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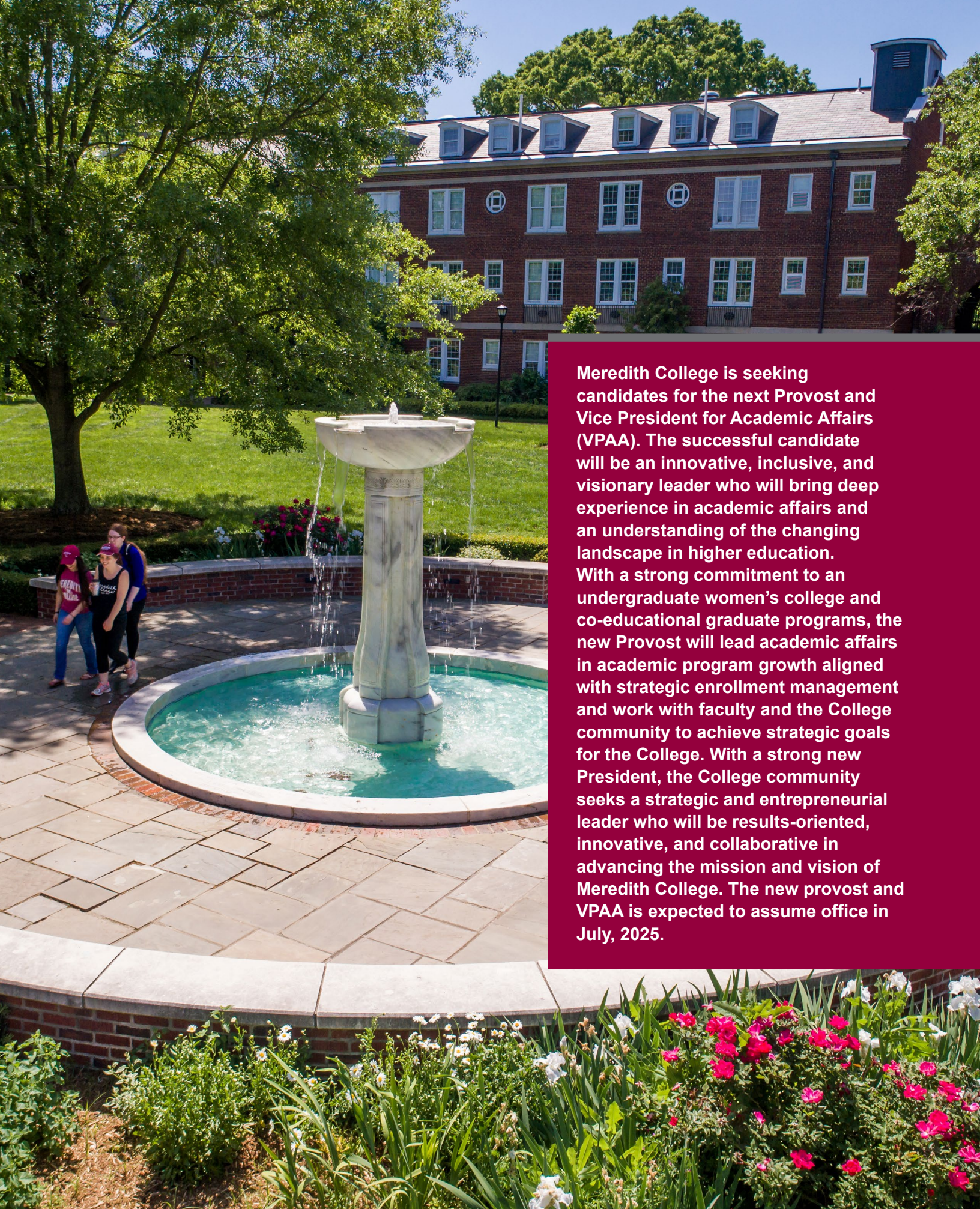
PROVOST AND VICE PRESIDENT
FOR ACADEMIC AFFAIRS



MEREDITH
COLLEGE

TABLE OF CONTENTS

ABOUT THE COLLEGE	4
ACADEMICS	5
STUDENTS & STUDENT LIFE	7
CAMPUS AND FACILITIES	8
FINANCIAL OVERVIEW	9
ALUMNAE/I	9
LEADERSHIP	9
PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS LEADERSHIP AGENDA	10
REQUIREMENTS, DESIRED QUALIFICATIONS & CHARACTERISTICS	12
APPLICATIONS, NOMINATIONS, AND INQUIRIES	13



Meredith College is seeking candidates for the next Provost and Vice President for Academic Affairs (VPAA). The successful candidate will be an innovative, inclusive, and visionary leader who will bring deep experience in academic affairs and an understanding of the changing landscape in higher education. With a strong commitment to an undergraduate women’s college and co-educational graduate programs, the new Provost will lead academic affairs in academic program growth aligned with strategic enrollment management and work with faculty and the College community to achieve strategic goals for the College. With a strong new President, the College community seeks a strategic and entrepreneurial leader who will be results-oriented, innovative, and collaborative in advancing the mission and vision of Meredith College. The new provost and VPAA is expected to assume office in July, 2025.



ABOUT THE COLLEGE

Meredith College is a private, residential women's liberal arts college and coeducational graduate school in Raleigh, North Carolina. Chartered in 1891, Meredith is one of the largest independent women's colleges in the U.S., enrolling approximately 1,300 women in its undergraduate programs and 250 women and men in its graduate programs. The College's reputation as a strong academic institution in North Carolina has increased by 22 percentage points since 2013. The current tagline of the College, "Going Strong," reflects the positive spirit of the institution, as well as its strengths in student outcomes, financial position, alumnae achievement and loyalty, successful fundraising, engaged and supportive board, and dedication of senior leadership. It also reflects the College's commitment through its signature advising/coaching model to helping students identify, focus on, and leverage their strengths.

Meredith College is defined by its sense of community, with members supporting and encouraging one another and valuing each individual's diverse interests and talents. The College employs about 550 people—more than 400 of whom are full-time employees. Meredith's passion for developing intellectually, socially, and ethically strong women is also shared by administrators, faculty, and staff. A number of the faculty and staff are Meredith alumnae and long-term employees. They understand well the value and role of a women's college as well as coeducational graduate programs. All faculty and staff are committed to the student-centered mission of the College and dedicate themselves to the institution's success and its graduates' success.

Meredith has earned distinction as a "Best College" in *U.S. News & World Report*, *The Princeton Review*, and *Forbes*. Meredith is consistently ranked as both a top regional and a top national college and ranked in the top 25% of liberal arts colleges in the country by high school counselors, according to *U.S. News and World Report*. *Niche* named Meredith the #2 Liberal Arts College in North Carolina.

MISSION, VISION, AND VALUES

Mission

Meredith College, grounded in the liberal arts and committed to professional preparation, educates and inspires students to live with integrity and provide leadership for the needs, opportunities, and challenges of society.

Vision

Meredith College is respected nationally as a vibrant learning environment in which students enhance their strengths, broaden their perspectives, and prepare for lives of impact and distinction.

Values

The Meredith College community is dedicated to core values drawn from Meredith's mission and heritage. These values serve as the foundation for our programs, our interactions with each other, and our outreach beyond the campus:

- Integrity – upholding high standards of truth and personal honor;
- Intellectual freedom – fostering a spirit of openness and inquiry and respecting a range of perspectives and voices;
- Academic excellence – promoting scholarship, innovation, curiosity, intellectual challenge, hard work, and lifelong learning;
- Responsible global citizenship – contributing positive change through ethical leadership and civic engagement;
- Personal development – seeking intellectual, personal, and spiritual growth through structured and individual learning and experience;
- Religious diversity – avowing the College's Christian heritage while respecting all faiths and spiritual beliefs; and
- Relevance – meeting society's needs by educating students in programs that prepare them for the future.

STRATEGIC PLAN

Meredith's ninth President, Aimee Sapp, and her leadership team prioritize creating the next iteration of Meredith's strategic plan, which will build on the success of previous plans. The Provost will play an important role in developing this plan.



ACADEMICS

Building on a liberal arts tradition, Meredith meets the challenges of preparing students for the 21st century with a strong general education program, its StrongPoints® advising and coaching initiative, undergraduate research, study abroad, and civic engagement. With a 10:1 student-to-faculty ratio and an average class size of 14, the Meredith faculty (approximately 130 full-time teaching and 90 adjunct) develop close ties with their students and take pride in nurturing student achievement and leadership development.

Meredith offers 35 undergraduate majors, 55 minors, and 27 graduate and certificate programs through four academic schools: [Arts and Humanities](#); [Business](#); [Education, Health, and Human Sciences](#); and [Natural and Mathematical Sciences](#).

UNDERGRADUATE

Meredith is well-regarded for the excellence of its [undergraduate academic programs](#), which are grounded in the liberal arts and sciences and include interdisciplinary and pre-professional programs. Offering Bachelor of Arts, Bachelor of Science, Bachelor of Social Work, and Bachelor of Music degrees, Meredith's

majors range from Business Administration, Biology, Communication, Computer Science, and Psychology to Studio Art, Dance, Music Education, and Health, Exercise and Sport Sciences, and more. In addition to a major, many students opt to pursue teacher licensure as well. Meredith also offers a dual-degree engineering program with North Carolina State University, an accelerated law degree program with Campbell Law and Elon Law, and pre-professional programs like Medicine, Physician Assistant, and others.

The dynamic general education program, [Core Connections](#), gives every student a firm foundation in the liberal arts and sciences, world citizenship, and academic research. It is designed to enhance students' academic strengths to become stronger learners, communicators, thinkers, and global citizens. The flexible design prepares students to be career-ready while also allowing students to explore areas of interest.

Academic offerings are complemented by real-world experience, and almost all students (97%) participate in at least one applied learning experience, such as study abroad, undergraduate research, or internships.

ACADEMICS (CONT.)

GRADUATE

Meredith offers a robust and growing slate of co-educational [graduate programs](#) in on-campus, online, and hybrid formats to meet student demand and regional needs. The current master's degree programs are Master of Business Administration, Master of Science in Nutrition, Graduate Education (Master of Education and Master of Arts in Teaching), Master of Arts in Psychology: Industrial-Organizational Concentration, and Master of Arts in Criminal Justice. The most recently announced program is a Master of Arts in Biomedical Sciences, which enrolled its first students in the fall of 2024. In addition to master's programs, Meredith offers numerous post-baccalaureate programs and certificates in the areas of criminal justice, dietetic internship, digital media, paralegal, pre-health, and teaching licensure.

ACCREDITATION

Meredith College meets the rigorous standards of regional accreditation from the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), as well as specialized national/international accreditation for academic programs in music, social work, interior design, dietetics, business, and teacher preparation. Of note, Meredith College is fully accredited by the Association to Advance Collegiate Schools of Business (AACSB), one of only two women's colleges worldwide to have such accreditation.



HIGHLIGHTS

StrongPoints®: [StrongPoints®](#) is a unique and powerful strengths-focused advising and individualized coaching program for undergraduate students. Using [CliftonStrengths®](#), students identify their strengths and build on them to achieve goals throughout their four years at Meredith and to develop an effective plan for future success. Students work with faculty and staff advisors to explore academic interests and experiential activities, increase their financial literacy, and examine and prepare for careers of distinction.

Student Success Center: the [Student Success Center](#) provides Meredith students with advising, success coaching, peer tutoring, and mentoring. With the support of [Success Coaches](#) and [Academic Advisors](#), Meredith students have a range of resources to create a plan for their college experience and prepare for academic and career success.

Study Abroad: For 50 years, Meredith has been committed to education abroad. Meredith in Italy, the College's study abroad location in Tuscany, offers both semester and short-term programs. Students can also study worldwide on Meredith Abroad faculty-led summer programs or choose a Meredith Affiliate provider program for the summer or semester. Compared with other colleges and universities nationally, 15% more Meredith seniors reported that they have studied abroad.

Wings: For over 50 years, Meredith has offered its adult education program, [Wings](#), to help women ages 23 and older continue their education, prepare for a career change, and/or graduate with a first or second bachelor's degree.

Meredith Autism Program (MAP): As an early intervention program serving children who are diagnosed with autism spectrum disorder, MAP is one of the only Applied Behavior Analysis (ABA) programs in the U.S. that provides clinical experience for undergraduate students.

Nifong Nutrition Lab: The Nifong Lab is a hands-on lab that provides students with opportunities to learn about nutrition education, sales, food service management, and the local and sustainable food industry.

Health and Human Performance Lab: This cutting-edge facility features unique fitness and anthropometric testing equipment to support Meredith students and the local community with measuring performance and wellness goals.

Meredith Poll: The [Meredith Poll](#) was launched in the spring of 2015 as part of Meredith's commitment to civic engagement. Housed in the Department of History, Political Science, and International Studies, the Poll asks North Carolinians their opinions on a variety of public issues and has generated media coverage on local, statewide, and national levels.

Meredith College earned the Highest Voter Turnout Award among North Carolina colleges and universities participating in the ALL IN Campus Democracy Challenge. The College achieved an 80-89% student voting rate in the 2020 presidential election.

Undergraduate Research Program: Meredith students work collaboratively with faculty who encourage and support students' research and creative endeavors. The annual Celebrating Student Achievement (CSA) Day is an opportunity to showcase student achievement through research presentations, posters, performances, creative projects, exhibits, and more. By the time they graduate, 47% of Meredith students conduct undergraduate research in partnership with faculty mentors.



STUDENTS & STUDENT LIFE

Meredith's 1,570 students comprise 1,206 women in its undergraduate programs and 259 women and men in its graduate programs. Students come from 27 states and territories and 42 countries. Approximately 38% are multicultural students and over 34% of undergraduates are first-generation students.

Meredith offers 100+ [student organizations](#) with opportunities for leadership and to serve the local community, engage in student government, participate in a theatre or dance performance troupe, perform in a vocal or instrumental ensemble, or write for the student newspaper. Students can also get involved in honor societies and join cultural, religious, or special interest clubs ranging from fashion to environmental sustainability to business and social work.

The College has a self-governing Honor Council system, run by and for students, that promotes individual responsibility. It demonstrates Meredith's confidence in its students as responsible, contributing members of the College community. This commitment to student governance dates back to 1905 when Meredith was one of the first colleges in the South to establish a student government association.

[Traditions](#) are an important part of the Meredith experience and include campus-wide traditions and class-specific traditions that celebrate key milestones in students' development and progress toward degrees. Alumnae fondly recall and students eagerly anticipate memorable Meredith traditions such as Ring Dinner, Corn, Crook Hunt, and Class Day. (Be sure to ask us about Alice in Wonderland.)

[Fine and performing arts](#) flourish at Meredith, and the College has invested in indoor and outdoor venues to facilitate these creative pursuits. Meredith's talented artists, both majors and non-majors, have numerous opportunities to participate in art shows, dance companies, music ensembles, and theatre productions. Meredith also offers an array of cultural arts opportunities throughout the year, from award-winning dance performances to thought-provoking exhibits to world-renowned visiting artists.

The [Avenging Angels](#) are a member of the NCAA Division III and compete in the USA South Athletic Conference. Meredith fields teams in ten sports: basketball, cross country, field hockey, golf, lacrosse, soccer, softball, tennis, track and field, and volleyball. Meredith's athletic program has won 31 USA South Championships and had 17 NCAA appearances.



CAMPUS AND FACILITIES

Meredith College sits on 225 rolling acres unspoiled by commercial or residential development. This [video](#) shows that the design features iconic red-brick buildings and well-landscaped green spaces. The iconic [Meredith Lake](#) was recently restored as a beautiful, serene spot to relax, meet with friends, attend outdoor classes, and conduct research. The latest addition to campus is the Communication and Health, Exercise & Sport Sciences building (CHESS), which opened in the fall of 2022. It features collaborative learning spaces, new instructional rooms including a state-of-the-art television studio and control room, podcast production suite, Health and Human Performance Lab, and offices. Recent renovations include Jones Auditorium, which has new seating, enhanced accessibility, and a refreshed lobby, auditorium, and dressing rooms.

For athletics, recent construction/renovations include the installation of the Meredith Athletic Field and Track Complex (2019), the new Lowery Family Fitness Center (2017), and renovations and lighting for the tennis court and softball field (2023). A groundbreaking was held in the spring of 2023 for a new athletic complex for softball, tennis, and golf that will include athletic training facilities, locker rooms, simulation equipment, and indoor batting cages that will double as golf driving ranges.

Meredith also has a second academic location, a 16th century [palazzo in Sansepolcro](#), a medieval city in the Tuscany region of Italy. The College leases and maintains

ABOUT RALEIGH

Meredith offers an ideal location in Raleigh and near the world-renowned Research Triangle Park. As the state capital, Raleigh has a dynamic downtown that boasts lively arts, music, nightlife, retail, and culinary scenes. More than 176,000 college and university students reside in this area, the country's premier research and development hub, with many opportunities for internships, clinical and field experiences, and potential employment after graduation.

Raleigh was recently named among the Top 25 Fastest Growing Places in the U.S. and placed #6 among the Best Places to Live in the U.S. by *U.S. News & World Report*. Raleigh is also ranked in the Top 3 for Hottest Job Markets by Wall Street Journal, Top 10 for Best Cities for Grads Starting Out by MarketWatch, and the #1 Best City for Working Women by Apartment List.

For more information on Raleigh and the region:

www.visitraleigh.com/

www.visitnc.com/raleigh-durham-the-triangle

the three-story building, which was renovated in 2009, and hosts study abroad and other forms of educational programming there, building on a 25-year relationship with the people of the city and the surrounding regions and countries of western Europe.



FINANCIAL OVERVIEW

Like most small liberal arts colleges, student-driven income is the primary source of revenue for Meredith College. As such, Meredith is strategic in using those funds and strives to steward them responsibly. Total net revenue for fiscal year 2024 was \$58.4 million, of which tuition, fees, food, and housing comprise 64%. The College has total net

assets of \$163.5 million, which includes an endowment of \$140.6 million as of June 30, 2024.

Meredith is committed to providing a high-quality and affordable education. More than \$31 million in scholarships and grants are funded annually by Meredith College, and over 95% of students receive some form of financial aid.

ALUMNAE/I

Meredith benefits from an engaged network of 24,000 graduates living in all 50 states and worldwide. Alumnae are active in fundraising, on-campus and regional events, the Meredith Mentors program, employment of students, and travel with Angel Adventures, the alumnae

travel program. Speaking to the value of their Meredith experience, 96% of alumnae were satisfied with their academic experience, and 98% agree that there are important benefits to attending a women's college.

LEADERSHIP

The College's administrative leadership promotes a campus governance structure that promotes the inclusion and participation of various members of the Meredith community, and the Faculty Handbook articulates the approach well: "Ultimately we are a community – one that values shared governance, shared responsibility, shared respect, and shared rewards."

The ninth President of Meredith, Aimee Sapp, is supported by an experienced and talented Executive Leadership Team that oversees all instructional and operational aspects of the College: Interim Provost for Academic Affairs, Vice President for College Programs, Vice President for Marketing and Communications, Vice

President for Institutional Advancement, Interim Vice President for Enrollment, and Vice President for Business and Finance.

Faculty are represented by the Faculty Council, which meets regularly and has a significant role in the framing and execution of long-range plans. There is also an Academic Council that acts on curriculum changes and other academic program matters. The Staff Affairs Committee serves in an advisory role, fostering community and advocating for staff priorities. The Student Government Association represents the interests of all students.



PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS LEADERSHIP AGENDA

The select candidate will join the Meredith College community at a time of leadership transition and a time of great change, opportunity and challenge across the higher education sector. As the chief academic officer and second in command at the College, the Provost and VPAA's leadership offers a unique opportunity at a time of transition with a new President to shape strategy and further grow the College. Working in concert with the faculty in a shared governance model, the Provost will have a significant impact on both the student experience, academic program development and vision for the future and critical College outcomes. Key priorities for the next Provost and VPAA include the following:

Lead collaboratively and build an academic vision and plan that result in innovation in program development and enrollment growth. Like many institutions of higher education, the College has experienced enrollment decline. There are opportunities to grow programs in demand, linking academic excellence with career opportunities for students. Graduate offerings that build on the strengths of the College and more options for adult students to gain a degree with alternative teaching modalities and asynchronous delivery are also opportunities for growth linked with enrollment management.

The new Provost and VPAA as the leader of the faculty will have the opportunity to shape the academic vision of the college that builds on the current strengths of the curriculum and develop new innovative programs that are occurring in response to the requests and demands of students and the community's needs. The importance of the liberal arts for preparing students for the future with the critical thinking strategies remains ever relevant. At the same time, there is a growing demand for academic professional programming for students, and the College has been moving forward with planning for implementation of an undergraduate nursing program.

Demonstrate a strong collaborative style of leadership and change management and strengthen a culture of transparent communication, trust and visibility within the internal community. The campus has recently experienced transition in leadership positions. There is a strong need to have the new academic leader work in concert with the President and faculty to move forward with an academic vision and plan. The College will be undergoing and completing a General Education curricular reform in the next year. The Provost will be key in leading implementation of this significant change. The new Provost and VPAA must apply strong listening and communication skills to establish trust and

PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS LEADERSHIP AGENDA (CONT.)

goodwill across the campus in a time of change and uncertainty. He/she will be expected to work with faculty in a shared governance model and demonstrate the ability to foster a healthy organizational culture, including teamwork and collaboration and to work effectively across all parts of the institution and make necessary decisions to ensure fulfillment of the mission.

While working with others internally and externally, the Provost and VPAA will be an important change agent for the institution in moving forward with academic excellence, ongoing assessment and program review, and innovation in programming to meet the needs of regional employers and grow the fiscal health of the institution.

Work in partnership with the President to achieve strategic budget management outcomes for the College that promote and grow the College and stabilize finances. The College will be moving to a zero-based budgeting process for 2025 and will require a systematic review of expenses and managing priorities moving forward for the College. A key priority for the successful candidate is to closely collaborate and partner with the President to achieve important strategic outcomes in academic affairs. The Provost and VPAA will be instrumental in building and creating new opportunities for innovative programs and partnerships that will build on the reputation of the College and contribute to fiscal sustainability of the institution.

Promote and Build on a strong student-centered community. Meredith is known as a close community that is focused on the welfare and student experience. With a diverse student population in a predominantly undergraduate women's institution, the new Provost and VPAA, must be an approachable, visible presence with the students in the academic curricular and co-curricular realms. In a post pandemic environment, student engagement and a sense of belonging are critical for all students. Students will need a strong visible leader who hears the needs of students and holds a high priority for building and celebrating inclusive excellence as part of the core values of Meredith.

Foster and Grow partnerships in the regional and surrounding communities in the Research Triangle area. Meredith has established excellent internship opportunities for students and the new Provost and VPAA will value and use the expertise of the faculty and staff in developing and advancing external partnerships with community colleges and other higher education institutions, community agencies, organizations, corporations, and foundations to further the goals and outcomes of Meredith College. With a new President now in place and an incoming new Provost, there will be further opportunities to extend and expand business and community partnerships in a top area of the country for growth and jobs, and expand partnerships to address graduate and adult student program academic offerings.



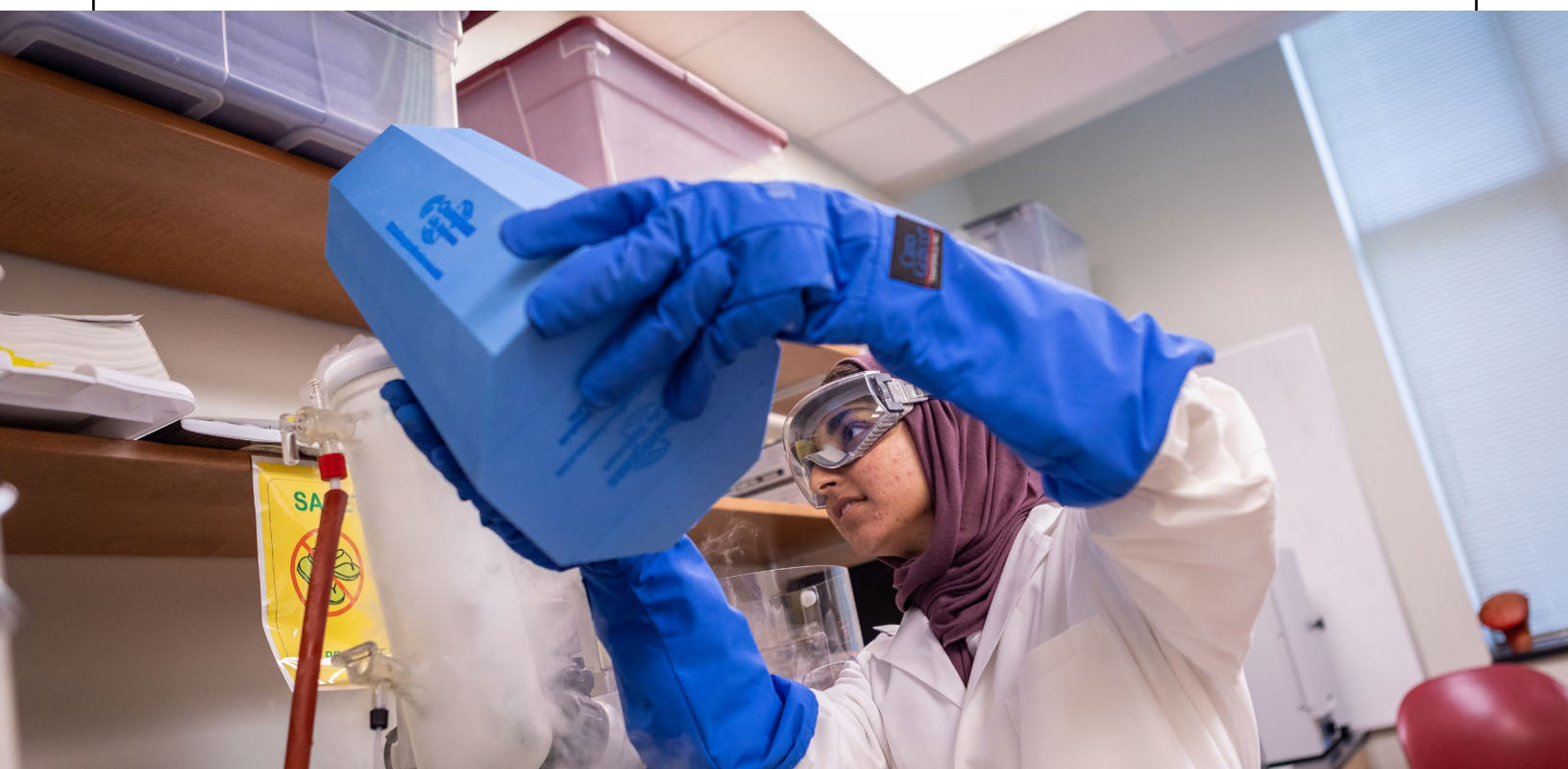
REQUIREMENTS, DESIRED QUALIFICATIONS & CHARACTERISTICS

The ideal candidate to become the Provost and Vice President for Academic Affairs will possess:

- A terminal degree and a record of teaching, scholarship, and service commensurate with appointment at the rank of full professor with tenure.
- Progressive experience in positions of increasing responsibility and leadership in higher education.

In addition to meeting these requirements, the ideal candidate will bring many of the preferred characteristics, skills and experiences listed below:

- Excellent communicator with strong interpersonal and listening skills. Ability to engage collaboratively with multiple constituents on campus internally and with the external community. Displays a visible presence both on campus and the external community and a transparency in communication and decision-making that warrants confidence and respect.
- Strong financial and business skills, with experience in budgetary and fiscal management skills needed in a higher education environment. Demonstrates the willingness to challenge the status quo and make hard decisions when needed.
- Deep understanding and commitment to student-centered learning, with attention to the needs of all student groups and a commitment to fostering and growing inclusive excellence.
- Experience of leading ongoing academic data-driven change and revisions that align with the mission, student demand, workforce and societal needs, and current financial realities.
- Adept at conflict management and mediation skills to engage in creative problem solving to find the best solutions for the College and move forward with institutional goals.
- Experience with grant procurement and fundraising in previous leadership positions with aptitude for partnership development, including organizations, foundations, and other external groups that further the mission and resources of the College.
- A person of integrity and authenticity whose honesty and strong ethical approach inspires trust.
- High energy and engagement with a sense of humor





APPLICATIONS, NOMINATIONS, AND INQUIRIES

Academic Search is partnering with Meredith College in this search. Confidential discussions about the position are encouraged and may be arranged by contacting Senior Consultant, Suzanne Mellon using this [Bookings Link](#) or email suzanne.mellon@academicsearch.org.

Applications, nominations, and inquiries should be sent to MeredithProvost@academicsearch.org.

To apply, candidates should prepare a letter of interest addressing the leadership agenda and desired qualities and attributes outlined in the search profile. Also required are a current curriculum vitae and a list of five professional references with contact information and a brief explanation of the working relationship with each. References will be contacted at a later stage in the search process and only with candidate permission. All three documents should be submitted in PDF form. The position is open until filled, but only applications received by **January 22, 2025**, will be guaranteed full consideration.

Meredith College is dedicated to the equality of opportunity within its community. It is the policy and practice of the College to provide equal opportunity to all persons. The College does not discriminate against a person because of race, color, age (as defined in the Age Discrimination in Employment Act), religion, gender, pregnancy, disability, national origin, citizenship, genetic information, veteran's status, sexual orientation or any other characteristic protected by law.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Meredith College in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

