

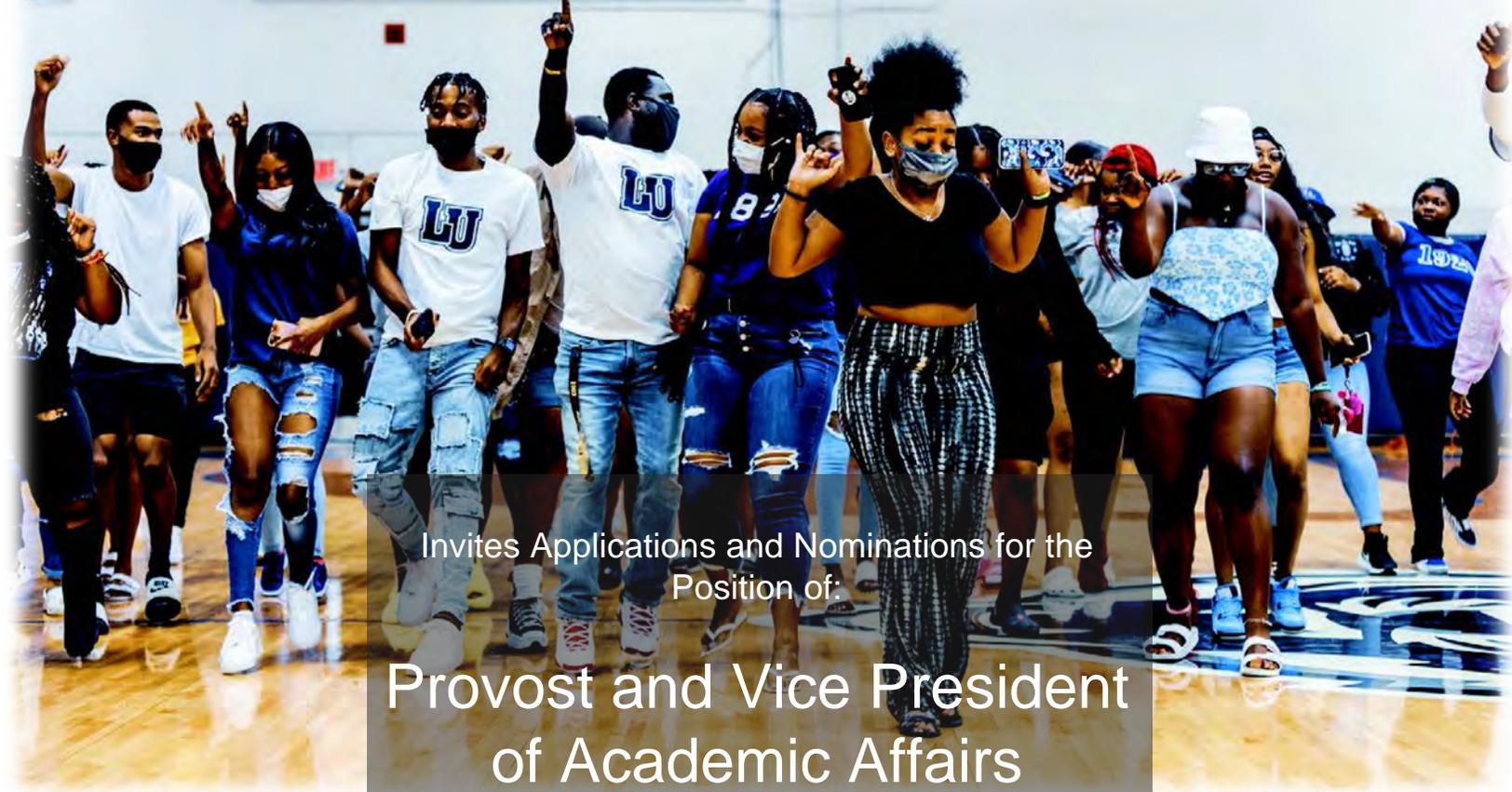
# LINGOLN



UNIVERSITY  
MISSOURI

Jefferson City

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Invites Applications and Nominations for the  
Position of:

Provost and Vice President  
of Academic Affairs

## The Opportunity

Lincoln University of Missouri invites nominations and applications for the position of Provost and Vice President of Academic Affairs. Reporting directly to the President, the Provost and VPAA will be responsible for setting strategic, operational, and financial directions for the university's academic division. The university seeks a bold, seasoned academic leader who will work in concert with faculty, staff, and students to promote a standard of excellence.

## The Position

The Provost and VPAA is responsible for articulating an academic vision, providing leadership in academic planning, developing and administering educational budgets, MOUs, transfer articulation agreements, and programs related to completion of degree requirements at the undergraduate and graduate levels. As the chief academic officer, the Provost and VPAA oversees teaching and learning across the university, including education, research, and faculty affairs. Reporting to the Provost are three academic deans who lead the College of Agriculture, Environmental and Human Sciences; College of Arts and Sciences; and the College of Professional Studies. Direct reports to the office of the VPAA also include Veteran Affairs, Student Success Coordinator; ROTC liaison, Student Success Center, Page Library, Fort Leonard Wood Program Director, Institutional Research, Grants and Sponsored Research (Title III), Honors Program, Graduate Studies, Technical Leader for CRM Advise, Extended Studies, and Online Learning.

The Provost and VPAA will enrich the University's intellectual, social, and cultural atmosphere through innovative academic programming. Lincoln's programs will embrace STEAM and offer interdisciplinary programs designed to attract, retain, and graduate a diverse population of students ready for future leadership in their respective professions and careers. The Provost will set clear expectations aligned with the strategic plan and commitment to the University and the institution's mission. As a result, the Provost will contribute to the elevation of the national profile of Lincoln University.



The Provost and VPAA will be responsible for:

- Advising the President or other University officers concerning recruitment, retention, and promotion of all faculty; allocate academic and research space and work with the deans on development, accreditation, research, and student success.
- Providing a coordinated approach for developing academic and administrative policies, including the academic calendar, faculty handbook, promotion, rank, and tenure policies.
- Fostering a collegial decision-making process among members of the University's Academic Councils.

- Advocating for budget additions and make budget reallocations to encourage the most effective functioning of all academic units.
- Monitoring and addressing the academic balance between state requirements, legislative decisions and the university mission.
- Advising and working collaboratively with the President's Cabinet to implement decisions that affect funding, curriculum, co-curricular activities, and opportunities that affect student success, faculty and staff.

## Qualifications

The successful candidate will have an earned Ph.D., or other earned doctorate; must qualify for rank at the level of professor with tenure; demonstrate progressive academic and administrative leadership experience in a university setting; a record of supporting continual improvement in faculty teaching and research; and demonstrated success in fostering an equitable and inclusive environment that attracts and retains a diverse student, faculty and staff population. The ideal candidate will also be able to demonstrate the following professional knowledge/experience and personal characteristics:

### Professional Knowledge and Experience

- Demonstrable evidence of successful collaborative academic assessment, transformations, or expansion in an institution of higher education
- Experience with accreditation and assessment, with attention to both state and professional accreditation standards leading to licensure or certification (examples: nursing, education, business) and willingness to assist in procuring funding to meet those requirements
- Policy and procedure review regarding students' academic progress,
- Review and evaluation of all academic appointments including re-appointments, tenure, promotion, salaries, leaves of absence, and retirement
- Have a track record of success having demonstrated financial acumen
- Have an academic background in remediation or co-remedial programs and an understanding of these challenges.
- Possess the skill set to perform duties of the University President if called up to do so

### Personal Characteristics

- Excellent communication and collaboration skills with the ability to execute what is heard and promised
- Strong organizational, supervisory, and leadership capabilities
- Experience assisting students with a variety of backgrounds.
- Outcome oriented; innovative; and futuristic - thinking outside of the box
- Data-driven decisionmaker; who gathers and reflects upon the input of key constituents before making decisions.
- Visionary leader who is diplomatic in their approach to articulating and implementing changes
- Knows how to engage all stakeholders
- Innovative skills to address the needs of the 21<sup>st</sup> century learners.
- Understands the community and can work harmoniously to get things done.

# Lincoln University

Lincoln University (LU) was founded by the soldiers and officers of the 62<sup>nd</sup> and 65<sup>th</sup> United States Colored Infantries. As a historically black, public land-grant university, LU educates and empowers students to lead their communities and change the world. Lincoln offers a rigorous liberal arts education to a diverse student body of approximately 1,800 students in more than 60 undergraduate and graduate programs. Spanning over 174 acres and with an annual budget of over \$36 million, the campus is supported in its mission by more than 130 faculty and almost 300 staff members.



At the close of the Civil War, soldiers and officers of the 62<sup>nd</sup> United State Colored Infantry, stationed at Fort McIntosh, Texas, but composed primarily of Missourians, took steps to establish and educational institution in the State of Missouri. They named it Lincoln Institute.

Members of the 62<sup>nd</sup> Colored Infantry contributed \$5,000 and members of the 65<sup>th</sup> Colored Infantry contributed approximately \$1,400 towards the formation of the Lincoln Institute. On January 14, 1866, Lincoln Institute was formally established under an organization committee. By June of the same year, the committee became the inaugural Board of Trustees. Richard Baxter Foster, a former first lieutenant in the 62<sup>nd</sup> Infantry, was named first Principal of Lincoln Institute. On September 17, 1866, the Institute opened its doors to its first class in an old frame building in Jefferson City.



In 1870, the Institute began to receive aid from the State of Missouri for teacher training. In 1869, Lincoln Institute moved to its present-day campus. College-level work was added to the curriculum in 1877, and passage of the Normal School Law permitted Lincoln graduates to teach for life in Missouri without further examination. Lincoln Institute formally became a state institution in 1879 with the deeding of the property to the state. Under the Second Morrill Act of 1890, Lincoln became a land-grant institution, and the following year, industrial and agricultural courses were added to the curriculum.

In 1921, the Missouri Legislature passed a bill introduced by Walthall M. Moore, who was the first African American to serve in the legislature, which changed the name from Lincoln Institute to Lincoln University and created a Board of Curators to govern the University.

The North Central Association of Colleges and Secondary Schools accredited the high school division in 1925, the teacher-training program in 1926, and the four-year College of Arts and

Sciences in 1934. Graduate instruction began in the summer session of 1940, with majors in education and history and minors in English, history, and sociology.



In 1954, the United States Supreme Court handed down its ruling in *Brown v. Board of Education*, and Lincoln University responded by opening its doors to students of all ethnicities who applied and met its entrance criteria. Today, Lincoln University serves residential, non-residential and a growing community of on-line, students, conducts a variety of research projects, and offers numerous public service programs in addition to an array of academic programs.

In 2016, Lincoln University celebrated its 150<sup>th</sup> anniversary and paid due tribute to its monumental role in the education of Missourians and others and its service to individuals and communities throughout the state, the nation, and around the globe. To further enhance the impact and footprint of the University, the Lincoln administration and community began a strategic planning process in the fall of 2014 with an invigorated commitment to improving academic and support programs, strengthening infrastructure, and expanding access and deepening its reach to meet the needs of the populations it strives to serve.

**Mission** Lincoln University of Missouri is a historically black, 1890 land-grant, public, comprehensive institution that provides excellent educational opportunities including theoretical and applied learning experiences to a diverse population within a nurturing, student-centered environment.



## Academics

**The College of Arts and Sciences** consists of three academic units: the Department of Humanities and Communications, the Department of Science, Technology and Mathematics, and the Department of Social and Behavioral Sciences. This unit currently employs approximately seventy (70) faculty and staff members. There are just under forty (40) degree programs including certificate programs as well as associate, bachelor, and master's degrees. This college also oversees the academic programs offered through library science and military science. The campus radio and television stations report to the College of Arts and Sciences.

**The College of Professional Studies** consists of three academic units: the School of Business, the School of Education and the School of Nursing. This unit employs approximately 60 faculty and staff members located both on main campus as well as on our Fort Leonard Wood location. This college hosts just over twenty (20) degree programs ranging from associate to master level programs. The majority of the programs in these disciplines are individually accredited in addition to the university's accreditation status.



**The College of Agricultural, Environmental, and Human Sciences** consists of three functional units: the Department of Agriculture and Environmental Sciences, Cooperative Extension, and Cooperative Research. In addition to the agriculture academic degrees this unit employs roughly one hundred faculty and staff members to run various research and extension programs related to agriculture. These programs are found on main campus as well as at our Urban Impact Centers in Kansas City and St. Louis, and outreach centers in Sikeston, Lilbourn and Caruthersville, in Southeast Missouri. Lincoln University also has active research taking place on our three university research farms.



**Accreditation** Lincoln University is currently accredited by the Higher Learning Commission and is a member of the North Central Association (NCA). The next reaffirmation of accreditation is scheduled for 2022-2023; the comprehensive evaluation is scheduled for February 27, 2023.

## Students

Lincoln offers students the opportunity to participate in a robust Greek life, athletics and other registered student organizations. Academic and professional affiliation groups complement the classroom experience and further prepare students for success in the job and post-graduate markets. Students are required to live on campus during their first two years, contributing to the family atmosphere at Lincoln. Students at Lincoln are given an opportunity for growth and are supported by faculty and staff who are mission driven and action oriented towards student success.





The "Marching Musical Storm" is the university's marching band. It was founded in 1948 and is one of the largest student organizations on campus. The band performs at all home football games, select basketball games, and other school-sanctioned functions throughout the year. In addition to performing all over the United States, the band has performed at St. Louis Rams and Kansas City Chiefs National Football League games. Student activities also include *The Clarion* newspaper, produced by journalism students and internships at *KJLU* radio station, the public radio voice of Lincoln, which Lincoln University owns. Greek life is well represented on campus to include nine fraternities and sororities.

## Lincoln ROTC

The ROTC Program has expanded in scope and variety since its humble beginnings and as a result of the Military Qualifications Standards of 1982, there is one standardized program being offered at the colleges and universities throughout the country. (These programs range from two years, to the full four-year program, such as we have here at Lincoln.) At Lincoln University, Cadets may obtain an academic minor in Military Science, indicating the high esteem held by University administrators for military training. ROTC remains a viable part of the military heritage of Lincoln University.



## Athletics



Lincoln University student scholars compete at NCAA Division II level, Mid-America Intercollegiate Athletics Association (MIAA). The University offers five men's and six women's sports, basketball, golf, track and field (indoor/outdoor) and men's football and women's cross country and softball. The mascot is the Lincoln Blue Tigers.

## Challenges and Opportunities

As an HBCU, competitive academic program development to meet the needs of regional and national employers is essential. The Provost and VPAA will lead the faculty on assessment and improvement of existing programs and introduction of new program offerings targeted to prepare students for professions projected to be in high demand over the next decade (e.g., healthcare, technology, business, manufacturing) in the state and nationally as well as graduate education. Learning extends outside of the classroom and as the university's academic leader, the Provost and VPAA will seek out opportunities for continued robust internships, secure resources and opportunities for students to work closely with businesses through a variety of programs with

industry partners in addition to service learning and research. Elevating Lincoln's academic enterprise within the state of Missouri and to national audiences should be a top priority.

With more than 90% of the University's student population receiving some financial assistance, coupled with the Covid-19 pandemic, the needs of our students are often dire, and the impact goes beyond their academic needs. Lincoln University created the Blue Tiger Resource Center in 2021 to help address food insecurity and other conditions outside of the classroom, including housing, and clothing insecurities. Sodexo contributed \$1,000 and the Teamsters National Black Caucus clothing donation started the closet to help address clothing insecurities. The Provost and VPAA will work collaboratively with other leaders to support efforts to increase and identify new sources of revenue, scholarships, internships and partnerships targeted to support students and meet the unique needs of our community.



Traditional brick and mortar university facilities and the online presence of Lincoln University is poised for an upgrade. Development and implementation of a strategic facilities master plan and a comprehensive strategic plan with well-defined objectives are opportunities to establish and expand upon current academic relationships with high schools, community colleges, four-year institutions and business and industry and improve the distance- and service- learning experience and strengthen the infrastructure. Establish public/private partnerships and explore innovative approaches to reframing our living learning communities to enhance academic success.



Enrollment has declined, since reaching a peak of 3,000 in 2010. Enrollment has largely focused on the state of Missouri and retention at Lincoln University has been low, but stable over the past 10 years. Working with the enrollment management team, the Provost and VPAA will work collaboratively with all divisions of the University to develop and implement a comprehensive strategic enrollment management plan focusing on the identified current and future opportunities available in the national marketplace. Therefore, the Provost and VPAA, with a focus on increasing

enrollments must: 1) possess an understanding of national and regional enrollment trends and the factors that contribute to successful growth including partnerships and alternative methods of education delivery; 2) have a lens of expansion to include more non-traditional learners, stackable credentials, and innovative degree pathways; and 3) stay informed and knowledgeable on trends and growth potential for the undergraduate, graduate, and adult learner pipeline.

Attract and increase resources through grants, contracts and strategic academic partnerships which provide enhanced student support, internships, scholarships, and research opportunities. The Provost and VPAA must have a strong ability to articulate a clear and compelling case on behalf of the University; capitalize on partnerships, shepherd new and innovative programs

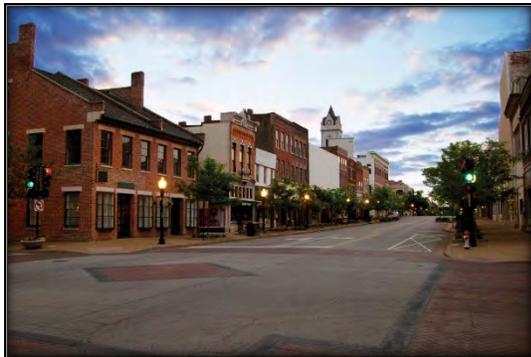
through the approval process; maintain ongoing assessment; and make difficult decisions balancing the institution's current, strategic, and aspirational needs.

The expectation of the person assuming this position will include establishing roots in the Jefferson City community, leveraging current relationships, and building new ones with surrounding public-school districts. Build upon the 10+ years of concurrent enrollment opportunities for thousands of high schools within central Missouri. Expand Lincoln's Igniting Scholars Program, which is designed to for eligible high school students to participate in our dual credit and/or enrollment program. The goal is to increase baccalaureate degree attainment and professional success for students who have been historically underrepresented in the higher education system.



The success of the University is inextricably tied to community engagement. The Provost must have an appetite for community engagement, and the ability to energize faculty, students, staff and alumni to actively engage and support the University at a level consistent with its aspirations.

## Jefferson City, Missouri



Upon arriving in Jefferson City, MO visitors are captivated by the majestic Missouri River and tree-lined bluffs. Missouri's capital, Jefferson City's beauty shines not only through its natural landscape but also through the many historic buildings and special landmarks. The Missouri State Capitol, Supreme Court Building, Governor's Mansion and charming Downtown are just a few of the architectural treasures that anchor this unique community, a real gem tucked away in the heart of the nation. Don't miss out on the many museums, fine cuisine, quaint boutiques,

beautiful parks, and Katy Trail that are just waiting to be discovered. Come to see for yourself why Jefferson City was chosen as "America's Most Beautiful Small Town" by Rand McNally.

Jefferson City, Missouri, is located on the banks of the Missouri River and is centrally located in the middle of the United States. It has a population of 44,170 with a metropolitan population of more than 155,000, covering four counties: Callaway, Moniteau, Cole, and Osage. It is a great place to live, work, and play, and was voted "Most Beautiful Small Town in America" by Rand McNally. Jefferson City offers high quality of life, low cost of living, and tremendous job growth because of the city's ability to attract new businesses to the area. As the state



capital, Jefferson City offers a strong economic base supported by healthcare, manufacturing, finance, education, and government sectors. With upward trending high school graduate rates, Missouri provides for an educated, skilled workforce of adult learners.

## Nomination and Application Process

### Salary

Salary will be competitive and commensurate with qualifications and experience.

### Applications & Nominations

To assure full consideration, applications should be received by **June 9, 2022**.

The application package should be submitted electronically in MS Word or Adobe PDF format and must include:

- A Letter of Interest that responds to the Position Profile and the specific Qualifications for the Provost/VPAA;
- A current CV or resume; and
- The names and contact information (telephone numbers and e-mail addresses) for five professional references. References will not be contacted without the permission of the applicant but should be available for contact if the applicant is selected for interview.

Applications should be submitted electronically to: [LincolnMOVPA@agbsearch.com](mailto:LincolnMOVPA@agbsearch.com)

Inquiries and nominations are encouraged and should be directed to:

Dr. Gwendolyn Boyd  
Executive Search Consultant  
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### Diversity and Equal Employment Opportunity Policy Statement

Applicants for admission and employment, students, employees, sources of referral of applicants for admission and employment, and all professional organizations holding professional agreements with Lincoln University are hereby notified that this institution does not discriminate on the basis of race, color, national origin, religion, sex, sexual orientation, gender identity, age, veteran status, genetics, or disability in admission or access to, or treatment or employment in, its programs and activities.

*Lincoln University is "An Equal Opportunity/Affirmative Action/ADA Employer."*