez Campus and Simpson County Center. In addition, she has been responsible for overseeing the SACSCOC Accreditation Process for the institution.

### DR. MICHAEL J. HEINDL NAMED PRESIDENT OF NORTHWEST MISSISSIPPI COMMUNITY COLLEGE



*Dr. Michael J. Heindl*

The Northwest Mississippi Community College Board of Trustees named Dr. Michael J. Heindl as the ninth president in the college's 91-year history. Dr. Heindl comes to Northwest from Mississippi Gulf Coast CC where he serves as Executive Vice President for Administration and Finance. He will assume the role of president on July 1, 2018 from Dr. Gary Spears, who announced his retirement earlier this year.

### DR. SCOTT ELLIOTT TO RETIRE



*Dr. Scott Elliott*

Meridian Community College President Dr. Scott Elliott will retire in the summer after leading the school for 20 years. Since Dr. Elliott was named MCC President in 1998, the community college's annual budget has more than doubled to \$52.9 million, reached record enrollment for several

years, topping at 4,500 students in 2010. The school strengthened workforce training education, and adult basic education courses to serve close to 10,000 students annually. A search to replace Dr. Elliott is ongoing.

## NORTH CAROLINA

### BRUNSWICK COMMUNITY COLLEGE ANNOUNCES PRESIDENT'S RETIREMENT



*Dr. Susanne H. Adams*

After seven years serving as President of Brunswick Community College (BCC), Dr. Susanne Adams, a resident of Ocean Isle Beach, is set to retire January 2019.

As the College's first female president, Dr. Adams joined BCC in 2011 with more than 35 years of experience in education – largely in the North Carolina and Virginia Community College Systems. During her time at Brunswick Community College, she steadfastly led

the College through growth, campus expansion and reaccreditations.

### EDGECOMBE COMMUNITY COLLEGE PRESIDENT TO RETIRE



*Dr. Deborah L. Lamm*

Dr. Deborah L. Lamm, president of Edgecombe Community College for 14 years, has announced plans to retire in May 2018.

A 39-year veteran of the North Carolina Community College System, she began her current post as president of Edgecombe Community College in 2004.

Dr. Lamm has established pioneering programs and unique partnerships at ECC, including:

- the EDGE Scholarship Program, a three-year pilot program which fully funds the education of qualified students.
- Because of her leadership, ECC received the North Carolina ACT Career Preparedness Award and the National ACT Career Preparedness Award in 2013.
- Dr. Lamm led the design and construction of the Biotechnology and Medical Simulation Center, which opened on the Rocky Mount campus in January 2016.
- In 2007, she secured a \$100,000 gift to the ECC Foun-

ation from Keihin Carolina System Technology to endow a faculty chair. Named the Keihin Endowed Faculty Chair, it rewards excellence in teaching.

- The College has constructed three new buildings and recently broke ground for a fourth, the Center for Innovation, on the Tarboro campus.

### COMMUNITY COLLEGES RECEIVE FUNDING FOR COLLABORATION TO INCREASE LIFE SCIENCES GRADUATES

Academically talented, low-income students who want to study biological sciences can find life-changing opportunities through a new regional partnership among UNC Charlotte, Gaston College and Rowan-Cabarrus Community College.

This innovative initiative is possible as a result of \$4.5 million in funding from the National Science Foundation's Scholarships in Science, Technology, Engineering and Mathematics (S-STEM) program. The collaborative effort seeks to increase the number of students who complete both associate of science and bachelor's of science degrees in the biological sciences.

The initiative – called the SPARC4, or STEM Persistence and Retention via Curricula, Centralization, Cohorts, and Collaboration Project – will provide 156 scholarships over five years, beginning in fall 2018. The initiative is an expansion and scale-up of a project at Gaston College called SPARC<sup>3</sup> that resulted in improved academic scores for the participating students and higher percentages of that college's students completing their associate degrees when compared to the college's general population.

For each year of the new initiative, 10-12 students at each community college will be chosen for one-year renewable scholarships, faculty and peer mentoring, and targeted advising designed to promote successful transfer to the biology or pre-biology major at UNC Charlotte in the College of Liberal Arts & Sciences. Students will be eligible for continued scholarships and academic support when they transfer to UNC Charlotte.

The successful SPARC<sup>3</sup> project at Gaston College began in 2009 and has shown increased rates of students transferring into STEM (Science, Technology, Engineering and Mathematics) majors at North Carolina universities, in addition to improved academic scores and associate degree completion by those students. The new initiative will draw from that work and the efforts of SPARC<sup>3</sup> program leaders at Gaston College: Ashley Hagler, SPARC<sup>3</sup> Director, Dr. Melissa Armstrong, Science and Mathematics Chairperson, and Dr. Heather Woodson, Associate Vice President of Academic Affairs.



The partnership effort is expected to expand participation in STEM fields by a more diverse population.

At UNC Charlotte, the scholarship recipients will benefit academically from enrolling together in sections of required courses outside the biology major where those majors have historically struggled. These courses will feature the use of peer mentors trained specifically to address transfer student issues. They also will have the opportunity to work on research projects with UNC Charlotte biological sciences faculty and present their work at professional conferences.

## SOUTH CAROLINA

### PATH TO PROVIDE

South Carolina's (SC) hospitals are experiencing an increased demand for health care professionals, especially nurses. As a result, the SC Hospital Association recently partnered with the SC Technical College System to bring forward Path to Provide. Path to Provide is a scholarship program that allows students pursuing an associate degree in nursing to attend classes full-time and work part-time at a sponsoring hospital. The sponsoring hospital provides financial assistance toward the student's tuition and cost of attendance each year while the student is enrolled full-time in an academic program. The mission of the program is to empower individuals to enter stable health careers in service to their communities. Participants are largely chosen from areas that struggle to find the necessary caregivers to meet their community's needs.

Path to Provide awards up to \$5000 per student for a maximum of three years and is funded jointly by the SC Hospital Association and sponsoring hospitals. Students experience many benefits of this program including:

- Financial assistance to support completion of the nursing program
- Gaining invaluable skills such as time management, teamwork and problem-solving

- Opportunity to work part-time (up to 20 hours per week) in a hospital or health system to enhance application of coursework and receive on-the-job training
- Customized work schedule to accommodate classes
- Receiving an associate degree in nursing while accumulating no student debt
- Upon graduation, becoming eligible for entry level employment by the sponsoring hospital as a registered nurse, with competitive salary

To qualify, students must:

- Currently be enrolled as a full-time student in a nursing program at a participating pilot technical college
- Possess and maintain a cumulative, unweighted GPA of 2.8 or higher
- Complete an application, by providing all required forms or documentation, and participate in the interview process
- Commit to working part-time during the program
- Successful pass the NCLEX exam upon program completion
- Commit to working at sponsoring hospital for at least two years post-program completion

### **SOUTH CAROLINA TECHNICAL COLLEGE SYSTEM'S LEADERSHIP ACADEMY**

The South Carolina (SC) Technical College System, through its Council of Technical College Presidents developed the non-credit Leadership Academy to provide a focused, accessible and affordable leadership development program for experienced college personnel who have the potential to become deans, directors and vice presidents. Every other year, up to 25 participants are selected by the college presidents through a process designed at the local college.

The program consists of at least four group sessions totaling approximately ten days. A major component of the Leadership Academy program will be the completion of a live project. The project will be developed in consultation with the participant, a college mentor, and a community mentor and must be approved by the college president. The participant will share the results of the project, including lessons learned, at the graduation celebration.

Through participating in the didactic portion of the leadership development program, the participants will accomplish the following objectives:

1. Understand their individual strengths and needed areas of development as a leader.
2. Develop an Individual Leadership Development Plan that will provide both short and long-term goals, a gap analysis, and specific activities to be accomplished during the ensuing year that will begin to bridge the gap.

3. Gain a general knowledge and have the opportunity to discuss and practice selected leadership skills, including goal setting, motivation, diversity and inclusion, team building, and professional and personal ethics.
4. Understand the process and apply the skills of visioning, strategic planning, and institutional effectiveness.
5. Improve existing skills and develop new skills in budget building and finance, including, reading and interpreting financial statements with a special emphasis and understanding of budget development, funding, and finance in South Carolina technical colleges.
6. Become familiar with the political climate of the state of South Carolina and interact with political leaders at both the state and local level.
7. Gain a basic knowledge of legal issues that affect the operation of South Carolina technical colleges.
8. Demonstrate skills in the process of developing strategic partnerships that enhance the college's position in the community and the state and advance the college's mission.
9. Gain confidence in their ability to cope with the challenges of leadership and be motivated to continue their preparation for senior and presidential level leadership in South Carolina's technical colleges.

## **TENNESSEE**

### **BOARD OF REGENTS APPOINTS NEW PRESIDENTS**

The Tennessee Board of Regents appointed Dr. Shanna L. Jackson as the next president of Nashville State Community College and Dr. Michael L. Torrence as the next president of Motlow State Community College.



*Dr. Shanna L. Jackson and Dr. Michael L. Torrence*

### **DR. SHANNA L. JACKSON**

Dr. Jackson is currently an associate vice president and chief operating officer of Columbia State Community College's Williamson Campus in Franklin. She has more than 20 years of experience in higher education administration and nearly 12 years of full- and part-time teaching experience. She earned a doctor of education degree in administration and supervision at Tennessee State University, and a master in business administration and a bachelor

of science in business administration, both from Florida A&M University.

Dr. Jackson will begin her leadership of Nashville State on June 1, 2018. She will succeed Dr. George Van Allen, who retired as president of Nashville State in December, and the interim president, Dr. Kim McCormick, vice chancellor for external affairs at the Board of Regents.

### DR. MICHAEL L. TORRENCE

Dr. Torrence was assistant vice president of academic affairs at Volunteer State Community College. He has 11 years of experience in higher education administration and nearly 23 years of full- and part-time teaching experience. He earned a doctor of philosophy degree, with a major in exceptional learning, at Tennessee Tech University, and master of arts and bachelor of arts degrees at South Dakota State University, both with a major in English. Torrence is a veteran of the U.S. Air Force, serving as a senior airman from 1992 to 1996.

Dr. Torrence assumed office at Motlow on May 1, 2018. He succeeded Dr. Anthony G. Kinkel, who resigned June 2017, and Interim President Hilda Tunstill, Motlow's vice president of finance and administration.

### TENNESSEE EDUCATION LOTTERY DUAL ENROLLMENT SCHOLARSHIPS

#### Dual Enrollment for High School Students

In Fall 2017, over 15,000 students enrolled in dual enrollment courses at the 13 community colleges in Tennessee. At three community colleges dual enrollment students made up more than a quarter of the total student headcount. Additionally, 19.2% of the full-time, first-time (FTFT) freshman cohort in Fall 2017 had previously taken a dual enrollment course. The profile of Dual Enrollment students shows that 61% are female, 83% are white, 6.6% are blacks and 3.3% are Hispanic. On average 22.8% of the high school students who took dual enrollment courses during their senior year enrolled as FTFT freshman at that same college. The Tennessee Education Lottery Dual Enrollment Scholarships pay for the first two and part of the third dual enrollment classes for high school junior and seniors. In total, eligible high school students may receive \$1200 for Dual Enrollment Scholarships from the Tennessee Education Lottery.

#### Adult Reconnect Scholarships

This fall the Tennessee Education Lottery Scholarships will pay the last dollars in tuition owed for independent adults who do not have an associate or bachelor's degree and who take at least 6 credit hours per semester. Over 15,000 adults have applied for this TN Adult Reconnect Scholarship as of early May.

### SALARY POOLS ESTABLISHED AT COMMUNITY COLLEGES

There will be a 2.5% salary pool at each community college for salary increases. Some community colleges may give a Cost of Living Adjustment (COLA) of 2.5%. Various options are available to college such as using part of the pool to fund Board approved compensation plans and/or reclassifications consistent with their compensation plans.

### NEW QUILTSS PROGRAM WILL PROVIDE TRAINING FOR 65,000 DIRECT SERVICE WORKERS

The 13 Tennessee Community Colleges and the 27 Tennessee Colleges of Applied Technology will participate in a training initiative for the Long Term Care workforce in cooperation with the Tennessee Bureau of TennCare and the Tennessee Division of Health Care Finance and Administration. The acronym for the Quality Improvement in Long Term Services and Supports is QuILTSS. This proposed training is in response to the fact that part of the government payment to Medicaid-reimbursed providers will be based on the quality of care delivered and the quality of life of the recipient of that care. The new training program will work with 65,000 direct service workers who provide services and support for long term care providers. The direct service workers will have the opportunity to earn 12 badges in areas such as communication, safety and professionalism/ethics. The direct service workers will enroll in order to earn postsecondary credit and credentials using the TN Adult Reconnect Scholarships.

### GRANTS AVAILABLE FOR EACH TENNESSEE COMMUNITY COLLEGE

In 2018, Governor Haslam will provide the opportunity for each community college to apply for a grant of \$70,000 each year for the next three years in order to employ peer to peer mentors and a Student Success Coach/Relational Advisor. This new staffing is designed to help meet the TN Board of Regents goal of increasing first year retention rates from 58% to 68% and graduation rates from 26% to 31%.

## TEXAS

### CLEDIA HERNANDEZ NAMED INTERIM PROVOST



Dr. Cledia Hernandez

From a first-generation college student and first-generation Mexican immigrant rising from poverty to now Texas State Technical College's recently announced Interim Provost, Cledia Hernandez feels blessed to be in a leadership position that will impact generations, one life at a time.

The Brownsville native, who is also



TSTC's Associate Vice President of Workforce Development, has worked in higher education for nearly two decades; five of those years have been at TSTC.

Her stint in workforce development and higher education began at the University of Texas at Brownsville and Texas Southmost College (UTB/TSC), now the University of Texas Rio Grande Valley, when she accepted a work study position with the university's Department of Continuing Education.

Dr. Hernandez earned her bachelor's degree in Computer Science from UTB/TSC in 2005 and a master's degree in Leadership in Higher Education in 2014 from Northcentral University, all while working 40-plus hours a week to pay for her education.

Mrs. Hernandez has 20 years of experience in higher education in the area of workforce development as well as an impressive amount of community and volunteer service through numerous local boards and organizations.

Before arriving as the associate vice president for Workforce Development at TSTC in 2013, Hernandez had already served as a secretary, coordinator, program director and director for continuing education at UTB/TSC.

As the new interim provost, Dr. Hernandez will provide regional leadership to South Texas and continue to build relationships with community and industry partners. She will succeed Vice Chancellor and Chief Integration Officer Rick Herrera, who has served as Interim Provost for the past six months.

### **REALCOLLEGE DESERVES REAL ACTION**

By Russell Lowery-Hart, President, Amarillo College

The students attending Amarillo College, and community colleges and universities across the country, define the future of our country, and its ability for economic growth and prosperity in today's global society. The profile of today's student is dramatically different from the "traditional" student of ten years ago, even five years ago.

I want to introduce you to this important student because her future will impact your own. At Amarillo College, we call her "Maria" - enrolled part-time, works multiple jobs for minimum wage, first-generation, minority, and relies on student financial aid to not only assist in paying for college classes but provide support for basic living expenses and needs. She is smart, determined, hardworking, and she is dramatically different than the typical students from the past century. Maria demands our attention. She deserves our support.

Maria faces significant barriers to success related to food, housing, childcare, transportation and trappings of generational poverty. She needs you to truly see and

understand her. Mostly, Maria, and the communities in which she resides, need you to advocate for her as if our country's future depends on her success – because it does.

When we make Maria the focus of our processes, policies, and partnership, our country and economy wins. As president for Amarillo College, I implore my colleagues to love the student we have, rather than the student we thought, or wished, we had enrolled. Maria is the student we have. She is capable of shouldering our nation's future. Yet, Maria is often ignored or dismissed.

Through an #ACcultureofcaring, Amarillo College has adopted a No Excuses philosophy in serving Maria and the thousands of students just like her. Amarillo College was the first higher education institution in the country to implement the No Excuses University philosophical framework developed by Damen Lopez's TurnAround Schools organization (see <http://noexcusesu.com/about/>). The framework has prompted college leadership, faculty, and staff to take responsibility for the whole student by setting high expectations and assisting students in reaching these expectations. When our students are not successful, we explore the reasons for their lack of success; but WE ultimately bear the responsibility for having the right people, processes, or policies in place to support our students. As a college, we have No Excuses for student failure.

I asked our students to tell me what their "ideal" college looked and felt like. Their responses were insightful. They wanted a college that would love them to success. Maria does not just need your new systems and hard work; she needs your servant leader heart. Maria, as with most higher education students, needs to walking a complete and intentional culture of caring.

The culture of caring extends to our systems as well. Maria received tremendous wrap-around social service support from our Advocacy and Resource Center where social workers will help her with food, housing assistance, connection to community resources, and a safety net (with quick responsiveness and less bureaucracy) for emergency aid.

I was stunned when my Amarillo College students explained how they managed their time, school work and finances. Many students did not need "financial literacy" or "time management training" – these students are well equipped to make a dollar (and time) stretch well beyond expectations.

The Federal Financial Aid system leverages grants and loans to assist students. Yet, even with two jobs, students are unable to afford the cost of college. In 1979, Pell grants covered 99% of all community college costs. By 2014, Pell grants only covered 52% of college costs (Data Points, 2016). The reality of our student lived experience is not covered by the financial aid grants and loans available.

Maria is full Pell eligible. Even with two part-time jobs at 38 hours a week, Maria must take out a loan for her education. After securing Pell grants and Federal student loans, Maria is STILL unable to pay for her living expenses and college. Maria's "budget" is built on smoke and mirrors.

For the budget to work, Maria will have to go hungry on some days, forgo some books for classes, potentially drop a course and prolong her time-to-degree, and ration her transportation. Maria must hope and pray her child does not get sick, her car does not break down, gas prices do not surge, and cross her fingers that her utilities and rent do not increase.

This is not a sustainable model for education attainment. The financial barriers of life do not prioritize the completion of a degree. Student life and Student Activities must adapt their services to meet Maria's needs. Amarillo College is taking traditional student activities and reviewing them through Maria's lens. It is creating a reformation in student services and activities. And it is working. Our completion rates moved from 19% to 45% in three years through social service systems and accelerated learning.

Community Colleges could and should be leading the innovation is responding to a new student with new needs. By building honoring and intentional systems to tackle the life barriers in Maria's way, every community college can ensure our "Marias" graduate and our local and national economy thrives.

## VIRGINIA

### NEW PRESIDENTS APPOINTED

#### DR. THOMAS F. WRIGHT



*Dr. Thomas Wright*

Southwest Virginia Community College (SWCC) has named Dr. Thomas F. Wright, previously of Cleveland, TN, to become the institution's third permanent president. He started work with SWCC on January 8, 2018. Dr. Wright's selection followed a national search that attracted 83 applicants and took six months to complete.

Dr. Wright has worked in higher education for more than 25 years. Prior to his selection to serve as SWCC's president, he

served as vice president for finance and advancement at Cleveland State Community College, as well as the

executive director of the College's education foundation. Dr. Wright previously served as the College's interim vice president for academic affairs.

Dr. Wright previously worked for a decade at Appalachian State University, rising to the position of director of housing operations. He began his higher education career at Middle Tennessee State University where he served in several roles including interim assistant dean of students. He earned a doctorate from Tennessee State University, and a master's degree and bachelor's degree from Middle Tennessee State University.

Dr. Wright succeeded Dr. Mark Estep, who retired from the college's presidency after serving in that role since 2007.

#### DR. KIM BLOSSER



*Dr. Kim Blosser*

Lord Fairfax Community College (LFCC) announced the selection of Dr. Kim Blosser as their new president. Dr. Blosser's selection follows a nationwide search that took six months, and attracted more than 100 candidates.

Dr. Blosser, who previously worked as LFCC's vice president of academic and student affairs, became the institution's fifth permanent president in February 2018. She succeeds Dr. Cheryl Thompson-Stacy who retired.

Dr. Blosser began her career in 1996 as a high school teacher in Staunton, VA. In 1998, she transitioned into higher education, taking on the role of associate professor and then dean at Blue Ridge Community College. In 2012, Dr. Blosser was named associate vice president of instruction at LFCC and was promoted to vice president of academic and student affairs three years later.



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