

# Kenyatta K. Lovett, Ph.D.

## Business Contact

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## EDUCATION

**Doctor of Philosophy** (Public Administration)  
Tennessee State University, Nashville, TN May 2014

**Master of Business Administration** (Supply-Chain Management)  
Tennessee State University, Nashville, TN Dec 2008

**Bachelor of Fine Arts** (Graphic Design)  
Howard University, Washington, D.C. May 1993

## PROFESSIONAL FOCUS

Executive Leadership, Higher Education Leadership, Public Administration, Change Management, Organization Strategy, Public Finance, and Public Policy

## EXPERIENCE

### Executive Director

Complete Tennessee (Nashville, TN)

September 2016 – Present

### *Responsibilities*

- Work with the governing board to set the direction of the organization
- Lead in the planning, development, and execution of strategic plans
- Oversee and manage staff
- Serve as chief executive officer
- Serve as chief fundraiser
- Serve as chief spokesperson
- Build and maintain critical external relationships

### *Accomplishments*

- Developed the inaugural annual report: The State of Higher Education in Tennessee (2016)
- Raised more than \$650,000 to support program expansion
- Launched the Complete Tennessee Leadership Academy (2016)
- Implemented Statewide Listening Tour and Released Summary Report
- Launched the Tennessee Legislative Staff Education Institute
- Co-Hosted the 2016 Community College Adult Attainment Symposium
- Released Tennessee Higher Education Equity Report

## **Assistant Vice Chancellor for Community College Initiatives**

Tennessee Board of Regents, Nashville, TN

July 2012 – September 2016

### *Responsibilities*

- Implement community college system mandates guided by the Complete College Tennessee Act of 2010
- Managed \$1.3 million budget to standardize and improve administrative processes across 13 community colleges
- Managed efficiency and consolidation exploration activity for the TBR community college system - \$330,000 budget
- Serve as community college lead for the Lumina Community Partnership for Attainment initiative – Middle TN region
- Lead and participate with cross-agency strategies for student success
- Conduct cost-benefit analysis for community college system revenue and expenditure strategies
- Lead response efforts for community college system legislative inquiries
- Develop strategies to resolve intercollegiate administrative and operational disputes

### *Accomplishments*

- Executed community college system process standardization and improvement program -\$3 million projected annual system-wide savings
- Implemented centralized contract standards for community college system
- Developed TBR Office of Community Colleges Operational Plan
- Developed business case proposal for \$30 million investment to consolidate community college operational systems (project funded in FY 2016/2017 -\$28.7 million)
- Led operational strategy to implement the Tennessee Promise
- Led transition process for service area redesign between Nashville State Community College and Volunteer State Community College
- Co-authored chapter for Tennessee's community colleges -Fifty State Systems of Community Colleges
- Led study on adult student inclusiveness for community colleges in Middle TN
- Organized TBR coalition with TN Administrative Offices of the Courts (TN Supreme Court), TN Department of Child Services, and the Tennessee Higher Education Commission to improve processes and services for foster care young adults participating in the Extension of Foster Care Program

## **Executive Assistant to the President (Chief of Staff)**

Volunteer State Community College, Gallatin, TN

Jan 2010 -July 2012

### *Responsibilities*

- Led institution-wide special projects for the College
- Served on the behalf of the College President for state and community initiatives
- Led government and community relations efforts
- Managed institutional risk assessment footprint
- Conducted feasibility studies to assess campus expansion opportunities
- Led the region's P-16 Council

### *Accomplishments*

- Supported fundraising, and led proposal, efforts to secure \$1.5 million in matching funds to construct a \$10 million allied health building
- Participated in Donelson-Hermitage community effort to establish community college last-dollar scholarship funding (\$200,000)
- Oversaw initiative to restructure institutional committees
- Oversaw construction completion and opening of the Robertson County campus
- Led negotiations for North Davidson County campus expansion
- Led retention strategy taskforce for online education courses

### **Director of Public Relations**

Volunteer State Community College, Gallatin, TN

Jan 2007 -Jan 2010

### *Responsibilities*

- Managed institution's official communication and marketing efforts
- Led campus-wide community service initiatives
- Managed institution's brand strategy
- Served on community and local non-profit boards
- Provided responses for institutional accreditation review (SACS)

### *Accomplishments*

- Supported efforts to increase student enrollment by 29% over three years
- Developed comprehensive marketing and crisis communication plan
- Won national and state awards for marketing and design
- Managed staff efforts to improve Hispanic/Latino relations and recruitment
- Received Wall Street Journal coverage for Bank Teller Certificate article
- Received national press for Full-Time Fridays Program
- Launched college's branding campaign

### **Webmaster**

Volunteer State Community College, Gallatin, TN

May 2004 -Jan 2007

### *Responsibilities*

- Managed institution's web site redesign
- Developed web development documentation standards
- Provided web traffic analytics to campus stakeholders

### *Accomplishments*

- Increased web traffic by more than 50%
- Developed online catalog system
- Developed web content management system for academic program directors

### **Senior Graphic Designer**

Char-Broil, Columbus, GA

Jan 2003 -April 2004

*Responsibilities*

- Managed creative marketing design efforts for the premium grill product line
- Supported in-store planning efforts with major retailers
- Designed packaging for premium, charcoal, and specialty grill product lines

*Accomplishments*

- Developed multimedia sales kit for buyers and outside sales team
- Won regional awards in design and advertising
- Designed Home Depot in-store outdoor grill area standards

**CEO/Consultant**

K. L. Creative Solutions, Atlanta, GA

Aug 2001 -Dec 2006

*Responsibilities*

- Developed marketing and branding strategies for local businesses
- Trained creative departments for large and mid-sized businesses
- Offered marketing consulting services to companies

*Accomplishments*

- Marketing consultant for Char-Broil's oil-less fryer product launch
- Trained Brookstone's creative department on Adobe's Creative Suite
- Supported outdoor planning strategy for Simon Property/Lamar Outdoor Advertising Partnership

**Art Director**

Formetco Outdoor Advertising, Atlanta, GA May

1994 -Aug 2001

*Responsibilities*

- Managed creative and production team
- Managed supply-chain and procurement systems
- Managed hardware and software production systems

*Accomplishments*

- Increased production capacity by 700%
- Development team member for Coca-Cola's Olympic City
- Conducted training for Lamar Outdoor Advertising's pre-press division

**Intern (Budgets & Cost Division)**

American Airlines, Nashville, TN

June 1989 -Dec 1992

*Responsibilities*

- Produced budget and workload reports for management team
- Conducted airport traffic studies
- Participated in Central Division budget development activities
- Created overtime analysis report for Kansas City, Missouri airport operations

**Accomplishments**

## **AWARDS AND HONORS**

- First Place, Tennessee State University 36th Annual University-Wide Research Symposium Poster Presentation – Social Sciences (2014)
- Finalist, Helen Barrett Award for Excellence in Research, Tennessee State University (2014)
- First Place, Tennessee College Public Relations Association Design Award (2010)
- First Place, National Council for Marketing and Public Relations Advertising Award (2009)
- Inductee, Tennessee State University School of Business Wall of Scholars (2008)
- First Place, Columbus, Georgia Region American Advertising Federation Award for Graphic Design and Advertising (2003)

## **ADDITIONAL EXPERIENCE AND TRAINING**

- Member, Leadership Tennessee, Class V (2017)
- Blue Ridge Conference on Leadership (October 2015)
- Community Colleges of Appalachia Senior Administrators Leadership Conference (June 2015)
- Fellow -Maxine Smith Program, Tennessee Board of Regents (2009-10)
- Diversity Management, American Management Association (1995)

## **TEACHING, TRAINING, AND FACILITATION EXPERIENCE**

- Adjunct Professor, *Professional Studies: Leadership in Organizations – PRST 5310*, Tennessee State University (2017)
- Adjunct Professor, *Professional Studies: Issues & Ethics -PRST 5100*, Tennessee State University (2016)
- Adjunct Professor, *Human Resource Management -PRST 5040*, Tennessee State University (2016)
- Adjunct Professor, *Financial Management for Health and Nonprofit Organizations -PADM 6190*, Tennessee State University (2016)
- Adjunct Professor, *Leadership in Organizations -PRST 5310*, Tennessee State University Program (2015)
- Facilitator, *Tennessee Guided Pathways to Success*, Tennessee Completion Academy, Nashville, TN (2015)
- Facilitator, *Completion Planning Partner Mini-Summit*, Tennessee Board of Regents, Murfreesboro, TN (2014)
- Facilitator, *Goals, Strategies, and Action Plans*, Tennessee Supreme Court Improvement Program, Nashville, TN (2014)
- Facilitator, *Introduction to Data Visualization*, Tennessee Association of Collegiate Registrars and Admissions Officers: Registrars' Roundtable (2012)
- Facilitator, *College Completion Academy for Austin Peay State University*, Complete College America (2012)
- Instructor, *Graphic Design I -ARTP 253*, Volunteer State Community College (2009-10)
- Trainer, *Adobe Photoshop Pre-Press*, Lamar Outdoor Advertising (1997-01)
- Instructor, *Adobe Photoshop*, The Portfolio Center (1999-03)
- Instructor, *Adobe Illustrator*, The Portfolio Center (1999-03)
- Instructor, *Adobe InDesign*, The Portfolio Center (1999-03)

## **INVITED LECTURES AND PRESENTATIONS**

- Panelist, *Presidential Roundtable*, East Tennessee State University Community College Leadership Program, Gallatin, TN (2017)
- Panelist, *Adult Attainment Strategies in Middle Tennessee*, National Skills Coalition's 2017 Skills in the States Forum, Nashville, TN (2017)
- Keynote Speaker, *Southwest Tennessee Community College Achieving the Dream Convening*, Memphis, TN (2017)

- Presenter, *Education & Human Capital for the Innovation Economy*, Tennessee State University College of Public Service Institute of Government, Nashville, TN (2017)
- Panelist, *Opportunities and Outcomes: Addressing Diversity & Student Achievement Gaps*, Inside Track Student Success Symposium, Nashville, TN (2017)
- Panelist, *Presidential Roundtable*, East Tennessee State University Community College Leadership Program, Gallatin, TN (2016)
- Panelist, *Completion Strategies in Middle Tennessee*, Greater Waco Chamber Community Forum, Nashville, TN (2016)
- Presenter, *Complete Tennessee*, Tennessee Board of Regents Quarterly Meeting, Nashville, TN (2016)
- Lead Presenter, *Programs That Work: Quality Programs Leading to Industry-Recognized Credentials*, Workforce Data Quality Campaign, Nashville, TN (2016)
- Panel Member, *Implementing the Tennessee Promise Program*, Free College America Summit, Nashville, TN (2016)
- Panel Member, *Engaging Communities in Postsecondary Workforce Alignment*, Institute for Higher Education Policy Postsecondary Education and Workforce Alignment Learning Lab, Nashville, TN (2015)
- Co-Presenter, *Multi-Institutional Process Improvement: Policy, Strategy, and Outcomes*, Network for Change and Continuous Improvement Annual Conference, Nashville, TN (2015)
- Panel Member, *Education Excellence – Personalized Learning*, Oracle Industry Connect Conference, Washington, D.C. (2015)
- Presenter, *Business Process Model Project Efficiency Projections*, Tennessee Board of Regents Quarterly Meeting, Nashville, TN (2014)
- Co-Presenter, *Statewide Strategies for Access & Attainment*, Tennessee Chapter of the American Society for Public Administration (2014)
- Presenter, *Community College Business Process Model Project*, Tennessee Board of Regents Quarterly Meeting, Nashville, TN (2014)
- Panel Member, *Tennessee's Community College Business Process Model Project*, Tennessee Chapter Conference for American Society for Public Administration, Nashville, TN (2013)

## **SPEECHES**

- “Undergraduate Research and the Completion Agenda”, keynote address given at the Spring 2016 Colloquium of the Community College Undergraduate Research Initiative, Gallatin, TN (April 11, 2016)
- “The Path to Leadership: Words of Wisdom from Coaches, Mentors, and Sponsors”, keynote address given at Volunteer State Community College Leadership Breakfast, Gallatin, TN (April 25, 2015)
- “Crisis, Chaos, and Defeat”, keynote address given at the Volunteer State Community College Leadership Luncheon, Gallatin, TN (April 10, 2013)
- “The Community College System”, address given at Volunteer State Community College Convocation, Gallatin, TN (August 20, 2012)

## **SERVICE**

### *Institution/Organization*

- Member, Interactive Digital Media Advisory Council, State of Tennessee (2016)
- Member, Member, Youth Committee of the Middle Tennessee, Middle Tennessee Workforce Development Board (2016)
- Member, Tennessee Foster Care Review Board, Tennessee Supreme Court (2015)
- Member, 2015-2020 THEC Formula Review Committee, Tennessee Higher Education Commission (2015)
- Member, Associate Vice Chancellor for Academic Affairs Search Committee, Tennessee Board of Regents (2014)

- Member, Improving Teacher Quality Grant Proposal Review Committee, Tennessee Higher Education Commission (2014)
- Member, Assistant Vice Chancellor of Student Affairs Search Committee, Tennessee Board of Regents (2014)
- Member, Associate Vice Chancellor of Workforce Search Committee, Tennessee Board of Regents (2013)
- Member, GEAR UP Tennessee Grant Proposal Review Committee, Tennessee Higher Education Commission (2012)
- Member, International Education Committee, Volunteer State Community College (2010-12)
- Member, Diversity Committee, Volunteer State Community College (2007-09)
- Member, Executive Director of Foundation & Vice President of Resource Development Search Committee, Volunteer State Community College (2007)
- Advisor, African-American Student Union, Volunteer State Community College (2006-08)

#### *Community*

- Member, Nashville Lumina Talent Hub Advisory Committee, Nashville Area Chamber of Commerce (2017)
- Member, Leadership Committee, Major League Soccer to Nashville Campaign (2017)
- Member, Alignment Nashville Board of Directors (2016 - Present)
- Member, Nashville Region Lumina Community Partnership for Attainment Task Force, (2014-2017)
- Member, Donelson-Hermitage YMCA Board of Directors (2012 - Present)
- Member, Tennessee Achieves Advisory Board (2011 - 2016)
- Member, Technology Access Center Board of Directors (2007 - Present)
- Member, CEO for Cities Nashville Region Talent Dividend Task Force (2012)
- Member, Donelson-Hermitage Chamber of Commerce Board of Directors (2011-12)
- Member, Sumner COMPASS Board of Directors (2010-13)
- Member, Lebanon/Wilson County Chamber of Commerce Education Committee (2010-12)
- Co-Chair, North Central Tennessee P-16 Council (2010-12)
- Member, Robertson County Chamber of Commerce Education Committee (2010-12)
- Member, TN Scholars Advisory Board, TN Chamber of Commerce (2007-12)
- Member, Gallatin Chamber of Commerce Board of Directors (2007-10)

#### **PROFESSIONAL AFFILIATIONS**

- National American Society of Public Administration (2011 – 2017)
- Southeast Conference for Public Administration (2013 – 2016)
- Tennessee College Public Relations Association (2007 – 2010)

#### **PUBLISHED WORKS**

- Lovett, K. (2017). *4 Reasons Tennessee Students Struggle to Finish College*. The Tennessean
- Lovett, K (2016). *Time for New Discussion on Tennessee Higher Education*. The Tennessean.
- \*Lovett, K. (2016). Public Higher Education as Social Policy. In A. Farazmand (Ed.), *Global Encyclopedia of Public Administration, Public Policy, and Governance* (pp. 1-8). Cham: Springer International Publishing.
- Lovett, K. (2015). *The Volkswagen Debacle: A Triumph for Nonprofits and the Public Sector*. Public Administration Times.
- Lovett, K. (2015). *Gentrification Through the Lens of Different Publics*. Public Administration Times.
- Lovett, K. (2015). *The Citizen Side of the Tennessee Promise*. Public Administration Times.

- Lovett, K. (2015). *A Collective Agreement on Efficiency in Public Higher Education*. Public Administration Times.
  - Lovett, K. (2014). *Valuing Risk as a New Strategy for Public Higher Education*. Public Administration Times.
  - Lovett, K. (2014). *Economic Boom Ahead! Proceed with Public Caution*. Public Administration Times.
  - Lovett, K. (2014). *The Pothole Consensus and the New Administrative Challenge*. Public Administration Times.
  - \*Lovett, K. K. (2014). The Diffusion of Governance in State Economic Development. (Order No. 3623027, Tennessee State University). ProQuest Dissertations and Theses, 184. Retrieved from <http://0search.proquest.com.sultan.tnstate.edu/docview/1548306804?accountid=14275>. (1548306804).
  - \*Townsend, J. and Lovett, K. (2014). Tennessee/Tennessee. In J. Friedel, S. Katsinas, E. Miller, & J. Killacky (Eds.), *Fifty State Systems of Community Colleges, 4th edition: Mission, Governance, Funding and Accountability*. Johnson City, TN; The Overmountain Press.
  - Lovett, K., Eneh, C., and Streams, M. (2012). *Reliance on Natural Resources for Public Finance Brings Risk, Even if Irresistible*. Public Administration Times.
- Indicates refereed or peer-reviewed works

#### **ACADEMIC CONFERENCE ACTIVITY**

- Lovett, K. (2014, April), *The Diffusion of Governance in State Economic Development*. Poster presented at Tennessee State University 36th Annual University-Wide Research Symposium, Nashville, TN.
- Lovett, K. (2013, October), *The Diffusion of Governance in State Economic Development*. Paper presented at Southeastern Conference for Public Administration, Charlotte, N.C.