



TOUGALOO COLLEGE PROFILE

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.

History

The Brand Pillars of Tougaloo College

A sanctuary for all students to discover themselves and uncover their abilities, Tougaloo College is an independent, historically black, coeducational four-year liberal arts institution nationally recognized for its legacy of excellence, relevance and influence. Understanding that every student has the potential to be great – Tougaloo's students are not cut from the same mold, but instead forge their own identity. Our professors welcome the challenge of engaging and encouraging students to push themselves to new heights. The



College offers 29 majors in the areas of education, humanities, social science and natural science as well as Master of Art Degrees in Child Development and Teaching. The wide range of majors and specialties help each student find their niche as the college maintains the highest level of academic standards, allowing students to achieve more than they ever thought possible.

With a well-documented history of social justice, Tougaloo College served as the incubator of the Civil Rights Movement providing a safe haven for leaders such as Medgar Evers, Stokely Carmichael, Fannie Lou Hammer and many others who fought for equal rights and the betterment of our society. Today, social justice is a more complex issue wearing many masks. Nonetheless, Tougaloo College has consistently stood for what's right and continues to work towards creating meaningful change. Tougaloo is a platform for action and an opportunity for every student's voice to be heard, as we learn from our history changing the future for the better.



Tougaloo College professors go the extra mile to make sure every student is comfortable and properly challenged. On the hallowed grounds of the College's historic campus, students are more than just a number – they're family. Tougaloo serves as a home away from home, meeting the student where they are, building lifelong relationships that will nurture creativity and leadership. When young minds feel secure and faculty take genuine interest in their progress, nothing holds them back from reaching their true potential. With more than 66% of graduates entering graduate or professional schools immediately after graduation, Tougaloo students soar to new heights continuing to strengthen the fabric of the global economy.

Founded in 1869, following the end of the Civil War, Tougaloo College has always been an inclusive institution, integrated even during the years of Jim Crow. Since then, the College has developed into a special place with a deeply spiritual core. As you walk the hallowed grounds of the campus you can feel the spirit of the forefathers: from the arch to the moss to all of the symbols of our rich history. You can hear it in the voices of our students, in the curriculum taught by our accomplished faculty and in the success of our alumni. First and foremost, Tougaloo is family. The most powerful stories and greatest traditions of our campus are passed down from one generation of Tougaloo students to the next. Regardless of the chosen field, Tougalooians still go through life trying to change the world for the better.

The Eagle Queen develops some of the brightest and most ambitious minds in the nation. Appearing near the top of many important academic rankings, with accolades including "Top Ten Best Bang for the Buck" colleges and "Top 25 Institutions for Graduates to earn a Ph.D. Degree in Science and Engineering," Tougaloo College has a strong presence. Historically, Tougaloo produces more than 40% of the African American physicians and dentists practicing in the state of Mississippi and more than one-third of the state's African American attorneys and educators including teachers, principals, school superintendents, college/university faculty and administrators. Our outstanding faculty teach young people how to develop their own ideas and how to turn those ideas into action. Our students graduate with critical thinking and analytical skills and a cultural perspective needed to succeed in the global society.

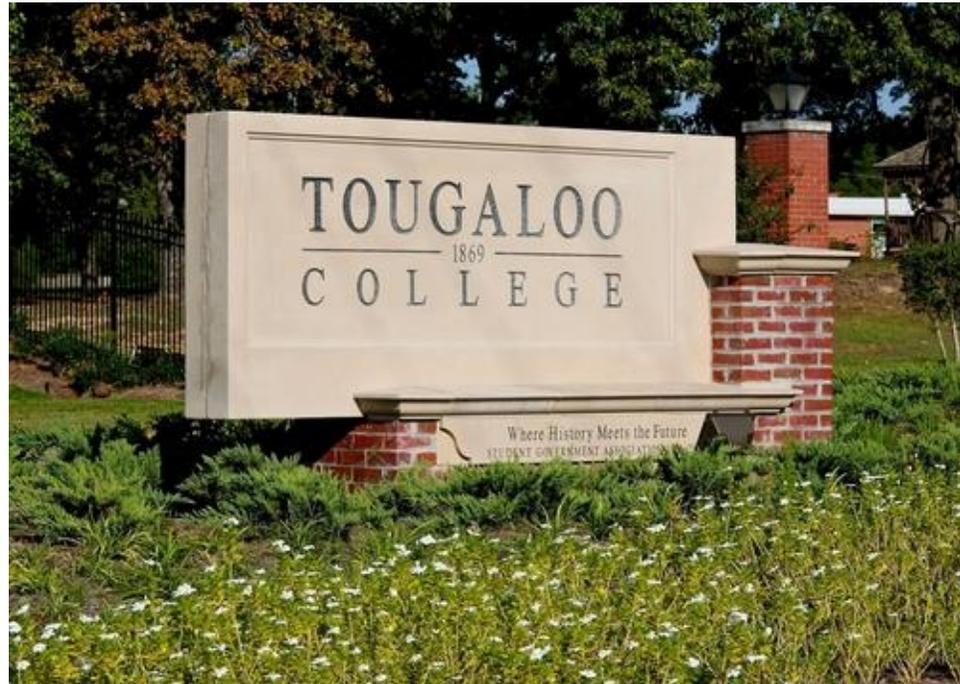


Our graduates want to do well and be professionally successful, but they also want to be change agents who better our world. Tougaloo is a vanguard of social justice and an incubator of tomorrow's world changers. Progress, equality and the common good are the passionate ideals that everyone at Tougaloo fights for, as we strive to make a difference. Today's moral, social and ethical issues are more complex than ever, but whatever challenge society



presents, Tougaloo students are prepared to tackle it head-on. Tougaloo College is one of the oldest historically black colleges and universities in the United States. Its origins can be traced to the Amistad. Founded in 1869, by the American Missionary Association, Tougaloo College was established on the remains of the John Boddie Plantation. On a site that once served to enslave, limit and shackle the minds, bodies and spirits of many African Americans now stands an institution representing an intellectual oasis of freedom and ideals.

Tougaloo College champions academic excellence through innovative teaching and learning strategies under-girded by a spirit of servant leadership. Tougaloo College is a small, private, co-educational, historically black, suburban, liberal arts college that offers quality baccalaureate degree programs. The college strives to prepare students holistically to advance in a global society through the provision of intellectually, stimulating programs and an environment which emphasizes high moral and spiritual values. Tougaloo College seeks to develop excellence in scholarship, research and service for the betterment of humanity.



Notable Alumni

Reuben V. Anderson '65, First black judge to sit on the Mississippi Supreme Court

Edward Blackmon, Jr. '71, Mississippi House of Representatives

Colia Clark civil rights activist and candidate for U.S. Senate in New York

Aunjanue Ellis Actor

Constance Slaughter-Harvey '67 First black judge in the state of Mississippi

Lawrence Guyot '63 Civil rights activist who was director of the Mississippi Freedom Democratic Party

Joyce Ladner, PhD '64 Sociologist, civil rights activist, and first female president of Howard University

Anne Moody Author and civil rights activist

Dr. Hakeem M. Oluseyi, PhD '91, Astrophysicist and popularizer of science

Aaron Shirley, MD, Founder of Jackson Medical Mall and Recipient of MacArthur Award

Bennie Thompson '68, U.S. Congressman

Walter Turnbull, PhD, Founder of the Boys Choir of Harlem

Walter Washington, PhD, Past General President of Alpha Phi Alpha Fraternity, Inc. and Past President of Alcorn State University

Karen Williams Weaver, PhD '82, Mayor, city of Flint, Michigan

Joan Trumpauer Mulholland Civil rights activist and first white student

Core Values

EXCELLENCE

Superiority, eminence, distinction and quality in scholarship, leadership and citizenship.

SOCIAL JUSTICE

Embracing a burden of obligation to the collective society; the local, regional, national and global.

CIVIC ENGAGEMENT

Dedication to addressing issues of civil rights and public concern.

COOPERATION

Fostering the concept of teamwork as a means to success.

PROFESSIONALISM

Practicing proficiency, skill and expertise as servant leaders

STUDENT ENGAGEMENT

Cultivating within our students a thirst for education, a desire for higher level thought processes and a willingness to persevere despite challenges.

SCHOLARSHIP

Creating a culture of erudition through a nurturing spirit.

DIVERSITY

Endeavoring to celebrate the uniqueness of all cultures with appreciation and understanding.

Academic Program

The Tougaloo academic program is designed to provide a high-quality undergraduate 21st century education to all students. The program consists of a reinvigorated, practical, and engaged liberal arts education with comprehensive academic support services for all.

The liberal arts education at Tougaloo College is designed to provide our students with a program that is rigorous, inclusive, pragmatic, and socially responsible. Tougaloo College is striving to become an “intentional” institution that will employ resources and align its practices in purposeful ways to provide a powerful liberal education to all students in order to produce individuals capable of adapting to new environments, integrating knowledge from different sources, and who will be lifelong learners.

TOUGALOO STUDENT PROFILE

Enrollment

Fall 2018, 793 students enrolled

Retention

Fall-to-fall retention rate is 74%

Students-to-faculty ratio: 9:1

Graduation

Between July 2015 and August 2016, over 60% first-time-in-college students received a Bachelor of Arts degree

Gender

34% male, 66% female

Pell Grant Eligible

92% students receive some



The academic program at Tougaloo College recognizes that college students come to this institution from an extremely diverse array of national, racial/ethnic, and socio-economic backgrounds. As such, the teaching and learning environment is specifically calculated to focus on the kinds of learning that students need to be successful in a complex world.

Degrees

Tougaloo College awards the following degrees in eight degree-granting programs:

- *Bachelor of Arts*
- *Sociology*
- *Psychology*
- *Biology, Biological Sciences*
- *Health and Physical Education/Fitness*
- *English Language and Literature/Letters*

Student Services

The years spent in college do more than prepare students academically, they help them become well-rounded individuals who are prepared for life. Outside of the classrooms, students' lives are enriched by opportunities to experience and appreciate diversity as they live and work with others who come from different places and backgrounds. They develop the skills to be leaders, as well as effective team members. They develop friendships that form the basis for the networks and relationships they'll need for professional and personal advancement. They grow stronger emotionally, physically and spiritually.



They learn to take responsibility and care for themselves, while increasing their capacity to feel compassionate about the well-being of others. College prepares students to make their mark – to make a difference, not only in their own lives, but in the lives of their families and communities. Tougaloo College is dedicated to student success through student participation. We challenge students to become globally connected through student organization membership, leadership development, and through serving our communities.

Tougaloo College engages students with diverse programming, for a comprehensive learning experience. Campus activities are designed to educate, motivate, challenge, introduce and create student opportunities that become an integral part of education – through co-curricular activities; social, spiritual, recreational, and cultural.

Athletics

Tougaloo College teams are known as the Bulldogs. The college is a member of the National Association of Intercollegiate Athletics (NAIA), competing in the Gulf Coast Athletic Conference (GCAC). Men's sports include baseball, basketball, cross country, golf and tennis; while women's sports include basketball, cross country, tennis and volleyball.

MEN'S SPORTS -- BASKETBALL BASEBALL TENNIS CROSS COUNTRY

WOMEN'S SPORTS -- BASKETBALL SOFTBALL VOLLEYBALL TENNIS CROSS COUNTRY



TOUGALOO
1869
COLLEGE



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 the 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:



Dr. Gwendolyn Boyd

Executive Search Consultant

AGB Search

Mobile: 301-538-1019

Gwendolyn.Boyd@agbsearch.com

Dr. Loren J. Anderson

Executive Search Consultant

AGB Search

Mobile: 253-223-3566

Loren.Anderson@agbsearch.com

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 eligibility verification paperwork.