



Talladega College is seeking its next **PRESIDENT**



About Talladega College

Talladega College, Alabama's first private historically Black liberal arts college, has been known for academic excellence for over 150 years. Talladega College is a close-knit, student centered institution with a tradition of academic excellence. It is widely applauded for its competitive, intercollegiate academic teams and acclaimed marching band.

The College's historic achievements in the sciences and humanities are grounded in a liberal arts education that prepares students not only for the world of work but also for advanced graduate studies. The College nurtures the whole person through mentoring relationships between faculty and students. It provides experiences that

develop strong moral character and responsibility to the local community and to the world. The College is part of a global society and seeks to instill an understanding and appreciation of diversity through its curriculum and multicultural faculty.

The Mission of Talladega College

Talladega College is committed to empowering students to excel in a global community through academic rigor, ethical leadership, and service to others.

The Vision of Talladega College

The vision of Talladega College is to prepare graduates to impact society positively through innovation, ethical leadership, and a lifelong commitment to service.

Talladega College is governed by a 17-member **Board of Trustees**, one being a full-time Talladega College student and one a faculty member. The trustees have fiduciary authority for the college; set and approve policies, budgets, tuition, and fees; engage in strategic planning; and have the authority to award honorary degrees and appoint the President.

Talladega College is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award degrees at the baccalaureate and master's levels.



About Talladega College

Talladega is located in an historic district of the city of Talladega, Alabama. Its main campus includes 44 buildings on 50 acres, surrounded by the city and gently rolling woodlands. The beautiful oak-lined campus boasts several historic landmarks: Swayne Hall (1852), the original schoolhouse has been used for classrooms; the President's House (1881); DeForest Chapel (1903), which houses the famous 17 stained-glass windows by David C. Driskell; and Savery Library (1939), the original home of the Amistad Murals. To take a virtual campus tour, please [click here](#).

Talladega's campus is noted for its breathtaking historic buildings as well as its state-of-the-art facilities. A new, 45,000-square-foot residence hall opened in January 2019. The College opened two additional buildings in 2020: the Dr. Billy C. Hawkins Student Activity Center (pictured top right) and the Dr. William R. Harvey Museum of Art (pictured bottom left), which houses Hale Woodruff's critically-acclaimed Amistad Murals and other great works of art.



About Talladega College

Talladega College maintains its tradition of preparing leaders who think independently, are secure in their sense of themselves, are open to intellectual growth, and inspired to serve their community.

Academic Affairs promotes academic excellence and helps enhance the interactions among Talladega College's students, faculty, staff, alumni, and community partners. Academic Affairs has developed several strategies to help accomplish this goal. These strategies include, but are not limited to:

- Promoting research and scholarship
- Redesigning classrooms and courses for deeper learning
- Increasing the number of mentors
- Engaging local, state, national, and international communities as partners
- Energizing the educational environment

Talladega By The Numbers

45	Full-time faculty
32	Part-time faculty
689	Fall 2024 enrollment (undergrad)
59	Fall 2024 enrollment (graduate)
98%	Full-time students
54%	Second-year retention rate
29%	Six-year graduation rate
8700	Living alumni
11.4%	Alumni giving rate



About Talladega College

The liberal arts curriculum at Talladega College serves as a strong foundation for the development of the whole person and well-rounded leaders. The required courses in General Education establish a strong base for a liberal arts education. All major disciplines are grounded in the liberal arts.

Academic Divisions

The **Division of Business Administration** promotes intellectual excellence, integrity and discipline while helping students develop interpersonal, technical, and theoretical skills essential to success. The program builds a strong foundation that prepares students to excel in business, politics, graduate and other advanced studies, and entrepreneurship.

The **Division of Humanities and Fine Art** prepares students to be competitive in both graduate and professional schools and in the work world. It further has as its mission to make students sensitive to the world as their community and to, therefore, have as their individual goals and objectives some contribution for the improvement of society.

The **Division of Natural Sciences and Mathematics** prepares students for graduate and professional studies leading to careers in their respective disciplines. The division provides pre-professional and pre-nursing opportunities through the establishment of dual-degree linkage programs in collaboration with other institutions.

The **Eunice Walker Johnson Division of Social Sciences and Education** offers majors in criminal justice, public administration, psychology, social work, sociology, and teacher education.

The **Division of Professional Development and Graduate Studies** is the home of Talladega College's master's degree programs. This division offers students the opportunity to pursue the Master of Science in Computer Information Systems (MSCIS) or the Master of Business of Administration (MBA).

The History of Talladega College

The history of Talladega College began on November 20, 1865, when two former slaves, William Savery and Thomas Tarrant, both of Talladega, met in convention with a group of freedmen in Mobile, Alabama. From this meeting came the commitment: "...We regard the education of our children and youths as vital to the preservation of our liberties, and true religion as the foundation of all real virtue, and shall use our utmost endeavors to promote these blessings in our common country."

With this as their pledge, Savery and Tarrant, aided by General Wager Swayne of the Freedmen's Bureau, began in earnest to provide a school for the children of former slaves of the community. Their leadership resulted in the construction of a one-room schoolhouse, using lumber salvaged from an abandoned carpenter's shop. The school overflowed with pupils from its opening, and soon it was necessary to move into larger quarters.

Meanwhile, the nearby Baptist Academy was about to be sold under mortgage default. This building had been built in 1852-53 with the help of slaves, including Savery and Tarrant. A speedy plea for its purchase was sent to General Swayne. General Swayne then persuaded the American Missionary Association to buy the building and 20 acres of land for \$23,000. The grateful parents renamed the building Swayne School, and it opened in November of 1867 with about 140 pupils. Thus, a building constructed with slave labor for white students became the home of the state's first private, liberal arts college dedicated to servicing the educational needs of Blacks.

In 1869, Swayne School was issued a charter as Talladega College by the Judge of Probate of Talladega County. Twenty years later, in 1889, the Alabama State Legislature exempted properties of the college from taxation.

Swayne Hall has remained in service as the symbol and spirit of the beginning of the College. Foster Hall, erected for girls and teachers in 1869, was the first building added after the college was chartered. Stone Hall, for boys and teachers, was built the next year. Other buildings were added over the school's first hundred years.

The training of leaders in education was the first and has been a continuing interest of the institution. The first courses offered above elementary grades were normal courses for teachers. An outline for collegiate level course work first appeared in the catalog for the year 1890. In 1895 the first class graduated with the bachelor's degree.



About the Position of President

Position Overview

The President of Talladega College serves as the College's chief executive officer and performs all responsibilities as required by law, by the Board, and by custom and practice to be performed by a college President, including, but not limited to:

- Fundraising, development, public and alumni relations
- Institutional, faculty, and educational leadership
- Long-range planning; budget formulation; supervision of college buildings, grounds, and equipment controlled by the College; and administration of the affairs of the College as best serves the College consistent with Board policy
- Student recruitment and services, faculty recruitment
- Appointing, supervising, and promoting staff members
- Preparing regulations, rules, and procedures useful to the welfare of the college
- Exercising appropriate administrative and fiscal control
- Engaging in collaborative leadership with the Board of Trustees

The President reports directly to Talladega College's Board of Trustees and serves as an ex-officio member of the board. The following administrative leadership positions report to the President:

- Provost and Vice President for Academic Affairs
- Vice President for Finance and Administration
- Vice President for Student Life Success
- Vice President for Institutional Advancement
- Chief of Police
- Vice President for Enrollment Management Services
- Vice President and COO
- Vice President for Compliance, Title IX, and EEO
- Director of Athletics



About the Position of President

Opportunities and Expectations for Leadership

The groundbreaking history of Talladega College has created an inspirational legacy for the institution. Its dedication to delivering horizon-expanding educational opportunities to a predominantly Black student body has yielded tremendous success. The next Talladega President will be able to build on the College's significant accomplishments. There are also opportunities to increase enrollment, build fundraising capacity, and encourage alumni giving. In this environment, the incoming Talladega President must provide sustained and imaginative leadership that understands and effectively acts on these growth opportunities, reimagining the College's future. Some of the opportunities for and expectations of the President are outlined below:



Develop a culture of fiscal responsibility.

Talladega, like most small, private colleges, struggles to control expenses, manage enrollment and tuition, and raise funds to achieve fiscal stability. With increasing competition for students and a competitive philanthropic environment, the next president will be required to creatively lead the College through these forces in order to stabilize operations and position for growth.

Galvanize the community around a vision and strategy.

It is time for Talladega to develop a new strategic plan outlining a clear and compelling vision for the future. The President will undertake a process that results in a forward-looking, innovative, and transformative plan that engages constituencies to build a broad consensus of support and incentivize the College community to contribute to its success.



Build a strong executive team.

The new President must work to create an executive leadership team that is visionary, entrepreneurial, and committed to the institution and that can take advantage of the opportunities ahead.



Create a strategic enrollment, retention, and graduation plan.

Key to Talladega's overall strategic plan is its approach to enrollment, retention, and ultimately graduation of its students. Important questions must be answered to chart the College's future. Who is the ideal Talladega student? How will that student be recruited to campus? What barriers does that student face in terms of enrolling in and graduating from Talladega? It will be essential for Talladega's next President to thoughtfully consider and develop a plan to engage with the Talladega community in creating a roadmap for student success.

About the Position of President

Diversify revenue streams including philanthropic support.

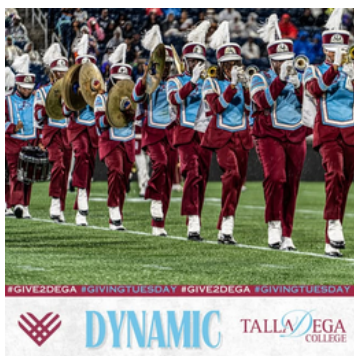
Like many private institutions, Talladega is dependent on tuition revenue for its budget. The College will need a more diversified revenue portfolio to thrive. The President will be able to lead the College in developing alternative revenue-generating activities that could include the development of new academic programs as well as the promotion of a robust philanthropic agenda. By creatively working with faculty and external partners, the new President has the chance to re-envision how Talladega interacts with the broader community and provide value in ways that create opportunities for students and the campus as a whole.

Engage with alumni and strategic partners.

Working in partnership with the Vice President for Institutional Advancement and the National Alumni President, the President has the opportunity to build a compelling and productive fundraising program that will deeply engage alumni and encourage their philanthropy. There are existing philanthropic relationships and partnerships with Honda, IBM and others that provide a solid foundation for the future, and the next Talladega President will be able to leverage these and other connections for philanthropic success.

Generate a competitive profile.

One of the most important aspects of Talladega's vaunted history is that it was once known as the "Harvard of the South" because of its rigorous academic training and educational atmosphere. Today, Talladega faces competition from HBCUs in Alabama, other HBCUs across the South, and Alabama's strong public higher education system, and the College must pursue a compelling niche based on its liberal arts college roots to attract the next generation of students.



About the Position of President

Professional Qualifications and Personal Attributes

Talladega College seeks a student centered President who is committed to the values, goals, and mission of the college and has the energy and imagination to build upon the College's current momentum to lead it boldly and creatively into the future. The qualified candidate will demonstrate:

- Strong financial background, business acumen, and marketing skills;
- A track record of leading strategic change and successful fundraising; and
- The ability to articulate a compelling vision for the College's future.

It is essential that the next President demonstrate significant experience at the senior or executive level of an institution or organization of substantial complexity along with proven leadership ability and managerial success.

The next President must be an engaging and active listener with an abiding respect for the traditions and potential of shared governance. Effective team building will be essential, and the President must be able to recruit excellent administrators as well as develop, mentor, and retain a strong leadership team.

The ideal candidate will also possess the following qualities and attributes:

- **Commitment to and understanding of the HBCU mission:** possess a true understanding of the diverse academic, socioeconomic, cultural, and ethnic background of the student population.
- **Effective and visionary leadership:** a servant leader with evidence of having the courage to make difficult decisions with transparency and integrity; sound judgment and the ability to unify and work towards a common goal; and a penchant for “seeing around the corner” to anticipate the needs of the rapidly shifting higher education environment.
- **Strong interpersonal skills:** extraordinary communications skills; the political savvy to work effectively in a highly complex environment and with the full range of the College's stakeholders; ability to inspire and motivate others; and willingness to be highly visible on campus and in the community.
- **Fundraising and external relations skills:** a successful record of creative leadership in generating external resources and the capacity to play a leading role in generating resources and partnerships for the college.
- **Unassailable credentials:** academic or professional credentials that readily garner the respect of the Talladega College community, academic and business community, and beyond.

To Apply

Kenyatta Uzzell of PoliHire is partnering with the Board of Trustees of Talladega College on this national search. Applications, nominations, and inquiries may be sent in confidence to

TalladegaPresident@polihire.com.