

SEARCH PROFILE:

PROVOST AND VICE PRESIDENT
FOR ACADEMIC AFFAIRS



SHIPPENSBURG
UNIVERSITY

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THE OPPORTUNITY

Shippensburg University (SU), a premier public university located in south-central Pennsylvania, seeks its next Provost and Vice President for Academic Affairs. Located on a beautiful 210-acre campus, SU offers more than 250 undergraduate programs, graduate and doctoral programs, international and nationally accredited programs, NCAA Division II athletics, a vibrant and inclusive campus community and so much more.

The university seeks a candidate that is comfortable navigating complexity, who uses data to inform decision making, and has the talents necessary to bring constituents together. The Provost/VPAA will be a skilled communicator and collaborative relationship builder with

a demonstrated record of translating a strategic vision into action, leading inclusive approaches to growing enrollment, improving retention, and creating academic and student support programs that are responsive to state and regional needs. The successful candidate is expected to take office by July 2024 and will report directly to President Charles E. Patterson.



ABOUT SHIPPENSBURG UNIVERSITY

Founded in 1871, Shippensburg University was the first normal school in Pennsylvania to be chartered as a state teachers college and the first to be accredited by the Middle States Commission on Higher Education. The University has a long and proud history centered on serving the educational, social and cultural needs of students.

Today, Shippensburg remains a premiere school for future teachers, and has evolved into a comprehensive university, offering bachelor's, master's and doctoral degree programs as a part of Pennsylvania's State System of Higher Education. Through a wide variety of majors, minors, and specialty programs, the SU academic experience includes service-learning opportunities, hands-on experiences, undergraduate and graduate research, internships and more. Through this important work, SU transforms the lives of its 5,000 students and positively impacts the regional community, workforce, and many diverse fields of study.

Shippensburg's primary commitment is to student learning and personal development through effective and innovative teaching, plus a wide variety of high-quality, out-of-class experiences.

MISSION OF SHIPPENSBURG UNIVERSITY

Student learning and personal development through highly effective and innovative teaching, complemented by a wide variety of out-of-class experiences, continue to serve as the hallmarks of a Shippensburg University education.

The ultimate goal is to have students fully develop their intellectual, personal and social capabilities to perform as competent citizens prepared to embark on a career immediately upon graduation or after advanced study. Overall, the University's purpose is to help build a better, stronger south-central Pennsylvania - economically and culturally - through people who have the abilities, skills and values to compete in a technologically evolving world.

Shippensburg is part of the Pennsylvania State System of Higher Education (PASSHE), which oversees 10 state-owned universities, and is the largest provider of higher education in the commonwealth.

ABOUT ACADEMIC AFFAIRS

Small class sizes and expert faculty provide nearly 5,000 SU students with the personalized education they deserve. SU faculty are the leaders in their field, with over 90 percent holding the highest degree in their discipline. They take students on a journey that focuses on real-world experiences, hands-on learning, and partnerships with industry leaders who are actively hiring SU students. With faculty mentorship, all students have the opportunity to engage in faculty-led research, internships, job shadowing and network with industry leaders.

The Division of Academic Affairs consists of three degree granting colleges.

- The [College of Arts and Sciences](#) creates a space for students that are inspired by imagination and innovation and informed by knowledge and discovery. Offering over 100 different majors, minors, and graduate programs, the college prepares graduates for a wide range of career opportunities.
- The [College of Education and Human Services](#) ensures students are career and certification-ready for some of the most selfless callings in society, from teaching the next generation of citizens to serving the most vulnerable among us. Rigorous and diverse areas of study include certificate-only programs, licensure assistance and graduate, post-graduate, and doctoral degrees.
- The AACSB accredited [John L. Grove College of Business](#) offers rigorous business curriculum that is supplemented by hands-on training across discrete areas of study. Three academic departments provide a high-quality and high-value comprehensive educational experience that prepares students to excel as principled leaders in today's global business community. The college boasts a tremendous job placement success rate of more than 90 percent of graduates finding employment within three months of graduation.

Established in 1961, the [Graduate School](#) at Shippensburg University is home to dozens of programs, including certificates, master's, post-master's, and doctoral degrees. Offered through in-person, online, and hybrid instruction, the school offers programs in business, counseling, social work, education, leadership, humanities and sciences.

The [Milton and Doreen Morgan School of Engineering](#) offers civil, computer, electrical, mechanical and software engineering programs as well as computer science. Four of these programs are ABET accredited and the additional two are in the final stages in the accreditation process. State of the art lab space, faculty experts, and strategic industry partnerships position the school as the premiere engineering school in the region.

Several specialty programs further set the SU experience apart and provide students with exciting opportunities to stand out in their future careers. SU is one of only six schools in Pennsylvania to offer a Peace Corp Prep Program as well as the Coverdell Fellows Program for returning Peace Corps volunteers wishing to pursue a Master of Social Work Degree.

The [Wood Honors College](#) offers talented students an enriched undergraduate experience through curricular and extracurricular opportunities while promoting scholarship, leadership, service, and exploration. Small class sizes, honors residence halls, special undergraduate research experience, and study abroad opportunities are valued parts of the program as well.

WORKFORCE DEVELOPMENT

Located in the fastest growing region in Pennsylvania for the last 10 years, SU is hard at work to support the talent acquisition and retention of all employers. Strategic, industry aligned academic programs meet the critical talent needs of in-demand workforce sectors. Additionally, the Center for Career and Workforce Development strives to uplift the local and regional



ABOUT ACADEMIC AFFAIRS (CONT.)

community through transformative university-led endeavors focused on career readiness and workforce development. Partnerships within these sectors, established through this work, fuel this initiative daily.

Within the center, the [Office of Workforce Development](#) aims to expand access to training and development opportunities, catering to the needs of unemployed, underemployed, and incumbent workers striving for advancement in their professional trajectories. Delivered with flexibility, the initiative accommodates various modalities and scheduling, ensuring responsiveness to the diverse needs of partners.

As home of the Raider Battalion, students have the opportunity to join the US Army ROTC program at SU. This program readies students to serve as United States Army officers while pursuing their education at SU. Three active generals in the United States Army are graduates of the program and cadets are frequently listed as top 10 graduates in ROTC in the nation.

With hands-on learning at the forefront of the SU experience, the university maintains several centers and programs that allow students unique opportunities to practice as they learn. The opportunities include; the Center for Land Use and Sustainability, Fashion Archives and Museum, Cumberland Valley Railroad Museum, Brad E. Hollinger Stock Trading Room, Charles H. Diller Jr. Center for Entrepreneurial Leadership and Innovation, Mr. And Mrs. Milton K. Morgan III Makerspace, Shippensburg Community Resource Coalition, the Grace B. Luhrs University Elementary School, Growing Edges Community Clinic and the Connors Institute for Non-partisan Research and Civic Engagement.

FACULTY

More than 340 faculty members account for an average 17:1 undergraduate student to faculty ratio, providing personalized attention and teaching relationships that can last a lifetime. Approximately 80 percent of faculty are full-time and about 44 percent of faculty are women. Terminal degrees are held by 90 percent of tenure-track faculty and tenured faculty members represent roughly 70 percent of the instructional staff. Many of the university's distinguished faculty members have received prestigious honors including the Fulbright Scholar award, the Martin Luther King Humanitarian Award, "Educator of the Year Award" from the Pennsylvania Association of Colleges and Teacher Educators (PAC-TE), "Distinguished New Faculty" award from the International Conference on College Teaching and Learning (ICCTL), and "Outstanding Faculty Service" award from the University Professional and Continuing Education Association (UPCEA) of the Mid-Atlantic region.

Shippensburg University employs members of collective bargaining units including APSCUF (faculty across all PASSHE institutions), which includes a division for non-teaching coaches.

PRIDE POINTS

- The only State System school to offer five engineering programs
- Most Fulbright awards in Pennsylvania's State System of Higher Education
- The only school in PA to offer an on-campus public elementary lab school
- Home to one of only three programs in PA accredited by the Accrediting Council on Education in Journalism and Mass Communication
- More than 20 accredited programs
- Top 2 percent ranking in pass rate for Certified Public Accounting exam for a medium sized school.
- Proud to award \$79,000,000 annually in grants, scholarships, student employment, and loans.





STUDENT LIFE AND SUPPORT

An SU education extends far beyond academic experiences. Our holistic approach to student development includes a robust array of support services available for every one of SU's 5,000 students. They have access to professional counseling services, wellness initiatives, community programming, recreation, Greek life, clubs, service opportunities and more. At SU, each student finds their community and the support they need.

A university culture that prioritizes inclusion and belonging encourages students, and the entire campus community to learn and grow from one another. SU is committed to supporting a diverse range of interests, abilities, talents and cultures. A variety of resources support this important work at Ship, including, but not limited to, the Office of Inclusion and Belonging, Office of Multicultural Student Affairs, Pride and Gender Equity Center, Office of Accessibility Resources, and more.

The community created within our residence halls provides programming to support academic success, safety, engagement, social justice and inclusion and personal development. Housing offers six suite style buildings and one communal hall. Specific halls on campus offer Living Learning Communities where students can live with others who have similar academic majors or interests.

SU is one of 18 schools to compete in the Pennsylvania State Athletic Conference. Over 500 student-athletes compete on 20 Division II teams at SU and boast over

35 individual national championships. These student-athletes receive personal academic support at the [Kathryn Hughes Seabar Raiders Academic Center](#), which focuses on helping students identify personal goals that are within their aspirations and help them to surpass their expected potential.

The [Elnetta G. Jones University Center for Student Success and Exploratory Studies](#) reinforces the university's commitment to serve a more diverse student population and to cultivate a learning-centered environment where students persist to graduation. Through specialized, high-impact academic and student enrichment services, students are empowered to attain their goals.

From their very first day at Ship, students can utilize resources through the Career Center at SU. The center will help them find student employment and internships, perfect their resumes and interview skills and when the time comes, land that dream first job. The center also offers a professional dress closet, where students can acquire free professional attire for interviews.

LEADERSHIP, FINANCIAL OVERVIEW AND STRATEGIC PLAN



THE PRESIDENT

President Charles E. Patterson was selected as the [18th president](#) of Shippensburg University on May 6, 2022. He arrived at SU on June 30, 2021, as interim president. A committed servant leader, Patterson is dedicated to serving students, faculty, and staff so that they can reach their full potential.

Before arriving at SU, Patterson served as president of Mansfield University and as the senior advisor for executive outreach at the U.S. Department of Education's Office of Federal and Student Aid.

Patterson served for nearly a decade within the University System of Georgia, including serving as the interim president of Georgia Southwestern State University from 2015 to 2017, the home institution for the internationally recognized Rosalynn Carter Institute for Caregiving and a strong regional economic driver for Southwest Georgia. Prior to becoming the interim president, he served as an administrator at Georgia Southern University from 2008 to 2015 and rose through the ranks to serve as the university's vice president, Research and Economic Development, chairman and executive director of the university's Research and Service Foundation, Inc., and dean of the Jack N. Averitt College of Graduate Studies.

Patterson began his career in higher education in 2003 as an instructor in the Honors College and research administrator at Baylor University. He earned his PhD in biomedical science from the University of Texas Southwestern Medical Center in 2002. He graduated in 1993 from Mississippi State University with a Bachelor of Science degree in biochemistry.

FINANCIAL OVERVIEW

With a \$152 million operating budget, Shippensburg University is committed to providing an effective and efficient living and learning environment by supporting all students, faculty and staff through the development of high-quality, cost-effective services in financial stewardship.

That financial stewardship extends to our commitment to providing an affordable education to students. SU froze tuition rates for an unprecedented fifth consecutive year for in-state undergraduate students. Each year, students receive more than \$79 million in grants, scholarships, student employment, and loans each year, and 88 percent of first-year students receive some form of financial aid.

The Shippensburg University Foundation supports students through scholarships, the funding faculty-led research, program support and more. SU Foundation is a not-for-profit corporation that seeks financial resources and provides to support and enhance the mission of Shippensburg University. In 2023, the SU Foundation had a record-breaking year with the endowment reaching its highest level at \$57,179,102. The foundation recorded its highest level of contributions for one year at \$10,061,905.

Intitutional aid is provided in the form of Raider Success Scholarships (RSS). RSS is based upon academic success and requires no application. Qualified full-time students receive a guaranteed scholarship for eight continuous fall and spring semesters and continuing eligibility will be reviewed at the end of each academic year.

STRATEGIC PLAN

The Shippensburg University community engaged in an inclusive strategic planning process to create the [2021-2024 Strategic Plan](#). The plan identifies four goals and corresponding objectives that guide the university in its decisions and actions in an effort to advance the institution.

Goal 1: Attract and retain a diverse array of students, faculty, and staff to a dynamic, purpose-driven learning community that is committed to supporting individual and collective success and regional stewardship.

Goal 2: Align resources across the campus to ensure access, accountability, and sustainability while supporting the university's values and priorities.

Goal 3: Cultivate student, faculty, and staff engagement in dynamic educational experiences.

Goal 4: Enhance engagement to foster belonging and collaboration across university constituencies (faculty, staff, students, alumni, foundation leaders) to elevate Shippensburg University's reputation and capacity to contribute.



LIVING IN THE AREA

Located west of the Susquehanna River, [Shippensburg](#) is the oldest community of the [Cumberland Valley](#), and began as the western outpost of colonial settlement in the 1700's. Named for Edward Shippen, a prominent merchant of the time, the town still maintains several structures listed on the National Registry of Historic Places. These places include several of the buildings on the SU campus.

Today, it is experiencing strong economic growth. Located along the I-81 corridor and within the fastest growing county in the Commonwealth of Pennsylvania, the historic Shippensburg community offers small town charm with big time opportunity. The latest census placed the population of Shippensburg at 27,000 individuals.

As the strategic home base for several international companies, a hub for supply chain systems serving the east coast, and its proximity to major cities like Baltimore, Washington, DC, Philadelphia, and New York City, Shippensburg is a prime location to live, grow, and learn. For those looking to enjoy the perks of small-town living, the community is surrounded by tens of thousands of acres of state parks, a variety of local fairs and festivals, and a diverse offering of local businesses and national retail stores.



ABOUT THE PROVOST AND VPAA POSITION

LEADERSHIP AGENDA

The Provost/VPAA provides executive-level leadership and strategic vision for the academic mission of Shippensburg University. As the chief academic officer, the Provost/VPAA maintains operating authority over the academic budget of the University, often in collaboration with other members of the Executive Management Team and senior leaders. In addition to the university's three academic colleges and the Graduate School, the Provost/VPAA supervises University Libraries; Global Engagement and Education; The Wood Honors College; Retention and Student Success; Registrar's Office; Inclusion Belonging and Social Equity; Career and Workforce Development; Exploratory Studies; Center for Excellence in Teaching and Learning; Information Technology; Institutional Research, Assessment, and Planning; and Public Service and Sponsored Programs.

The leadership agenda includes the following priorities:

- Developing an innovative vision and strategy for academic preeminence including unique and relevant programs that boost enrollment and provide financial stability.
- Embracing and promoting diversity, equity and inclusion within all aspects of academic affairs.
- Building a strong sense of community by recognizing and supporting dedicated faculty and staff.
- Ensuring the high quality of academic programs through effective use of assessment, accreditation, grant writing, and innovative modalities.

REQUIREMENTS FOR THE POSITION

The position of Provost/VPAA at Shippensburg requires certain talents, skills, and experiences that will enable continuing growth and development of the academic programs and the University, including the following:

Required Qualifications:

- An earned doctorate or terminal degree from a nationally accredited university, experience as a department chair, a record of teaching, scholarly growth and professional development, and service commensurate with appointment at the appropriate rank with tenure at Shippensburg University.
- Successful and progressively responsible experience in academic administration at a college or university.

PREFERRED SKILLS AND EXPERIENCE OF THE IDEAL CANDIDATE

- Exhibit strong communication and active listening skills with a transparent approach to leadership that inspires trust, and the ability to work effectively with multiple constituencies, including students, faculty, staff, trustees, alumni, donors, community partners and corporate partners.
- A forward-thinking leader capable of formulating and implementing annual academic objectives for the institution within a shared governance environment, collaboratively incorporating objectives and strategies into operational plans, and driving outcomes through a data-centric approach.

ABOUT THE PROVOST AND VPAA POSITION (CONT.)

- Exhibit the ability to motivate and support the implementation of innovative teaching technologies, methodologies, and interdisciplinary approaches, both within the university and in concert with partner institutions, to elevate the overall learning experience.
- Demonstrated success in planning, leading, and implementing strategic objectives within complex organizations, including a record of bringing ideas and visions to fruition, working with and supervising faculty and staff, working effectively with colleagues across colleges and other university leadership, and making decisive, difficult decisions when necessary.
- Broad administrative and academic experience that supports the diverse mission of a comprehensive regional public university and the ability to lead multiple colleges, schools, and divisions that comprise a diverse array of academic programs and student support services.
- A successful record of creative leadership in generating externally derived resources, including successful grant development, partnership development, constituency development, and philanthropy.
- Experience with fine tuning the program array to reflect Ship's commitment to both the liberal arts, sciences, and workforce development.
- Success with development and evaluation of appropriate online instruction.
- Ability to restore Shippensburg University to prominence in both the State System and region.
- Familiarity in working with members of collective bargaining agreements and fostering productive relationships between union members and University leadership.
- Maintaining Ship traditions while moving the University forward and considering the needs of the evolving traditional student and also adult learners.
- Significant faculty and administrative experience.
- Success with shared governance as a sincere listener and transparent communicator.
- Effective budget management expertise.
- Passion for public higher education and an understanding of the PA state system challenges and opportunities.
- Demonstrated commitment to supporting faculty professional development in scholarship and growth in pedagogical skills in the changing landscape of higher education.
- Success with commitment to diversity equity, inclusion, and access in the academy. This includes responding to the changing pedagogical and academic needs of students and faculty.





NOMINATION AND APPLICATION PROCESS

Shippensburg University is committed to equal access to programs, facilities, admission and employment for all persons.

The search for Shippensburg University's next Provost and VPAA is being assisted by Academic Search, Inc. Confidential conversations are encouraged and may be arranged directly with senior consultant Dr. Pamela M. Balch <Pam.Balch@academicsearch.org> / (304) 678-7797 or consultant Ms. Disa Mason <Disa.Mason@academicsearch.org>.

The application should consist of a substantive cover letter addressing the desired qualifications, experiences and attributes listed in this profile, and a curriculum vitae. Applications, nominations, and expressions of interest can be submitted in confidence to SHIPprovost@academicsearch.org.

The Search Committee will begin reviewing application materials in early March and applications received by **March 3, 2024** can be assured full consideration.

Shippensburg University of Pennsylvania is an equal opportunity employer and, in compliance with federal and state laws and university policy, is committed to providing equal educational and employment opportunities for all persons without regard to age, color, national origin, race, religion, disability, veteran status, sex, sexual orientation, or gender identity. Individuals from traditionally underrepresented populations are encouraged to apply.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Shippensburg University 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.

