

SEARCH PROFILE:

PROVOST



MILLSAPS

COLLEGE

TABLE OF CONTENTS

EXECUTIVE SUMMARY	3
THE COLLEGE	4
THE CITY OF JACKSON	10
THE POSITION: PROVOST AND DEAN OF THE COLLEGE	11
APPLICATIONS AND NOMINATIONS	13



EXECUTIVE SUMMARY

President Frank Neville and the Provost Search Committee invite nominations, expressions of interest, and applications to become Millsaps College's next Provost and Dean of the College. They seek a leader with a commitment to academic excellence in liberal arts education.

Millsaps is an accredited, privately supported, national liberal arts college founded by members of the Methodist Church in 1890. The excellence of the College was recognized in 1988 when it was awarded the first chapter of Phi Beta Kappa in the state. Millsaps is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) from which it received full and unequivocal reaffirmation in 2022.

The College is committed to an outstanding residential, undergraduate liberal arts education enhanced by strong graduate programs in business. More information can be found at www.millsaps.edu

Millsaps College is seeking a dynamic and visionary leader who will join the College's new president, Frank Neville, in guiding the institution through the challenges and opportunities of the 21st century by leveraging its tradition of academic excellence, multi-disciplinary inclusion, and service to the community. The ideal candidate will be a strategic thinker, an innovative educator, and a collaborative leader who can inspire and lead the College's academic community toward the next stage of its distinguished history.

THE COLLEGE

Located on [100 beautiful acres](#) in the heart of [Jackson, the capital of Mississippi](#)—a progressive southern metropolitan area with a population of nearly half a million—Millsaps has a storied history of academic excellence and community engagement:

- Millsaps changes lives as evidenced by the passion alumni, students and faculty have for the college; “Millsaps changed my life” is often the sentiment expressed by alumni; and the college was featured in the 1996 Loren Pope book, “Colleges that Change Lives.”
- Millsaps offers 54 major fields of study across 18 academic departments. Degrees granted include BA, BS, BBA, MBA and MAcc.
- Millsaps focuses on delivering a high-quality liberal arts education and is known for academic excellence in arts and humanities, business and sciences, as reflected with Mississippi’s Alpha chapter of Phi Beta Kappa and with national and international awards and honors including seven Rhodes Scholars (two in the past seven years), 28 Fulbright Fellowships, and two Truman Scholars.
- Over 88% of Millsaps’ 80 full-time equivalent faculty are tenured or are on tenure track; 93% hold a Ph.D. or the final degree in their field.
- Millsaps has a strong reputation for graduate school admission with more than 90% of graduate school applicants accepted.
- Millsaps is located adjacent to five major medical centers and has major relationships with the University of Mississippi Medical Center (UMMC) which provides mentoring, shadowing and internships to Millsaps students. These relationships produce medical school application acceptance rates in excess of 95%, which are nearly double the national average. Millsaps provides the first step into any one of numerous health related careers including medical, dental, pharmacy, veterinarian, physical therapy, occupational therapy, nursing and physician assistant. Millsaps’ Pre-Health Director and Committee provide numerous resources for pre-health students ranging from committee interviews to inviting admission deans of professional schools to campus to hosting workshops. Millsaps also offers a medical mentoring program where students are placed with alumni, who are health-care professionals, in the metro Jackson area for shadowing and mentoring. Millsaps students shadow in every major hospital and clinic in the metro Jackson area. In addition, Millsaps has eight affiliate agreements with professional schools where students are offered either direct admissions or a guaranteed interview when meeting appropriate metrics for the schools.
- Millsaps’ graduates earn the highest average salary of any four-year college in Mississippi; average graduate salary is ranked in the top 14% of colleges and universities, nation-wide, ten years after graduation.
- The Else School of Management is one of the few AACSB-accredited business schools inside a top ranked undergraduate liberal arts college and boasts a strong reputation for innovative programs that serve the city, state and region.
- ELSEWORKS, the entrepreneurial program at Millsaps, engages faculty, students and neighborhood partners to revitalize the Midtown neighborhood just west of campus.
- Millsaps offers opportunities to broaden the college experience through international programs. In addition to an extensive program on the college’s 4,500-acre bio-reserve in Yucatán, Mexico, Millsaps offers study abroad programs in Africa, Asia, Europe and South America. In addition, students may take a semester abroad with one of over 50 direct exchange or study abroad partners or immerse themselves in Yucatán culture at Millsaps’ extensive facilities in Mexico. It is expected that these opportunities will increase and expand to serve and reflect diverse populations of faculty and students at the college.



THE COLLEGE (CONT.)

- The McMullan Young Writers Workshop provides promising young writers an opportunity to develop as creative writers under the instruction of talented writing instructors and to study literature under the guidance of college professors.
- Millsaps recently implemented the Pathways Program to provide holistic connections between students' interests and their chosen vocation; students learn how to be successful students and leaders while also leaning into their own personal values and interests. The college believes the Pathways Program provides an advantage to students that will generate additional demand from prospective students and their parents.
- From 2017 to 2021, Millsaps served as the academic home of the Shepherd Higher Education Consortium on Poverty, a nation-wide consortium that develops curricular and experiential education opportunities for students to better understand and be prepared to address issues of poverty.
- Millsaps offers robust and competitive athletics in NCAA Division III sports and is a member of the Southern Athletic Association.

UNIVERSITY MISSION

Millsaps is dedicated to academic excellence, open inquiry and free expression, the exploration of faith to inform vocation and the innovative shaping of the social, economic, and cultural progress of the region.

VISION STATEMENT

In a campus environment that fosters close personal relationships, an empathetic understanding of others, and a deep sense of belonging, Millsaps College produces informed, creative thinking, and versatile citizens who are career-ready, civic-minded, and dedicated to a life of learning, service, and meaning within the state of Mississippi and beyond.

ENROLLMENT

Like many colleges and universities, Millsaps must fortify its identity as a liberal arts college in terms of 21st century student needs for career readiness. The financial standing of the institution remains solid, but enrollment must grow. President Neville is charged with working with faculty and staff to re-imagine and execute a path to sustainable, robust enrollment through innovative course offerings, academic programs and other educational opportunities that align with market demand in the prospective student population. With new leadership and direction, Millsaps is small and nimble enough to seize the opportunity to create one of the strongest comprehensive educational programs in the region. Among Millsaps' cornerstones are its small class sizes, strong sense of community, and a renowned study abroad program which surpasses the model of most international services programs throughout the country.

STUDENT BODY

- 70% of undergraduates are from outside Mississippi, coming from 26 states and 23 countries.
- 33% of Millsaps students come from the top 10% of their high school classes; 86% from the top 50% of their classes.
- 87% of students earned above a 3.0 cumulative GPA in high school; 23% earned a cumulative 4.0 high school GPA on a 4.0 scale.
- 56% of students enroll from public secondary schools, 24% from parochial, 19% from independent schools, and 1% from home schooling, with more than 150 high schools represented per class.
- Middle 50% score 24–28 on the ACT, 1050–1260 on the SAT.
- 35% of Millsaps' student body self-identifies as a student of color, an increase from 20% a decade ago.
- 89% of students live on campus.



THE COLLEGE (CONT.)

FACULTY

Millsaps employs 80 full-time faculty members. Of those, 93% of Millsaps' tenure-track faculty hold a Ph.D. or the final degree in their field. The faculty/student ratio at Millsaps is 1:9, and the average class size is 14.

ACADEMICS

Millsaps strives to support students in achieving personal and intellectual growth, becoming good citizens in a global society, and developing the capacity to succeed and make a difference in each community they touch. The first step in the student journey to a life-changing experience is Millsaps' Compass Curriculum.

The [Compass Curriculum](#) is the foundation of the Millsaps learning experience and provides all first-year students with the tools to find their best path to graduation and beyond. Guided by advisors and mentors, students choose their own path, receive the tools to use along the way and explore learning opportunities to exceed their goals.

Key Distinctions:

- Consistently ranked as one of the best values in higher education, Millsaps has been praised by "Colleges That Change Lives," *The Princeton Review*, Kiplinger's *Personal Finance* magazine, the John Templeton Foundation, "The Fiske Guide to Colleges" and *InSight Magazine*.
- Students can choose from 54 majors and 49 minors including the option for a self-designed major. Millsaps College awards the degrees of Bachelor of Arts, Bachelor of Business Administration, Bachelor of Science, Master of Accountancy and Master of Business Administration.

- The Millsaps Honor Code, instituted in 1994, was conceptualized and developed largely by students to allow for a greater degree of trust and personal freedom among students, faculty, and administration.
- Millsaps College is a member of the Annapolis Group of Liberal Arts Colleges.
- Millsaps was the first college or university in Mississippi with a [Phi Beta Kappa chapter](#).
- The [Ford Teaching Fellowship Program](#) offers opportunities for upperclassmen with an interest in teaching to work closely with faculty.
- Through the [Honors Program](#), students conduct original research with faculty.
- Students explore the world through Millsaps' [Study Abroad Programs](#) and develop top-notch writing skills through the [Writing Program](#)

PATHWAYS

In fall 2022, the college launched its new Pathways program. Pathways is a four-year program that creates space for vocational exploration through learning communities that provide students with opportunities to collaborate with peers, faculty, staff, alumni and community partners.

Through their learning communities, students will pair academic interests with professional curiosity, developing an appreciation for the diverse combinations of coursework and experiences that can cultivate career readiness competencies. Pathways is attractive to prospective students and their parents.



THE COLLEGE (CONT.)

ELSE SCHOOL OF MANAGEMENT

Millsaps offers the Master of Business Administration, Master of Accountancy and the Executive MBA through the [Else School of Management](#). The management school is accredited by AACSB International (The Association to Advance Collegiate Schools of Business).

COMMUNITY PROGRAMS

Millsaps College began its continuing education program in 1972 and offered a College-Board endorsed [Summer Institute for high school teachers of Advanced Placement courses](#). The Else School of Management provides customized leadership education to businesses and non-profits through its [Advanced Applied Leadership Program](#). This program has been very successful and continues to be a focus for future revenue growth. For more than 50 years, the [Millsaps Arts and Lecture Series](#) has presented lectures and political and musical programs to the greater community. Summer enrichment camps and workshops for kids take place in the summer months.

STUDENT FACILITIES AND ACTIVITIES

Millsaps College offers a variety of ways to get involved on campus, including over 30 student organizations, student leadership opportunities, intramural athletics and national fraternities and sororities.

- 89% of students live on campus. [More information about student housing can be found here](#).
- The [Millsaps-Wilson Library](#) has over 220,000 items and 25,000 online journals and is available seven days a week.

- The Campus Life Complex includes the Hall Activities Center, a renovated and expanded student center, and a student plaza.
- Computer labs with internet and library access, email, rehearsal halls, research and language labs, a writing center, and other amenities are provided.
- Research facilities available to students include the Mississippi Department of Archives and History, the State Law Library, the Jackson/Hinds Library System, the Rowland Medical Library at the University of Mississippi Medical Center, and a number of other special libraries unique to the capital area. Together, they provide research facilities found nowhere else in Mississippi. Cultural advantages include the Mississippi Symphony Orchestra; New Stage Theatre; Mississippi Opera; Mississippi Museum of Art; Mississippi Civil Rights Museum; Museum of Mississippi History; musical, dramatic and sporting events held at Thalia Mara Hall, the Mississippi Coliseum, and the Jackson Convention Complex.

INTERCOLLEGIATE ATHLETICS

- Member of NCAA Division III, Southern Athletic Association.
- The [Millsaps Majors](#) compete in 18 intercollegiate sports: baseball, basketball, cross-country, football, golf, soccer, swimming and diving, tennis, and track and field for men; and basketball, cross-country, golf, soccer, softball, swimming and diving, tennis, volleyball, and track and field for women.
- Millsaps has recently invested over \$2.1 million to upgrade the Hall Activities Center, to build a new indoor baseball/softball hitting, pitching and fielding practice facility and to add a viewing pavilion at the tennis center.



THE COLLEGE (CONT.)

COMMUNITY ENGAGEMENT

Millsaps College engages with a variety of community partners through integrative projects and service-learning opportunities for students. The College and its students are uniquely positioned to serve as impactful leaders in the Jackson community.

1 Campus 1 Community (1C1C)

Formed in the fall of 2006, 1C1C is the embodiment of an institutional commitment to long-term, mutually beneficial partnerships between Millsaps College and its off-campus neighbors. In conversation with community partners from Midtown Jackson, a neighborhood adjacent to Millsaps' campus, K-12 public schools and throughout Jackson, 1C1C seeks to share resources and respond to identified needs, both inside and outside of Millsaps' gates.

Wellspring Living Learning Community

As part of 1 Campus 1 Community, the Wellspring Living Learning Community is a unique opportunity for students who are interested in volunteering off-campus and want to make it an important part of their life during college. Wellspring volunteer sites are centered in the Midtown neighborhood with community partners who focus on K-12 education and anti-poverty measures.

ELSEWORKS

ELSEWORKS, the entrepreneurship program of the Else School of Management at Millsaps College, strives to create positive social change in Mississippi and to grow the creative assets of the state to promote economic development. ELSEWORKS is staffed by graduate business students who work with various businesses to help them solve problems and grow. A focal point of ELSEWORKS's impact is the Hub Midtown, a business development center that drives

entrepreneurship in Midtown by housing and equipping start-up businesses. Composed of two buildings owned by Midtown Partners – the Hatch and the Hangar – located in the heart of the Millsaps Arts District, the Hub offers tenants affordable overhead, customized business assistance and opportunities for business outreach and exposure. Learn more about ELSEWORKS here: www.elseworks.org/about.

Arts and Lecture Series

Millsaps College's Arts and Lecture Series brings unique programs of music, literature, current events, history and more to the greater community.

CAMPUS DIVERSITY

Millsaps College is committed to fostering a culture of belonging by providing a safe, inclusive environment with space, support, and accessible resources for all students.

Millsaps students represent a wide range of faith traditions, gender identities, sexual orientations and abilities. Thirty-five percent of the student body self-identifies as a student of color, and international students from 23 countries call Millsaps College home. As a college that is racially, ethnically, and socioeconomically diverse, Millsaps strives to ensure that all students on campus are welcome, accepted, and respected.

Convened in 2022, the Presidential Task Force on Equity, Inclusion and Belonging is a working group of students, staff and faculty that reports to the Office of the President on progress related to race, diversity, equity and inclusion efforts across campus. With representation from relevant programs and organizations across campus, the task force operates with the goal of establishing institution-wide support for and implementation of equitable practices that create a culture of belongingness.





ALUMNI AND VOLUNTEERS

All of Millsaps' 13,210 alumni are members of the Millsaps College Alumni Association. In areas with high concentrations of alumni, 12 volunteer-led alumni chapters meet and sponsor events. The association and each of its chapters encourage support for Millsaps while building connections among alumni.

Alumni Association and Chapter Goals:

- Assist the college in the recruitment of prospective students.
- Encourage alumni giving.
- Strengthen career networking opportunities and serve as volunteers for the Pathways program.
- Build alumni engagement in the life of the college.
- Support and develop alumni chapters.
- Assist in planning and implementing special events (affinity reunions, class reunions, Homecoming, Black Alumni Weekend, Spring Alumni Weekend).

There are three alumni volunteer boards: the Alumni Association Board of Directors, the Young Alumni Board, and the Black Alumni Council. All of these boards provide valuable feedback to the alumni office and assist the alumni office by serving as ambassadors to the Millsaps community and to the public at large. The boards meet regularly through virtual platforms and once a year in person. Board members are elected to serve three-year terms while the board presidents serve two-year terms.

Through its Annual Alumni Awards, Millsaps College celebrates the achievements of its alumni by recognizing those who have made significant contributions to society and whose accomplishments, affiliations and careers have honored the tradition of excellence at Millsaps.

Millsaps also has a Board of Visitors comprised of alumni, parents, and friends of the college to provide opportunities to engage in informed discussion about current issues in the life of the college; to offer insight and counsel for the college's administration, faculty, and Board of Trustees about those issues; and to invite meaningful engagement with and support of the institution.

Millsaps parents are encouraged to stay involved with their student and with the college by connecting through a variety of platforms and groups online and by attending Family Weekend. Millsaps parents can also get involved as admissions volunteers, Millsaps Annual Fund supporters and athletics volunteers.



THE CITY OF JACKSON

The [City of Jackson](#) is a nexus for talented people who want to work together, whether they are looking for the next big thing or for an opportunity to contribute. The metro area has a population of 539,000 people.

With over 35,000 college students, Jackson has been named one of the country's best communities for young people. Socially networked, dynamic and affordable, it is a great place to go to college and launch a career. Jackson is a city on the move—a place of opportunity that is always getting better. Jackson's Medical District is located to the northwest and to the south of Millsaps' campus. The [Midtown community](#) is to the west and the charming, historic [Belhaven neighborhood](#) to the east. The city's [vibrant downtown](#) is south of campus.

Jackson is served by five major airlines and is just down the road from Birmingham, Memphis and New Orleans. The city is steeped in history, much of which can be found at the Museum of Mississippi History, the Mississippi Civil Rights Museum, the Old Capitol Museum, and the Smith Robertson Museum and Cultural Center. The homes of civil rights icon Medgar Evers and the prolific literary mastermind Eudora Welty are also located in Jackson. The city is also home to the state's largest art museum, the Mississippi Museum of Art, and the large LeFleur Museum District, which includes Lefleur's Bluff State Park, the Mississippi Museum of Natural Science, the Mississippi Agriculture and Forestry Museum, and the Mississippi Sports Hall of Fame and Museum.

Jackson also hosts the International Ballet Competition every four years as a rotating annual event in Varna, Bulgaria (where it originated), Moscow and Tokyo. The Museum Trail, which is perfect for biking or running, is a quick walk or ride from campus. A few miles up the road and close to the historic Natchez Trace Parkway, the Ridgeland Multi-Use Trail offers over 14 miles of paved pathways for biking and running. The shores of the Ross Barnett Reservoir provide an ideal place for swimming, fishing, and a game of frisbee before having an afternoon picnic. Entertainment may also be found at the Brandon Amphitheatre, in The District, or in Fondren, just to the north of campus. Annual events such as Hal's St. Paddy's Day Parade, Belhaven's Bright Lights, Belhaven Nights, Cathead Jam, Celtic Fest, and the Mississippi State Fair keep the festivities going year-round.

Praise for Jackson:

- The Best City for the Next Generation of Artists – Bloomberg CityLab
- One of the Nation's 100 Best Communities for Young People – America's Promise Alliance and ING (2011 and 2012)
- 7th Best Cheapest Places to Live With the Best Weather – [Forbes.com](#)
- One of the Most Socially Networked Cities in America – [Men's Health](#)
- 11th Best City in America to Launch a Small Business – [CNNMoney.com](#)



THE POSITION: PROVOST AND DEAN OF THE COLLEGE

The Provost is the chief academic officer of the College, reporting to the President, and serving on the President's Cabinet. The Provost is responsible for providing strategic vision, leadership, and planning for the academic program. Areas reporting directly to the Provost are Institutional Effectiveness and Assessment, Academic Advising, Career Center/Pathways/1C1C, Library, Research and Faculty Support, Records and Data, and Strategic Planning. The Provost serves as the co-chair of the Presidential Taskforce on Race, Diversity, Equity, and Inclusion and serves as the group's liaison to the Executive Staff and Cabinet.

JOB DUTIES

The Provost will be responsible for:

- **Strategic Vision and Planning:** Developing and implementing a forward-thinking academic strategy that aligns with the College's mission, fosters academic excellence, and enhances the College's national and global reputation.
- **Academic Leadership:** Overseeing all academic programs, including curriculum development, faculty recruitment, retention, and professional development. Ensuring that academic offerings follow a process of continuous improvement to ensure that the College's offerings are consistently innovative, rigorous, and responsive to the changing needs of students and the broader society.
- **Resource Management:** Managing the allocation of resources, including budget oversight for academic departments, to ensure the effective and efficient operation of academic programs. Advocating for the academic priorities of the College in resource allocation discussions.
- **Interdisciplinary Collaboration:** Promoting interdisciplinary collaboration across departments and programs, encouraging innovative approaches to teaching, research, and service that transcend traditional academic boundaries.
- **Faculty and Staff Development:** Leading efforts to attract, develop, and retain a diverse and outstanding faculty and academic staff. Fostering a culture of continuous improvement, inclusivity, and collaboration among faculty members.
- **Student Success:** Enhancing the academic experience and success of students by ensuring the delivery of high-quality academic support services. Developing and leading initiatives that promote student retention, graduation rates, and post-graduation success.
- **Accreditation and Compliance:** Ensuring the College's adherence to accreditation standards and compliance with all relevant academic regulations and policies. Serving as SACSCOC liaison responsible for identifying substantive changes, initiatives and issues that require SACSCOC approval and/or notification and filing all appropriate reports.

THE POSITION: PROVOST AND DEAN OF THE COLLEGE (CONT.)

- **Community Engagement:** Representing the College's academic interests to external stakeholders, including other educational institutions, government agencies, and community organizations within the state and across the region. Strengthening partnerships that support the College's mission and expand opportunities for students and faculty.

REQUIRED QUALIFICATIONS:

- **Academic Credentials:** An earned terminal degree in a relevant field from a regionally accredited institution (or equivalent).
- **Academic Achievement:** A record of scholarly achievement in higher education with the rank of associate professor or professor (or equivalent).
- **Administrative Experience:** A successful track record of progressive academic administrative leadership experience.
- **Proven Leadership:** Demonstrated success in leading academic initiatives that have resulted in significant improvements in academic quality, student outcomes, and institutional reputation. Ability to delegate responsibilities, empower team members, hold individuals accountable, mentor others, and foster a positive team environment with a focus on morale and confidence-building.
- **Resource Management:** Expertise in managing academic budgets, allocating resources effectively, and securing funding to support academic priorities.
- **Community:** Proven experience in effectively engaging and collaborating with a diverse range of constituent groups, including faculty, staff, students, and external community organizations.

DESIRED QUALITIES:

- **Visionary Leadership:** A forward-looking leader with the ability to anticipate future trends in higher education and develop innovative strategies to advance the mission of Millsaps College.
- **Commitment to Innovation:** A strong advocate for innovation in teaching, research, and community engagement. Demonstrates a commitment to continuous improvement and the ability to inspire others to embrace change.
- **Results Orientation:** Demonstrated track record of successfully leading the implementation of a strategic vision. Ability to ground decision-making in empirical foundations.
- **Collaborative Spirit:** A proven ability to work collaboratively with faculty, staff, executive staff, students, and external partners to achieve shared goals. A leader who values diverse perspectives and fosters a culture of civil discourse, inclusivity and respect.

- **Student-Centered Approach:** A deep commitment to enhancing the academic and personal success of students. Understands the importance of creating a supportive and enriching learning environment that prepares students for lifelong success.
- **Diversity:** Experience working in a diverse environment and a track record of supporting diversity and promoting inclusion.
- **Integrity and Accountability:** A leader with the highest ethical standards who is committed to transparency, fairness, and accountability in all decision-making processes.
- **Effective Communication:** Excellent interpersonal, written, and verbal communication skills, with the ability to effectively convey complex ideas and build consensus among diverse stakeholders.
- **Ability to Navigate Complexity:** Must demonstrate the ability to navigate complex academic, socioeconomic, cultural, and ethnic dynamics both within the college and in the broader community.





APPLICATIONS AND NOMINATIONS

Academic Search is partnering with Millsaps College in this national search. Nominators and prospective candidates may arrange a confidential discussion about this opportunity with Dr. Wanda Bigham, Senior Consultant at Academic Search, at wanda.bigham@academicsearch.org or by calling 334-425-6865.

To apply, a candidate should submit:

- 1) A detailed letter of interest addressing the Required Qualifications and the Desired Qualities for the Provost and Dean of the College as outlined in the profile.
- 2) A CV with relevant information about educational background, administrative experience, responsibilities, and accomplishments.
- 3) A list of five professional references, including names, phone numbers, and email addresses, noting the candidate's relationship for each reference. References will not be contacted until later in the search process and only with the candidate's permission.

Please send materials as email attachments in PDF to MillsapsProvost@academicsearch.org.

For full consideration by the Search Committee, applications should be submitted by **Monday, October 21, 2024**.

Millsaps College is an equal access/equal opportunity affirmative action college.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Millsaps 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.

