



LANDER
UNIVERSITY



EXECUTIVE SEARCH

Provost and Vice President for Academic Affairs

Presented by



Provost and Vice President for Academic Affairs

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Lander University, a comprehensive regional public university in South Carolina, seeks an experienced academic administrator and leader to serve as the **Provost and Vice President for Academic Affairs**. Applications and nominations are being accepted.



The Opportunity

For 146 years, Lander University has been preparing graduates for their chosen career paths. Today, the University offers exceptional educational opportunities within its traditional liberal arts and science programs, and its professional programs in business, education, and nursing.

In 2016, under the leadership of its new president, Dr. Richard Cosentino, Lander University approved a new mission statement and developed a strategic plan entitled *Launch*. This bold strategy set LU on an academic and administrative course that is resulting in growth and success across the entire university.

Currently serving some 3,000 students, Lander University is one of the fastest growing institutions of higher education in South Carolina. Continued growth is anticipated, with future projections trending upwards to 5,000 students in the next four years, which will bring about new challenges associated with the University's infrastructure.

LU seeks an accomplished academic leader who is committed to ensuring excellence in teaching and learning; to providing students a wide range of opportunities to grow academically, professionally, culturally, and socially; to having a campus community environment that is inclusive and welcoming; and to promoting an

environment that values honesty, openness, courtesy, and respect.

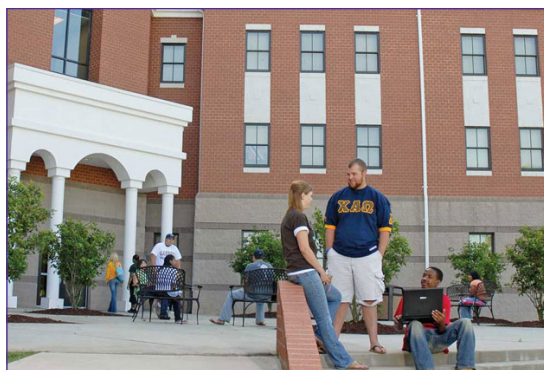
The Provost and Vice President for Academic Affairs (Provost) works collaboratively with the other vice presidents in a manner consistent with the University's vision, mission, and strategic plan. As the chief academic officer, this senior administrator provides creative leadership, support, and advocacy to the colleges within LU and to other academic and student support units in order to advance quality and innovation in academic programming at all levels, and in institutional planning and effectiveness, consistent with the strategic plan.

The Provost reports directly to the President and serves as Acting President when designated.

Duties and Responsibilities

As a senior leadership member of the President's Cabinet, the Provost is responsible for:

- Academic Affairs
- College of Arts & Humanities
- College of Behavioral & Social Sciences
- College of Business
- College of Education
- College of Science & Mathematics
- School of Nursing
- The Honors College
- The Larry A. Jackson Library



Lander University Mission Statement

Lander University offers high-demand and market-driven programs to ambitious and talented students in South Carolina and beyond. These programs are delivered in a rich liberal arts environment to produce highly qualified and marketable graduates.

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- Academic Success Center
- Institutional Effectiveness

The Provost, in consultation with the President, will:

Plan, implement, and ensure leadership of:

- a diverse team of academic professionals, identifying and developing great talent, and empowering those around him/her while fostering a culture of respect and collegiality in support of a positive campus culture

- the advancement of programs, ensuring that all initiatives are aligned with supporting the University's short- and long-term growth and strategic objectives
- orientation programs for new faculty and academic staff
- continuous professional development of faculty and academic staff
- shared strategic planning and divisional planning to support the LU strategic plan

Administer, review, and lead efforts that enhance and support:

- student learning in a student-focused environment
- new, collaborative, and interdisciplinary methods of teaching, learning, research, and service
- library services
- the academic master plan, discipline-based and institutional accreditation, and systematic program reviews

Lander University Leadership

President Richard E. Cosentino



Richard E. Cosentino, Ph.D., began his tenure as Lander University's 12th president on July 1, 2015. He has more than 25 years of experience in higher education as a senior administrative and financial executive and a background in fundraising, enrollment management, and government relations.

Dr. Cosentino came to Lander from the University of North Carolina at Pembroke (UNC-P), where he was the Vice Chancellor for Finance and Administration. He was responsible for strategic management and leadership in over a dozen areas, including budget and financial planning, information technology, human resources, risk management, procurement and facilities management. A native of Baltimore, Md., Dr. Cosentino has a Bachelor of Science in business administration with a major in finance and a Master of Business Administration with a major in strategic financial planning from the University of

Baltimore in Maryland. He earned a Ph.D. in engineering from The George Washington University (GWU) in Washington, D.C.

Prior to UNC-P, Dr. Cosentino was an Assistant and Associate Vice President for Finance and Administration at GWU and Vice Dean for Finance and Administrative Affairs in the university's School of Engineering and Applied Science. He also worked as a Senior Budget Manager at Johns Hopkins University School of Medicine and as a Senior Administrator and Director of Budget and Finance at the University of Maryland School of Medicine. He has presented at national conferences, addressing contemporary issues affecting higher education. His particular interest is the fielding of complex enterprise class systems in higher education environments.

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- the University catalog and academic affairs publications
- grants directly related to the academic programs of the university
- the University's academic reputation

Administer and provide fiscal resources in support of:

- student access to learning opportunities and curricula, including distance learning, study away, and library services
- experiential learning opportunities for students
- assessment and accountability reporting
- excellence in teaching
- faculty research, scholarship, and creative achievement
- strategic initiatives

Establish and support partnerships and alliances with:

- university-related regional, state, national, and international organizations
- granting agencies, federal/state agencies, and foundations

Model professional involvement through:

- external representation, as requested by the LU President, on projects, councils, and other relevant activities
- service on internal and external committees
- civic involvement
- personal professional development

Qualifications

An earned doctorate or terminal degree in a discipline that would qualify candidate for an appointment as a full professor with tenure in one of the University's academic departments and a minimum of five years of recent successful experience in a university-level academic leadership role at the level of

Expectations and Goals of the Provost

During the first three years of tenure at Lander University, the Provost will likely focus efforts on reaching the following goals:

- Standardize the roles of deans and chairs.
- Improve processes and resources in support of faculty development, research, and teaching.
- Implement academic decision-making models that support "students first" and reward growth.
- Improve mechanisms to identify and support growth of online programs, alternative delivery, and graduate offerings.
- Lead the development of operational processes that maximize efficiency in academic programs and sustain shared resources.
- Improve the culture of collaboration between faculty and administration, resulting in governance that is transparent and that meaningfully incorporates stakeholder input.
- Identify key areas of enrollment growth in concert with the enrollment management leadership.
- Increase external support through grants, contracts, and fundraising.

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dean, or associate or assistant provost are required. Candidate must have experience in successfully leading large teams of people and managing significant budgets.

The successful candidate should also bring the following experiences, qualities, and commitments to the position:

- outstanding interpersonal and communications skills with the ability to engage and lead a wide variety of people
- decisive management skills exemplified by making difficult decisions in an environment with competing demands and limited resources, always keeping in mind the value of the University's human capital resources
- a record of success as a visionary leader, including demonstrating the fiscal skills and acumen necessary to facilitate the allocation of resources in support of the achievement of the goals of the strategic plan
- evidence of excellence in his/her own teaching and scholarship and evidence of fostering excellence in teaching and scholarship among faculty colleagues
- experience acquiring and leveraging resources to develop and support innovative opportunities
- evidence of promoting a culture of success and support through consensus-building and collaboration, promoting an environment which values honesty, openness, and respect
- commitment to creating effective



professional relationships and creating unity among stakeholders

- understanding of and appreciation for the liberal arts, professional, and graduate programs
- commitment to ensuring a student-centered environment in an engaged learning community
- experience in developing curriculum and learning outcomes
- experience in serving first generation and underserved student populations
- understanding of the needs of diverse student populations and a demonstrated commitment to diversity and inclusion among all constituent groups
- understanding of technology as an effective teaching and learning tool
- experience with accreditation processes
- a deep appreciation and understanding of the benefits of a liberal education



- passion for campus and community life

Lander University

Established in 1872, Lander University is experiencing unprecedented growth, as evidenced by a 26 percent increase in freshman enrollment over the previous fall. More than 91 percent of Lander's students are South Carolina residents, with every county in the state represented.

Ranked third among regional public colleges in the South for 2018 by *U.S. News and World Report*, Lander offers more than 60 areas of study, including 16 signature academic programs in fields that are emerging and in high demand. In addition to its academic programs in Arts & Humanities; Behavioral & Social Sciences; Business; Education; Science & Mathematics; and Nursing, the University has an Honors College that offers academically accomplished students challenges both inside and outside the classroom.

A robust selection of pre-professional programs is offered in dentistry, law, medicine, occupational therapy, optometry, pharmacy, physician assistant, and veterinary medicine. Students also can participate in a variety of study abroad opportunities, from Central and South America, to Europe, Asia, and beyond.

Vision & Core Values

All Lander University graduates are educated, well rounded, and prepared to continue their education or launch their careers. Lander University will be:

- | | | |
|--------------|---------------|---------------|
| • Relevant | • Informed | • Sustainable |
| • Timely | • Diverse | • Ethical |
| • Innovative | • Responsive | • Transparent |
| • Supportive | • Competitive | • Responsible |

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The University has more than 500 full- and part-time faculty and staff. The campus is a close-knit community of professionals who work together toward the same goal of providing the best educational experience for students.

Lander's athletic teams are continually ranked in the top 25 in the country and are highly competitive in the Peach Belt Conference and NCAA Division II. Lander student-athletes also score high in the classroom, as many are listed on the Peach Belt Conference Presidential Honor Roll.

For additional information, visit the University's website at www.lander.edu.

Greenwood, South Carolina

Lander University is located in Greenwood, a beautiful, thriving city of some 25,000 residents nestled in South Carolina's Upstate region. The city has a high quality of life with

affordable quality housing and public and private schools. The area offers 100-plus restaurants, shopping malls, an art center, community theatre, movie theaters, parks, festivals, golf courses, fitness centers, and museums.

Greenwood is home to a number of regional festivals, including the nationally acclaimed Festival of Flowers and the *Food Network*-featured Festival of Discovery. The area also offers plenty of recreational options, including the beautiful 11,000-acre Lake Greenwood. The mild winter weather permits year-around outdoor recreation.

Larger cities, Atlantic coast beaches, and the mountains are easily accessible with three major roadways serving the city.

Application and Nomination Process

Confidential inquiries are welcomed; nominations are invited.

To Apply - Applications must include:

1. Letter of interest
2. Current curriculum vitae
3. At least five references with full contact and e-mail information (References will not be contacted without applicant's consent.)

Submit applications to Lander-Provost@myersmcrae.com by **October 8, 2018**, for best consideration. The search will remain open until the position is filled.

Submit nominations to Lander-ProvostNominate@myersmcrae.com with individual's full contact and e-mail information.

Emily Parker Myers, CEO, and **Jennifer Barfield**, Senior Vice President, of **Myers McRae Executive Search and Consulting**, are assisting Lander University with this search.



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Lander University is an AA/EEO/Title IX employer and does not discriminate against any person or group on the basis of age, color, disability, gender, pregnancy, national origin, race, religion, sexual orientation, veteran status, or genetic information and complies with Title IX requirements. Lander University is a tobacco-free campus. Lander University will not provide sponsorship. All final candidates are subject to successfully completing background requirements. The duties and responsibilities of this position require that all applicants be subject to the customary background review, including a credit report.