



Vice President FOR ACADEMIC AFFAIRS

SEARCH PROFILE



VPAA Opportunity

Charleston Southern University seeks an exceptional servant leader to advance the institution's academic programs in alignment with its Christian mission and vision. Reporting to the President, the Vice President for Academic Affairs serves as the Chief Academic Officer. The successful candidate will begin serving at Charleston Southern University on **June 1, 2023**.

AREAS OF RESPONSIBILITY

- Academic Advisement
- Academic Assessment and Compliance
- Academic Budgets
- Academic Programs
- Academic Technology and Innovation
- Center for Global Education
- Curriculum Development
- Faculty Development and Support
- Fundraising and Grants
- Institutional Research
- L. Mendel Rivers Library
- Office of the Registrar
- Online programs
- Student Success Center



Duties

- **Model** the university's governing principles and the biblical worldview with students, faculty, staff, and external stakeholders
- **Provide** Christ-centered, student-focused, visionary leadership that results in graduating servant leaders who pursue significant lives that honor Christ
- **Recruit** and hire Christian scholars and Christ-centered staff who model faith and learning excellence and are dedicated to extra-mile service
- **Strengthen** the quality of academics through faith and learning excellence training, Christian higher education networks, and participation in professional organizations and scholarly conferences
- **Support**, encourage, and manage faculty development and evaluation, including the process for granting qualified faculty promotion of rank and senior faculty status (tenure)
- **Collaborate** with the Office of Development and other university departments to establish strategic partnerships and obtain resources to enhance academic programs
- **Demonstrate** strong executive leadership as a university senior officer engaged in every aspect of university life
- **Prepare** and execute a comprehensive strategic plan for academics that aligns with the current Charleston Southern Strategic Plan (2020-2025)
- **Manage** financial budgets and resources related to academics
- **Execute** a data-informed approach to academic program development, evaluation, and management
- **Steward** effectively all academic-related centers and institutes (e.g., Student Success Center, Center for Global Education)
- **Provide** leadership and oversight of all accreditation and institutional research efforts
- **Support** athletic personnel in their quest to provide Christ-honoring, compliant, and competitive programs
- **Model** positive administrative leadership for all academic councils and committees, whether serving as chair or in an ex officio capacity (e.g., Deans Council, Faculty Senate)
- **Represent** the university at academic organizations and councils (e.g., SACSCOC)



Qualities & Characteristics

The ideal candidate will hold a Ph.D. and model the following qualities and characteristics:

- Respected, authentic Christian recognized for integrity, humility, people skills, faithfulness, and servant leadership
- Committed Christian who adheres to the university's biblical core values and is an active member of a local church that affirms the Baptist Faith and Message 2000
- Affirms and effectively articulates the university's governing principles and the biblical worldview
- Shepherd leader who guides people, develops programs, and stewards resources with care while protecting the institution's mission and realizing its vision
- Exemplifies faith and learning excellence in the classroom as a faculty member at an institution of higher education
- Experience serving as an administrator at a higher education institution in either a midlevel (e.g., dean) or executive level (vice president) leadership role
- Record of accomplishment in teaching, service, and scholarship
- Committed to all students' flourishing, regardless of their background or ability
- Gifted at relating to a diverse student body
- Dedicated to strengthening academic standards and expanding programs
- Skilled in implementing higher education best practices, including data-informed program development, evaluation, and management
- Experience in developing and mentoring faculty in faith and learning excellence
- Experience in implementing innovative technology
- Experience in working with regional accreditation commissions, regulatory agencies, and/or secondary accreditation bodies
- Supportive of athletics in their efforts to provide Christ-honoring, competitive programs dedicated to preparing student-athletes to pursue significant lives
- Strategic thinker/planner who is fiscally responsible as an academic administrator





About

CHARLESTON SOUTHERN





Charleston Southern University is an independent, comprehensive Christian university grounded in the liberal arts tradition. Affiliated with the South Carolina Baptist Convention, the institution's governing principles reflect its strong commitment to the Christian faith, academic excellence, and the preparation of graduates who model servant leadership.

Founded in 1964 in the heart of the Charleston metro area, Charleston Southern University is a Christian liberal arts university. With an enrollment of approximately 3,500 students, CSU offers more than 80 academically rigorous and faith-integrated undergraduate, graduate, and doctoral programs. Charleston Southern has been recognized by U.S. News & World Report as #29 nationally for Best Online Bachelor's Programs, #21 for Best Online Bachelor's Programs for Veterans, and is in the top 50 in multiple categories on the list of Best Colleges, Regional Universities South. Students can learn online or in a traditional classroom setting, all while discovering their pathway to purpose. As a testament to Charleston Southern's longstanding impact in the community, CSU was recently named Business of the Year by the Charleston Metro Chamber of Commerce.

HISTORY

South Carolina Baptists sought to establish a Christian university in the South Carolina Lowcountry, making an official declaration in September 1955. More than 70,000 individuals made contributions from \$1 to \$20,000, and supporters acquired 500 acres of land 16 miles from the city limits of Charleston. In 1964, the South Carolina Baptist Convention elected the institution's founding trustees.

Dr. John A. Hamrick, pastor of First Baptist Church of Charleston and founder of First Baptist Church School, was elected the first president of the Baptist College at Charleston.

By September 1966, buildings on the campus were ready to serve its students. The founding class graduated in 1969.

In 1984, Dr. Jairy C. Hunter Jr. became the second president of the university. During his 34-year tenure, Baptist College was renamed Charleston Southern University, graduate studies were added, and additional buildings were constructed. Upon President Hunter's retirement in 2018, Dr. Dondi E. Costin began as the university's third president. Since then, two doctoral programs have been added to the growing academic offerings, as well as the Bachelor of Science in engineering, the Bachelor of Arts in chaplaincy, and the only four-year collegiate aeronautics degree program in the state.



GOVERNING PRINCIPLES

FOUNDING DIRECTIVE

“Go therefore, and make disciples of all nations ... teaching them to observe everything I have commanded you.” (Matt. 28:19-20)



MISSION

Promoting academic excellence in a Christian environment

VISION

To be a Christian university nationally recognized for integrating faith in learning, leading, and serving

E.P.I.C. VALUES

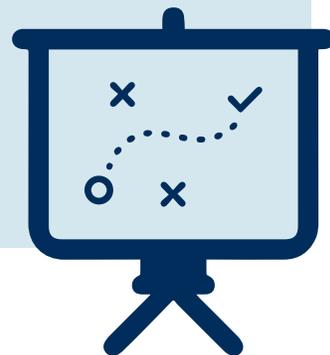
Extra-mile Service
Passion for Student Success
Innovation Across the Institution
Christian Community

IMPACT

Preparing servant leaders to pursue significant lives

STRATEGIC PLAN 2020-2025

University leadership is currently pursuing a five-year [strategic plan](#) to guide the institution in exemplifying a distinctively Christian identity and offering innovative academic programs marked by excellence.





Student Life

AT CSU





3,500+ STUDENTS ENROLLED

Student Life

Charleston Southern University offers a small, more personal campus with a vibrant student life experience. CSU hosts 16 major student life events (called the Sweet 16), weekly chapel services, NCAA Division I athletics, and more than 50 student organizations. Traditions like Fried Chicken Wednesdays, CultureFest, Carols in the Round, Homecoming, Blue Fridays, Buc Fever Fair, and the annual class ring ceremony contribute to a world-class student experience that makes CSU home. What sets CSU apart is the opportunity to impact the world for good through missions locally or internationally, as well as internship and study abroad experiences that give new perspectives on what it means for each student to pursue a life of significance.



102 INTERNATIONAL STUDENTS 45 COUNTRIES



15.5% UNDERGRAD AGES 25 OR OLDER





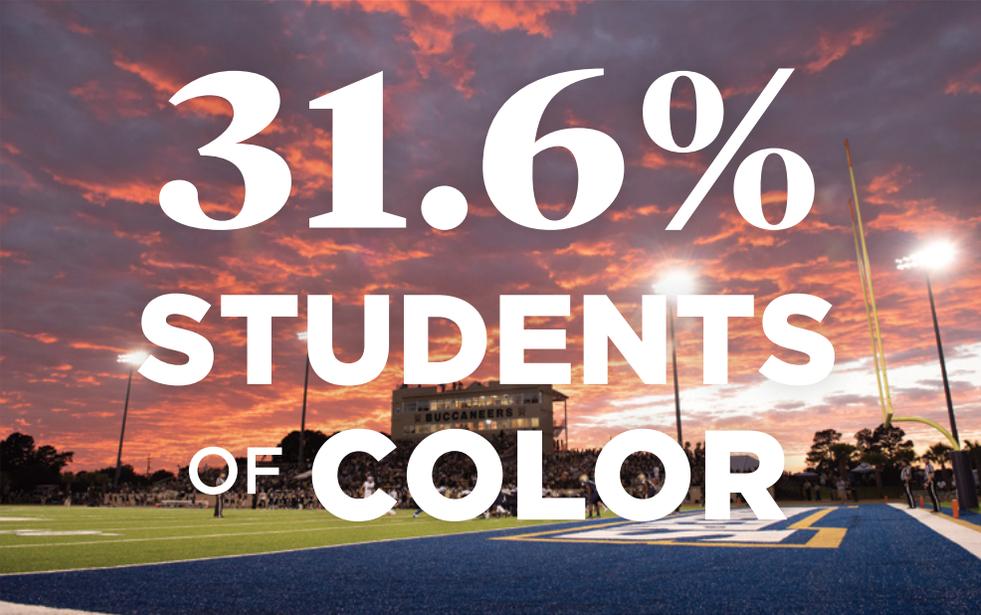
64%
FEMALE
MALE
36%



18%
OUT-OF-STATE
 UNDERGRADUATES
REPRESENTING
40
 STATES



31.6%
STUDENTS
 OF **COLOR**




192
 FULL-TIME
 FACULTY

173
 FULL-TIME
 STAFF



ATHLETICS

Charleston Southern University's 16 teams compete at the NCAA Division I level in the Big South Conference. Student-athletes make up nine percent of the CSU student body.

SPECIAL STUDENT PROGRAMS

Air Force and Army ROTC Programs

Honors Program

International Program

Leadership Institute

CSU Scholars Academy



CENTERS AND INSTITUTES

Career Center

The Career Center helps students find their purpose with career counseling, networking events, and job fairs, among other resources.

Center for Personal Financial Management

The Center for Personal Financial Management equips students and the campus family with biblical principles of financial wisdom and money management.

Community Research Institute

The Community Research Institute is a partnership of the Nielsen College of Business and Abbey Research to conduct academically sound research to provide evidence-based solutions to the community.

Dewey Center for Chaplaincy

The Dewey Center for Chaplaincy offers training for students pursuing a chaplain ministry, current chaplains, and professional counselors, among others.

Strack Center for Global Leadership and Ministry

In partnership with Dr. Jay Strack's Student Leadership University, the Strack Center offers students the opportunity to study courses in global leadership, the biblical worldview, and more.

Student Success Center

The Student Success Center offers academic services to help students succeed in college. Services include academic advising, disability services, student-athlete success, and the Testing Center.

Whitfield Center for Christian Leadership

The Whitfield Center for Christian Leadership equips individuals with the biblical worldview, trains faculty and staff in faith and learning excellence, and develops Christian leaders to serve Christ and others. The Center consists of four institutes: the Biblical Worldview Institute, the Faith and Learning Institute, the Leadership Institute, and the Marketplace Ministry Institute.



EDUCATIONAL PROGRAMS

Charleston Southern University's vision of integrating faith in learning, leading, and serving is grounded in the faith and learning approach to Christian higher education. Two important convictions guide this distinctive model: (1) the Bible provides the lens for understanding truth, and (2) there is a unity between the Christian faith and knowledge.

The university offers educational programs (bachelor's through doctorate level) in traditional and innovative formats in eight colleges:

- College of Adult and Professional Studies
- College of Christian Studies
- College of Education
- College of Health Sciences
- College of Humanities and Social Sciences
- College of Nursing
- College of Science and Mathematics
- Hans A. Nielsen College of Business

Some of the most recent academic program additions include a BS in engineering with concentrations in computer, electrical, or mechanical engineering; a BS in aeronautics; a BA in chaplaincy; a Doctor of Education with an emphasis in leadership; and a Doctor of Physical Therapy.





ACCREDITATION

Charleston Southern University (CSU) is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award bachelor's, master's, and doctorate level degrees. Questions about the accreditation of Charleston Southern University may be directed in writing to the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, GA 30033-4097, by calling (404) 679-4500, or by using information available on SACSCOC's website (www.sacscoc.org).

Specialized Accreditations:

- Accreditation Board of Engineering and Technology
- Accreditation Review Commission on Education for the Physician Assistant
- Accrediting Commission for Education in Nursing
- American Music Therapy Association
- Commission on Accreditation of Athletic Training Education
- Council for the Accreditation of Educator Preparation
- International Accreditation Council for Business Education
- National Association of Schools of Music
- South Carolina Board of Nursing

MEMBERSHIPS

- American Council on Education
- Council for Christian Colleges and Universities
- International Alliance for Christian Education
- International Association of Baptist Colleges and Universities
- National Association of Independent Colleges and Universities
- National Council for State Authorization Reciprocity Agreements
- National League for Nursing and the American Association of Colleges of Nursing
- South Carolina Association of Colleges
- South Carolina Association of Colleges for Teacher Education
- South Carolina College Council
- South Carolina Independent Colleges and Universities

QUICK STATS

60
UNDERGRADUATE
DEGREE PROGRAMS

20
GRADUATE
DEGREE PROGRAMS

2
DOCTORAL
DEGREE PROGRAMS

29
ONLINE
DEGREE PROGRAMS

13-to-1
STUDENT-TO-FACULTY
RATIO

APPLICATION PROCESS

The VPAA Search Committee will begin reviewing applications this fall. The Search Committee will continue to receive applications until the position is filled, but interested candidates are encouraged to submit their materials by **December 1** to receive the greatest degree of consideration. The successful candidate will begin serving at Charleston Southern University on **June 1, 2023**.

To apply for the position, submit a cover letter, Curriculum Vitae (CV), and completed Faith and Learning Excellence Questionnaire in the [ADP portal](#) or go to charlestonsouthern.edu/careers. See below for more details regarding the documents.

Cover Letter

The cover letter should articulate the candidate's interest and qualifications for the position.

Curriculum Vitae (CV)

The CV should specify the number of direct reports and budget responsibilities under the applicant's supervision. References may be included in the CV, but reference checks will only be conducted for finalists.

Faith and Learning Excellence Questionnaire.

A candidate's responses to the Faith and Learning Excellence Questionnaire should not exceed one page (single-spaced) per question.

1. Describe your Christian journey. Include your understanding of what it means to be a disciple of Jesus Christ, especially regarding belief and behavior, local church engagement, and personal relationships.
2. Discuss your philosophy of Christian higher education. Along with the Bible, identify the scholars, writings, individuals, and experiences that have shaped the development of your philosophy.
3. The faith and learning approach to Christian higher education is a distinctive model that seeks to join the biblical worldview with strong academics. How would you provide faith and learning excellence leadership at Charleston Southern University at this moment in higher education?