

VICE PRESIDENT FOR ACADEMIC AFFAIRS (VPAA)

SUMMARY

University of the Ozarks invites applications for the Vice President for Academic Affairs (VPAA). The successful candidate should demonstrate excellence in administration with a commitment to faculty in a liberal arts context. In addition, the candidate should exhibit evidence of a strong commitment to leadership and academic quality, an ability to foster and evaluate excellence in teaching, experience with program planning and assessment, strong interpersonal and communication skills, the ability to work collegially with faculty and diverse constituencies, and a commitment to University of the Ozarks' Christian mission. Candidates should demonstrate prior experience in planning, evidence of fiscally responsible management practices, and evidence of a commitment to international education and literacy in inclusive environments. The ideal candidate will have a record of broad and substantive administrative experience, most frequently demonstrated by successful tenure as a dean, AVP, or VP.

RESPONSIBILITIES AND QUALIFICATIONS

Reporting to the President/CEO, the Vice President for Academic Affairs serves as a member of the executive team, working closely with the Vice Presidents for Advancement and Alumni Relations, Enrollment and Marketing, Finance and Administration, and Student Success; the VPAA performs some or all of the following duties:

- Serves as an advisor to the President
- Encourages and supports activities to enhance the professional and pedagogical skills of the faculty
- Supports the faculty governance process through participation in meetings and policy discussions with faculty committees
- Leads efforts to achieve the ambitious goal of graduating 60% of all incoming students,
- In collaboration with the Vice President for Student Success, leads efforts to retain first-time first-degree students at a rate greater than 75%
- In consultation with the Associate Vice President for Academic Affairs, oversees the ongoing process of comprehensive institutional assessment
- Contributes significantly to the implementation of the University's strategic priorities and oversee subsequent implementation
- Supports, supervises, and evaluates the performance of direct reports, currently consisting of an Associate Vice President, Registrar, Library Director, Lab Coordinator, and members of the faculty
- Monitors and implements accreditation policies and procedures
- Creates and monitors systems, processes, and practices which will ensure fiscal accountability and institutional sustainability

- Supports the University's commitment to diversity in recruitment and retention of faculty and academic staff
- Monitors the quality and condition of instructional facilities and offices and advocate responsibly for needed upgrades as part of the University master plan
- Staffs the Academic and Student Affairs Committee of the Board of Trustees
- Other duties as assigned

SKILLS AND ABILITIES

- Excellent organizational ability, high level of accuracy, attention to detail
- Effective communication skills
- Ability to prioritize and manage multiple tasks simultaneously
- Enjoyment of working with faculty, students, and those who support them
- Ability to work evenings and weekends as required

QUALIFICATIONS

- A terminal degree from an accredited institution
- A sophisticated understanding and appreciation for shared governance
- A strong understanding of higher education finance and an appreciation for the nature of cross-subsidies at small institutions

OPPORTUNITIES FOR THE SUCCESSFUL CANDIDATE

The next VPAA will encounter a campus that desires a strong chief academic officer. A person interested in growing roots and playing a vital and pivotal role in the evolution of the 188-year campus will find that it has:

- Dedicated faculty and staff who are deeply committed to mission
- Financial stability (one third of the faculty are in endowed positions, multiple academic programs have endowment support, and the University maintains a conservative approach to debt as demonstrated by a debt to endowment ration of approximately 1 to 12)
- An attractive and well-maintained campus
- A rural environment with a close internal and external community
- A collaborative group of VPs on Cabinet
- Strong and stable Presidential leadership
- An engaged, knowledgeable, and committed Board of Trustees

SALARY AND BENEFITS

The University has a compensation philosophy that sets a floor for any new hire at 20% of determined benchmarks, with the desire to have the majority of employees at or about median. The University benchmarks the VPAA median salary using CUPA-HR 2022 data at \$144,531 (Private Religious Expense) to \$149,366 (Private Religious Institutions). Additional components of the VPAA package include:

- Option of 3 bedroom 100-year old Victorian house located across from campus
- Home-buying program through which the University will contribute 20% of base salary toward the purchase of home within 5 miles of campus
- 8% contribution to retirement
- Comprehensive health insurance

APPLICATION PROCEDURES

- A complete application will include a letter of interest, résumé and contact information for three professional references.
- Review of candidate materials will begin immediately and continue until the appointment.
- Inquiries, nominations, referrals and applications (including résumés and letters of interest) may be sent electronically: c/o Office of the President, University of the Ozarks at president@ozarks.edu.
- For full consideration, all applications should be completed and filed by end of business Monday, January 15, 2023.
- Anticipated start date is negotiable, but no later than June 1, 2023.

ABOUT UNIVERSITY OF THE OZARKS

Ranked in the top ten of southern region comprehensive baccalaureate institutions by *U. S. News & World Report* and one of the Great Colleges to Work For 2022 by the *Chronicle of Higher Education*, University of the Ozarks is a Presbyterian-related institution that blends the liberal arts and professional preparation in a student-centered environment emphasizing quality teaching and student learning. Major gifts have enhanced academic programs and other campus initiatives including doubling the physical space for STEM related fields in the Wilson Science Center, creating the McElree Fund for faculty rejuvenation, expanding the visual arts, endowing the expansion of student travel and study away funds and nearly one-third of the faculty positions, and adding \$30M to the endowment for new student scholarships. The university serves a diverse group of approximately 850 students from the United States and abroad on a beautiful campus in Clarksville, Arkansas. Located along I-40, Clarksville is midway between the state capital of Little Rock and Northwest Arkansas, home to Bentonville and Fayetteville and amenities such as the Crystal Bridges Museum, miles and miles of trails, multiple theatre and music venues and abundant and diverse food choices. Clarksville is a town of approximately 10,000 people with a sense of purpose and movement demonstrated by investment in infrastructure, 100% renewable energy, broadband as a public utility, a new high school, inclusive community parks, outstanding opportunities for outdoor recreation, and a concerted effort to support economic growth and development.