



THE UNIVERSITY OF ARKANSAS AT PINE BLUFF

THE POSITION: Chancellor, University of Arkansas at Pine Bluff

SALARY: Competitive

THE ORGANIZATION:

Since its inception, the University of Arkansas System has developed a tradition of excellence that includes the state's 1871 flagship, land-grant research university; Arkansas's premier institution for medical education, treatment and research; a major metropolitan university; an 1890 land-grant university; two regional universities serving southern and western Arkansas; five community colleges; two schools of law; a presidential school; a residential math and science high school; and divisions of agriculture, archeology and criminal justice. The individual entities of the UA System maintain cooperative strength as well as diverse offerings that exhibit unmatched economic and social impact to the state.

The UA System provides communities in Arkansas with access to academic and professional opportunities, develops intellectual growth and cultural awareness in its students and provides knowledge and research skills to an ever-changing society. The system enrolls more than 70,000 students, employs over 17,000 employees, and has a total budget of over \$2 billion. An intrinsic part of the texture and fabric of Arkansas, the UA System is a driving force in the state's economic, educational and cultural advancement.



The Arkansas General Assembly established the university in Fayetteville in 1871 as the Arkansas Industrial University, and under the Morrill Act of 1862, it became the state land-grant institution and first state-assisted college in Arkansas. On opening day, January 22, 1873, there were four teachers and eight students. Arkansas Industrial University became the University of Arkansas in 1899, reflecting the institution's broadened academic mission. In 1873, the university established a campus in Pine Bluff, which was named Branch Normal College and designated as a land-grant campus in 1875. In 1927, the college was renamed Arkansas Agriculture, Mechanical and Normal College, which it retained until 1972 when it united again with the University of Arkansas System becoming the University of Arkansas at Pine Bluff (UAPB), the state's oldest and largest historically black college.

The University of Arkansas at Pine Bluff, an 1890 land-grant institution, has been and continues to be the "Flagship of the Delta" and is the second-oldest public university and the only public historically black institution in Arkansas. The institution's historic mission is to teach in areas related to agriculture and the mechanical arts, as well as scientific and classical studies and help solve economic, agricultural and other problems in the community, state and region. An important aspect of the historical mission of the University is the Legislative Act of 1873 which stipulated that the institution was being established for the convenience and well-being of the "poorer classes". While UAPB continues to maintain a special

sensitivity to the needs, aspirations, problems and opportunities of its historic constituents, it has expanded its historical mission to include the needs and demands of a more culturally diverse student clientele that differs significantly academically, socially, racially, ethnically and culturally.

UAPB offers 33 undergraduate and 8 master's degree programs and is home to one of the country's leading doctorate programs in aquaculture/ fisheries, which supports Arkansas's \$165 million aquaculture industry. The academic divisions of UAPB include:

School of Agriculture, Fisheries and Human Sciences
School of Business and Management
Honors College
Graduate Studies & Continuing Education

School of Arts & Sciences
School of Education
University College
Military Science



The university's bachelor degree program in regulatory science is a designated Center of Excellence by the U.S. Department of Agriculture. Other areas of emphasis at UAPB include teacher education, mathematics and science, minority business development and student development and leadership. The awards of excellence continue for the School of Business and Management's Economic Development and Research Development Center and its work with small business development and incubation of HUD supported single family residential development.

Though the main campus is in Pine Bluff, its reach is worldwide. UAPB has an extended campus in North Little Rock and offers courses in Gould and Marianna as well as online courses. With the addition of the Arkansas Research and Education Optical Network (ARE-ON), students can engage in information exchange with others anywhere in the world. There are also Research and Extension offices in Lonoke, Newport and Lake Village and collaborations with other colleges and universities in the State through the National Science Foundation funded STEM (Science, Technology, Engineering and Mathematics) Academy. UAPB is a member-school of the Thurgood Marshall College Fund and ranks among the best colleges and universities in the South according to *U.S. News & World Report* 2012.

LOCATION:



Pine Bluff is the largest city and county seat of Jefferson County, Arkansas with a population of approximately 50,000. The city is situated in the southeast section of the state in the Arkansas Delta with the Arkansas Timberlands region to its immediate west. Pine Bluff is home to a number of creeks, streams, bayous (Bayou Bartholomew is the longest bayou in the world and is the second most diverse stream in the United States), and larger bodies of water such as Lake Saracen, Lake

Langhofer (Slack Water Harbor) a key recreation area and international shipping port on the McClellan-Kerr Arkansas River Navigation System. Pine Bluff is located less than one hour's drive from Little Rock, which is the capital of Arkansas. Little Rock and the areas immediately surrounding it have a population of approximately 710,000. Pine Bluff enjoys a mild southern climate with major attractions such as the Arts and Science Center for Southeast Arkansas, the Governor Mike Huckabee Delta Rivers Nature Center, the Pine Bluff Convention Center, the International Japanese Friendship Garden, the Arkansas Entertainer's Hall of Fame, and many historical landmarks, homes, and museums.

MISSION:

The University of Arkansas is a comprehensive, multi-campus, publicly aided institution dedicated to the improvement of the mind and spirit through the development and dissemination of knowledge. The university embraces and expands the historic trust inherent in the land-grant philosophy by providing access to academic and professional education, by developing intellectual growth and cultural awareness in its students, and by applying knowledge and research skills to an ever-changing human condition. (Adopted by the University of Arkansas Board of Trustees, 1989)

BUDGET:

The current operating budget is approximately \$60 million.

FACULTY AND STAFF:

UAPB has approximately 238 faculty of which 74% are full-time instructional faculty. The average student to faculty ratio is 17:1.

ACCREDITATION:

The University of Arkansas at Pine Bluff is accredited by the North Central Association of Colleges and Schools, Higher Learning Commission to award associate's, bachelor's, master's, and doctoral degrees. In addition, individual colleges, schools, and departments are accredited by their appropriate associations. The last review was 2011 and the next year for a comprehensive evaluation is 2016-2017.

Other Specialized or Programmatic Accreditations include:

American Dietetic Association, Commission on Accreditation for Dietetics Education (CADE); Council on Social Work Education (CSWE); Association of Technology, Management, and Applied Engineering (ATMAE); National Association of Schools of Art and Design (NASAD), Commission on Accreditation; National Association of Schools of Music (NASM), Commission on Accreditation; National Council for Accreditation of Teacher Education (NCATE); and National League for Nursing Accrediting Commission (NLNAC).

RESIDENT LIFE:



The University of Arkansas at Pine Bluff's residential campus encourages a sense of community. Through residence hall living, the university strives to provide an atmosphere where students can learn and effectively pursue their academic and personal goals. The major emphasis of university housing at UAPB is education. Living on campus gives students the opportunity to reach their potential as well rounded individuals through living in a community of people with a variety of needs, interests, and philosophies. The University of Arkansas at Pine Bluff houses over 1500 students on its campus in nine residential halls, including Hunt Hall, Lewis Hall, Douglas Hall, the Harrold Complex, the Johnny B. Johnson Complex which houses the Upperclassmen Honor Suites, and the Delta Housing Complex. Built in 2003, the Delta Housing Complex offers first class

living accommodations. This suite style complex has 104 private rooms & 140 double rooms and it houses 388 students.

ATHLETICS



UAPB's Golden Lions sports teams have participated in National Association of Intercollegiate Athletics (NAIA) and the NCAA Division I in the Southwestern Athletic Conference (SWAC), and competes in the Football Championship Subdivision for football. Home football games are held at the 16,000-seat, multi-purpose Golden Lion Stadium. Team sports offered to men and women include basketball, tennis, track and field and cross country; additional sports include baseball, golf, soccer, softball and volleyball.

ENROLLMENT:



The 17:1 student to teacher ratio makes it possible to maintain a learning environment with close interaction between students and faculty while challenging curricula encourage students to seek and fulfil their potential. Out-of-class experiences and student involvement include 90 student organizations, the internationally renowned Vesper Choir, Marching Band, Concert Bands, Wind Symphony, nationally recognized debate team, award-winning theatre department and accomplished athletic program. In 2009, the UAPB Band, known as the Marching Musical Machine of the Mid-South, was selected to participate in the United States Presidential Inaugural Parade.

Enrollment by Current Residency Status (2010):

In-State: 2,242 (65%) Out-of-State: 1,186 (35%)

Enrollment by Classification (2010):

First-Time Freshmen: 802 (23.4%)
 Sophomores: 682 (19.9%)
 Advanced Freshmen: 497 (14.5%)
 Juniors: 546 (15.93%)

Seniors: 727 (21%)
 Special/Unclassified UG: 29 (.85%)
 Graduate Students: 142 (4%)
 Special/Unclassified GR: 3 (.09%)

New Students:

First-Time Freshmen: 802 (23.4%)
 Transfer Students: 151 (4%)
 Mean ACT Composite: 16.0

First-time Full-time Degree Seeking (Cohort): 781
 New Graduate Students: 46 (1.3%)

Transfer Students:

Southeast Arkansas College: 41 (27%)
 University of AR at Little Rock: 5 (3%)
 University of AR at Monticello: 7 (4.6%)

Pulaski Technical College: 9 (6%)
 Phillips Comm. College: 7 (4.6%)
 Other AR Institutions: 30 (20%)

THE POSITION AND RESPONSIBILITIES:

The Chancellor is the chief executive officer of the University and reports to the President of the University of Arkansas System. The Chancellor has broad delegated responsibility for all operations of the institution, including overall leadership and articulation of the mission and goals of the university to both internal and external constituencies. As CEO, the Chancellor will evaluate, manage, and promote sustainable growth, enhance and improve academic programs and facilities, identify new and expand existing resources and strengthen the technological infrastructure.

The Chancellor will build upon the current foundation of learning, collegial relationships and shared governance to provide leadership in continuing development and implementation of UAPB's Strategic Plan. The Chancellor will also recognize and foster the mission of UAPB based upon its history as a land-grant institution, its HBCU character and promote its "Flagship of the Delta" values of justice, fairness, ethics, leadership and service.

CHALLENGES AND OPPORTUNITIES:

- Review and refine academic curricula to continue to meet present needs of society and business environment.
- Need to support additional-specific academic accreditation of schools.
- Need to support staff and faculty benefits in line with other colleagues in the University system and peer institutions.
- Develop more distance learning and online courses and degree programs.
- Stabilization of enrollment.
- Improve communication and collaborations between Executive Administrators, Schools, Divisions, and Departments.

QUALIFICATIONS, KNOWLEDGE, CHARACTERISTICS:

The Chancellor should possess academic credentials sufficient to engender cooperation and respect from the state legislature, local, regional, and state-wide business communities, and AM&N/UAPB alumni, faculty, staff, and students.

An earned doctorate or equivalent terminal degree is preferred. The desired leader should have a proven track record for building an accomplished, talented, and diverse senior leadership team and understands their role as leader, in a corporate model of an historic academic institution. The Chancellor should demonstrate progressively responsible administrative/managerial experience in higher education, understands changing trends in higher education and their impact on student financial aid, recruitment, retention, and graduation rates, has experience with strategic planning and development in personnel and physical infrastructure enhancements, enrollment management and strategic recruiting, on-line and distance learning initiatives, accreditation, program and professional development, and fundraising.

Specifically it is desired the Chancellor show evidence of the following knowledge and characteristics:

- A record of strong financial oversight skills;
- Experience with strategic short-and long-term planning;
- Experience with strategic enrollment management, resource allocation, and revenue generation;
- Exposure to and/or experience with shared governance in a collective bargaining environment;

- Demonstrated success as an effective fundraiser; previous experience in personal solicitation and the ability to successfully lead, manage and execute a capital campaign;
- Strong interpersonal skills, experience in working with students, staff, faculty, administrators, and local, state, and regional elected officials and community leaders. Demonstrated experience enhancing town/gown relationships;
- Display an appreciation and understanding for the integration of technology in the administrative and academic operations of the university;
- Proven track record of hiring talented and diverse personnel, building effective teams, delegating appropriate work, encouraging professional development, and holding administrators accountable for their work;
- Data-driven decision-making; and
- Build on a legacy of serving those who may not have had an opportunity to participate in higher education.

HOW TO APPLY:

Greenwood/Asher & Associates, Inc. is assisting the University of Arkansas System and the University of Arkansas at Pine Bluff in the search. Initial screening of applications will begin immediately and continue until an appointment is made. For best consideration, materials should be provided by November 23, 2012. Nominations should include the name, position, institution, address, and telephone number of nominee. Application materials should include a letter addressing how the candidate's experiences match the position requirements, a resume and contact information for at least five references. Submission of materials as MS Word attachments is strongly encouraged.

Confidential inquiries, nominations, and application materials should be directed to:

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For more information on UAPB visit www.uapb.edu. For more information on the UA System, visit www.uasys.edu.

The University of Arkansas is an Affirmative Action/Equal Opportunity Employer. All applicants are subject to public disclosure under the Arkansas Freedom of Information Act and persons hired must have proof of legal authority to work in the United States.