



FOUR CORNERS  
ECONOMIC DEVELOPMENT

Tim Gibbs

4CED CEO

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**Tim joined 4CED in February 2024, bringing a deep economic development skill and experience portfolio. He comes from Ashland, KY, where he served ten years as President/CEO of the Ashland Alliance, a regional combination of an economic development organization and chamber of commerce.**

Tim is a believer in the "human capital" theory. The theory states that an employee's knowledge, skills, health, and education substantially impact an individual's lifetime earnings. Research backs up the fact that human capital investments through childhood and young adulthood also positively impact a local economy and an individual's quality of life. Human capital theory closely ties in with Tim's belief that economic development includes giving people and businesses the tools to succeed.

Economic development is an honorable endeavor, and Tim believes in an "all-of-the-above" approach to optimizing San Juan County's unique set of economic development assets through alignment and regional collaboration.

The future will be different from the past, and Tim believes San Juan County has an open window now to direct our future. He thinks proactively and believes the economic future of San Juan County will work best when needs align with assets and workforce skills.

Tim looks forward to working with 4CED members and resource partners in building economically vibrant businesses and communities in the Four Corners Region through effective partnerships.

## Qualifications

President/CEO, Ashland Alliance  
2014-2023

CEO, Greater Grays Harbor, Inc.  
2010 - 2014

Executive Director of Industry and  
Workforce Development, Colorado  
Northwestern Community College  
2008 - 2010

Executive Director of Economic and  
Workforce Development, Oklahoma  
State University 2007 - 08

Executive Director, Craig/Moffat County  
Economic Development Partnership  
2005-07

County Judge Executive/Deputy County  
Executive, Rowan County, KY 2002-05

Part Owner/Manager, Gibbs & Son Electric  
Co., Inc. 1991-2002

## Affiliations

State President, Kentucky Association  
of Economic Development 2020

Board Member/Chairman, Huntington  
Regional Airport 2022



## Professional Experience

Tim's immersion in economic development began at 18 years of age. Working in his father's commercial electrical contracting business, Tim observed the positive difference a small business owner made when investing in his employees to empower them to enjoy a markedly higher quality of life.

Before completing his ten years of service in Ashland, Kentucky, Tim worked as the economic development CEO in Grays Harbor, WA, and Moffat County, CO, and served in industry and workforce development capacities at Colorado Northwestern Community College and Oklahoma State University.

Local government experience includes service as a deputy county judge and county judge in Rowan County, KY. A county judge is an elected position and is the equivalent of the role of a county manager. Tim believes this experience set the stage for service and professional growth for years ahead.

## Educational Background

Tim is a self-professed lifelong learner with multiple academic degrees. He holds a bachelor's degree in political science from Morehead State University in his hometown of Morehead, KY and a Master of Public Administration degree with an emphasis on community development from Eastern Kentucky University in Richmond, KY.

Capping off his formal academic training, Tim is nearing completion of his Ph.D. at Morehead State University, where he will be awarded the degree of Doctor of Education Leadership with an emphasis on adult and higher education workforce development. His dissertation is entitled "Alignment of Job Opportunities and People in a Community with Workforce and Education."

## Who Is Four Corners Economic Development?

Four Corners Economic Development, Inc. (4CED) is all about supporting and building economically vibrant businesses and communities in the Four Corners Region through effective partnerships. 4CED's offices are located on the campus of San Juan College in the Quality Center for Business.

4CED is a public-private partnership that unites county and municipal governments with its member businesses and other resource partners to build the intentional economic future of San Juan County.

4CED encompasses two non-profit organizations: One is the 501(c)(6) membership-based organization, Four Corners Economic Development, Inc. The other is the Four Corners Economic Development Foundation, a 501(c)(3) organization. There are two active boards that regularly meet to govern the activities of the two organizations.