

SEARCH PROFILE:

VICE PRESIDENT FOR ACADEMIC AFFAIRS



NEWBERRY
COLLEGE

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Newberry College, a small Lutheran liberal arts college in South Carolina, invites inquiries, nominations, and applications for the position of Vice President for Academic Affairs. Newberry seeks an experienced and innovative academic leader who will embrace the collegiality of the campus community, play a central role in implementing and overseeing strategies to strengthen the College's academic program, and work with the president and other senior leaders on campus-wide initiatives designed to further student success.



ABOUT NEWBERRY COLLEGE

Over the last decade, and particularly in the last three years, Newberry College has experienced unprecedented growth on all fronts — enrollment, academic programming, campus infrastructure, national recognition, and athletics. The fall 2023 student enrollment of 1,521 is an incredible one-year increase of 15 percent over the previous year. Not only is Newberry one of South Carolina's fastest growing colleges, but it is also one of the most diverse, with approximately 50 percent of its students representing historically marginalized populations. The current student body represents 42 states and 33 countries. The top three states outside of South Carolina are Georgia, Florida, and North Carolina, and the top three foreign countries are Canada, South Africa, and the United Kingdom. Ninety-five percent of Newberry College students reside on campus.

Newberry College has emerged as an economic powerhouse for the region as well and supports over 740 jobs, brings in \$1.1 million annually from visitors, and generates \$3.8 million in revenue for local and state governments.

US News & World Report's 2024 rankings listed Newberry College #10 for Regional Colleges in the South, #3 Best Value Schools, #4 in promoting Social Mobility, and #2 in best colleges for Veterans.

ACADEMICS

Newberry College has a rich tradition of providing personal attention, challenging academic programs, and a close-knit community that welcomes everyone. It combines a strong liberal arts foundation with specialized professional degree programs to prepare students for successful futures. A Newberry College education is designed to help students succeed boldly beyond their college careers, thanks in large part to the high caliber of academic programming, small class sizes, and talented faculty. Approximately 80 percent of Newberry faculty have earned terminal degrees in their disciplines and the College maintains a 13:1 student-to-faculty ratio.

Newberry College is organized into five academic divisions: Business, Communications, and Sport; Education; Arts, Humanities, and Social Sciences; Nursing and Health Sciences; and Sciences, Mathematics, and Pre-Professional Studies.

The College is overhauling its academic programs to meet the needs of today's students and an evolving market. In 2021, Newberry received approval from its accreditor, the Southern Association of Colleges and Schools Commission on Colleges, to offer programs at the graduate level. These new programs offer career and professional outcomes and are taught 100

ABOUT NEWBERRY COLLEGE (CONT.)

percent online. The inaugural program was a Master of Science in organizational development and leadership, a versatile business-oriented degree designed for practitioners in all industries and at all levels. Within 12 months, the program conferred its first degrees. The second program is a Master of Science in sport management and leadership, which launched this fall, and four more are in development — criminal justice, education, public policy, and teaching.

On the undergraduate side, Newberry has added new and innovative programs as well, across traditional and online formats. Nutrition, multi-categorical special education, neuroscience, computer science, exercise science, and public and nonprofit administration are the newest in-person offerings, and criminal justice, psychology, and business administration are the newest online degrees. Two new bachelor's programs are also in development: legal studies and health leadership. The College has been able to introduce many of these high-demand programs through the Rize Education partnership of 140 small colleges leveraging and sharing their academic resources.

The College also offers two 12-month degree-advancement programs for working professionals with associate degrees: RN-to-BSN — for practicing nurses — and respiratory therapy, the only program of its kind in South Carolina.

STUDENT LIFE AND ATHLETICS

College life is not just about what goes on inside the classroom but also finding opportunities to connect with other students through shared interests. Newberry College has a large number of student clubs and organizations to satisfy a variety of interests and talents. These include Greek Life organizations, academic and professional organizations like the Newberry Education Society, special interest organizations, and a brand-new competitive speech and debate club.

Almost half of the College's students also participate in the winning Division II athletics program. In just the last four years, the Wolves have secured two conference championships in football, one conference tournament and two regular season titles in baseball, six consecutive conference championships and one national champion in men's wrestling, an academic national championship for men's golf, a NCAA statistical championship for men's lacrosse, and record seasons across other Wolves athletics teams.

CAPITAL INVESTMENT AND GROWING INFRASTRUCTURE

Newberry's campus infrastructure has been expanding, beginning with the first capital campaign project for the Center for Teacher Education in 2014. The College is near completion on a new master plan, which includes plans for renovations of several buildings and the addition of a new student union and a facility for the Division of Business, Communications, and Sport.

This past August, the College cut the ribbon on the Darby Nursing & Health Science Center. This 11,000-square-foot facility is home to growing health care programs and a 1,200-square-foot daytime clinic. And, in September, the doors opened at the Founders Federal Credit Union Field House, providing much-needed space for burgeoning Wolves athletics, and marking the second of three phases of renovations to the athletic stadium. In addition, construction has started on the College's ninth residence hall and is expected to be completed in fall 2024.

Aside from brand-new facilities, numerous other campus spaces have undergone — or are undergoing — renovations, including the 100-year-old MacLean Gymnasium, Kaufmann Hall, and numerous technological additions to classrooms and labs. These campus improvements are not only to support the College's continued growth but also to improve students' experiences inside and outside of the classroom.





NEWBERRY, SOUTH CAROLINA

Newberry College's beautiful 90-acre campus is located in Newberry, South Carolina. Named one of the "Most Charming Small Towns in America" by the Travel Channel, Newberry is a South Carolina cultural and historic treasure. This little city has it all—history, beauty, and Southern hospitality. Newberry lies just off Interstate 26 in the picturesque Midlands of South Carolina. Back in the mid-18th century, the area was settled by German, Scotch-Irish and English immigrants. The completion of the railroad through this sweet spot brought great wealth and profitability, helping create one of the largest cotton markets in

the Palmetto State. With careful preservation over the years, Newberry has retained its small-town charm while offering a plethora of distinctive shops, world-class restaurants, and notable attractions, including the vibrant Newberry Opera House, a world-renowned performance venue. Newberry is also home to numerous events in the downtown business district and is just minutes from 50,000-acre Lake Murray. It is tucked between Columbia, the state capital, and Greenville, a bustling metropolis and manufacturing hub, and is only 2 hours from the Smoky Mountains and the beach.



THE OPPORTUNITY

The College is planning for continued growth and expansion in the coming decade, continuing to innovate to meet the needs of students and the world beyond its historic campus. This includes leaning into the online sphere, at both undergraduate and graduate levels, and making education more flexible, accessible, and state-of-the-art. More may be learned by reviewing Newberry College's [strategic plan](#), approved by the Board of Trustees in 2022.

The new Vice President for Academic Affairs (VPAA) will have a substantial role in planning for the College's future. Reporting to President Maurice William Scherrens, the VPAA will serve on the President's Executive Council and will provide leadership for the deans of the five academic divisions, various academic affairs program and center directors and staff, as well as the Office of the Registrar and the Wessels Library and the College Archives. The successful candidate will also serve on the Faculty Council and work closely with the more than 70 full-time faculty to chart a path and execute a plan.

Newberry College, like many liberal arts colleges, is struggling with how to offer and staff traditional liberal arts programs that may no longer be destination degrees but are still essential to its mission. The VPAA will respect the tradition of Newberry College but be willing to revisit practices to ensure they are relevant to current students' needs. The VPAA will also champion curricular and co-curricular activities that create the

most empowering learning environment for Newberry's students to become more open-minded, more curious, and more inclusive while treating others with respect, empathy, and dignity.

The VPAA will:

- Build an effective infrastructure for academic affairs administration.
- Complete the implementation of a division and dean structure and clarify the roles of chairs.
- Lead in a revision of the faculty handbook to reflect current and best practices and obtain Board of Trustees approval.
- Continue to investigate, select, build, and implement new programs with good returns for students and the College.
- Continue the implementation of new undergraduate and graduate programs (including the partnership with Rize Education).
- Build a collaborative working relationship with faculty.
- Implement a strategy to keep faculty salaries competitive.
- Lead academic affairs in planning, submitting, and monitoring academic budgets and seek to maximize the benefits of the College's resources.
- Contribute to the task force on retention.

THE OPPORTUNITY (CONT.)

POSITION REQUIREMENTS

A doctorate or recognized terminal degree is required, as is experience commensurate with a Dean, Associate/Assistant Vice President, Vice President or Provost.

Teaching, scholarship, and service that merits appointment as a full professor is preferred. (This position is not a tenurable position but comes with faculty rank.)

The successful candidate will:

- work collaboratively with faculty and other administrators to achieve the College's mission;
- embrace technology and have knowledge of how similar colleges are using technology to improve college operations;
- demonstrate a strong track record of and personal commitment to diversity, equity and inclusion for all students, faculty, and staff and support diversity, equity and inclusion being reflected in curriculum development and co-curricular activities;
- demonstrate experience making metrics-based decisions;
- be an experienced and successful leader of people with superior communication and relationship-building skills, and have the ability to communicate empathy and see multiple perspectives through various lenses;
- have an appreciation for the Lutheran education model as reflected in the ELCA's [Rooted and Open](#).





HOW TO APPLY

Inquiries, nominations, and applications are invited. Newberry College is being assisted by Academic Search. Prospective candidates may arrange a confidential discussion by contacting Dr. Jerry Israel at Jerry.Israel@academicsearch.org or Andrea Cowser at Andrea.Cowser@academicsearch.org. Applications and nominations should be submitted electronically to NewberryVPAA@academicsearch.org. Applications must include a cover letter that addresses the responsibilities and requirements described in this position prospectus; a curriculum vitae; and a list of at least five professional references with contact information, including telephone and email, and a note indicating the candidate's working relationship with each. References will not be contacted without the explicit permission of the candidate. The position will remain open until filled, but only applications received by **January 15, 2024**, can be assured full consideration.

Newberry College does not discriminate on the basis of race, color, national origin, sex, religion, age, gender, veteran status, genetic characteristic, or disability in employment or the provision of services.

Newberry College encourages a diversity of applicants. Foreign Nationals should indicate current United States immigration status when submitting application materials.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Newberry 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.



Committed to IDENTIFYING
AND DEVELOPING LEADERS
by providing the highest
level of EXECUTIVE
SEARCH to our
higher education
partners.