

Tierney J. Bates, Ed.D



Dr. Tierney J. Bates has established himself as an atmosphere changer, national thought leader, speaker, networker, career coach, innovator, leading voice in higher education, and GENERATION NOW students to dance across the world stage! He has given over 220 keynote talks, presentations, and workshops. With over 20+ years in higher education, he has progressed from entry level to senior level administration providing leadership, vision, and responsibility for strategic initiatives and solutions in student services, diversity & inclusion, career services/workforce development, recruitment, and fundraising. He is currently the Vice Chancellor for Student Affairs at the University of South Carolina Upstate and was formerly at the University of North Carolina at Chapel Hill as Assistant Vice Chancellor for Special Projects & Executive Director and has served in leadership roles at North Carolina Central University, University of Louisville, University of Tennessee, and Bowling Green State University.

He is also the founder and Chief Engagement Officer of The Bates Group LLC that is a premier boutique consulting and education agency, specializing in working with higher education, corporate industry, and nonprofits, the areas of focus include: **Career coaching & development, career life design, change management, leadership development, strategic planning, faculty/staff engagement, DEI Strategy plans, and assessments, training & workshops, cultural audits, cultural instruction, systems, policies, and programming, speakers bureau, diverse talent searches, and fundraising.**

Clients Include: City of Brookhaven, Georgia, Leadership Knoxville, CatalystEd, Scripps Networks, KeyBank, Target, McKinney Company, The Link Group, Enterprise Rentals, North Carolina Department of Administration, Massasoit Community College, Prince Georges Community College, Iona University, Clark Atlanta University, Wiley University, Purdue University, Miami University of Ohio, Hampden-Sydney College, University of New Hampshire, Penn State University, Temple University, South Carolina State University, Austin Peay State University, USC Columbia, Duke University, and The Circle of Change to name a few.

His work has garnered over 12 regional and national awards, including the ACPA 2023 Diamond Honoree, 2021 Mackes Leadership Award by National Association of Colleges & Employers, NASPA Region III HBCU/MSI Outstanding Professional 2020 Award and was a two-time faculty favorite at the University of Louisville. Other awards include a Chancellors Citation Award UT Knoxville, Knoxville Business Journal Top 40 under 40 award, American Express Emerging Leader Award. Named by Urban Voice Magazine 2010 Upcoming Leader and a Nashville New Leaders Council 2013 Fellow. He has also served on five major community boards, including the National Urban League and United Way, and is a 2024 AASCU Millennium Leadership Initiative Fellow, 2021 AGB Institute for Leadership in Governance in Higher Education Fellow, Rutgers Center for Minority Serving Institutions Aspiring Leader Fellow, and Higher Education Leadership Foundation Fellow, while currently serving as the Region III Director for NASPA, and on the Melvin C. Terrell Foundation and Chair for the University of Akron National Alumni Association.

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Dr. Bates is from Cleveland, Ohio and received his Bachelor of Arts in Mass Media Communications with a minor in African-American History from the University of Akron, his Master of Arts in Higher - Education Administration from the University of Akron, and his MBA from Bryan College, and a Doctorate degree from Spalding University. Dr. Bates is a member of THE GREATEST organization Phi Beta Sigma Fraternity, Inc., The National Association of Student Personnel Administrators (NASPA), the American College Personnel Association (ACPA), the National Black MBA Association (NMBBAA), Southern Association of College Student Affairs (SACSA), National Association of Colleges and Employers (NACE), 100 Black Men of Triangle East and a Prince Hall Mason.



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