Southwest Baptist University

invites applications for the position of the 25th University President

2018
THE POSITION OF UNIVERSITY PRESIDENT

The 25th President of Southwest Baptist University will have an unparalleled opportunity to take one of America’s Best Christian universities to the next level with the support of an outstanding Board of Trustees, faculty, students, alumni, staff and external constituencies. Building on the 140-year foundation of rich tradition, Christian values, innovative thinking and a spirit of collegiality, the University boasts many nationally and internationally recognized programs across undergraduate, graduate and professional disciplines.

We are searching for a principled leader who can harness the University's strengths, while inspiring and championing a collective future vision. Although our institutional reach is far beyond Bolivar, Missouri, the University is anchored in a true Midwestern town that is praised for its quality of life and strong sense of community.

UNIVERSITY MISSION STATEMENT

Southwest Baptist University is a Christ-centered, caring academic community preparing students to be servant leaders in a global society.

UNIVERSITY VISION STATEMENT

Southwest Baptist University fulfills its mission with specific care to guard its Christian distinctiveness and Baptist heritage as it demonstrates continuous improvement; enlarges its ministry through consistent growth in student enrollment, retention and ethnic and racial diversity; markets the institution and its mission regionally and nationally; fosters an environment of open communication and service to others; and cares for employees through competitive compensation and benefits packages.

PURPOSE OF THE UNIVERSITY

The mission statement of the University implies there will be a fusing of the liberal arts with career preparation and the Christian faith with learning. Recognition also is given to the enduring values of the liberal arts as the foundation of critical thinking, decision making and the high literacy required for responsible careers in the contemporary world. Therefore, the purpose of Southwest Baptist University is to produce graduates who:

- Have been presented with Jesus’ invitation to personal faith, life commitment and responsible church membership
- Have acquired the ability to think critically in rational and coherent ways
- Are able to communicate effectively through reading, writing, speaking and listening
- Have adopted a lifestyle which incorporates health and physical fitness
- Have developed principles for personal, family and social life, and make responsible decisions based upon Christian values
- Have discovered that learning is a life-long process, have developed a spirit of inquiry that motivates and have been equipped with the necessary abilities to continue learning
PURPOSE OF THE UNIVERSITY (continued)

- Have acquired an understanding of scientific inquiry and process, and have an ability to evaluate the achievements, limitations and ethical questions of scientific methodology
- Understand the basic ideas upon which the United States was founded, and will be involved as a responsible citizen working for justice, freedom and peace in the affairs of the community, nation and world
- Understand the social institutions and forces that have shaped and are shaping individuals, cultures and civilizations

ABOUT SOUTHWEST BAPTIST UNIVERSITY

Southwest Baptist University first opened its doors in 1878 in Lebanon, Missouri, as Southwest Baptist College. Its founders were Abner S. Ingman and James R. Maupin. In 1879, the college was chartered by the state of Missouri and moved to Bolivar. Early writings recount a legacy of sacrificial giving and extraordinary efforts by Baptists in southwest Missouri to establish and maintain the college.

Over the years, the University has maintained its strong Baptist heritage through its affiliation with the Missouri Baptist Convention, which provides financial support for the University and elects the 25 member Board of Trustees which governs the institution. The Missouri Baptist Convention approved plans in 1964 for the college to become a senior liberal arts college. The first baccalaureate degrees were awarded in 1967.

In 1981, the college name was changed to Southwest Baptist University. Colleges within the University include the College of Education and Social Sciences, College of Science and Mathematics, Geneva Casebolt College of Music, Arts and Letters, Courts Redford College of Theology and Ministry, Mercy College of Nursing and Health Sciences and Robert W. Plaster College of Business and Computer Science. The Mercy College of Nursing and Health Sciences had its inception in 1995 through a joint nursing education agreement with then St. John’s Regional Medical Center in Springfield, Missouri.

Today, Southwest Baptist University is a thriving higher education institution with more than 3,600 undergraduate and graduate students enrolled annually. The 152-acre main campus is located in the southern part of Bolivar, a community of about 10,500 residents that serves as the seat of Polk County. Bolivar is located about 25 miles north of Springfield, which is the third-largest city in the state of Missouri. The University also operates campuses in Mountain View, Salem and Springfield, Missouri.

HERITAGE

From its inception, the University has been a distinctively Christian and Baptist institution in terms of worldview and ideological commitments.
HERITAGE (continued)

The cornerstone of Baptist tradition is the conviction, based upon biblical principles, that each person has freedom of conscience before both God and man. The implications of this tradition for Baptist higher education are the:

- Acknowledgement of God as the ultimate source of all knowledge and truth
- Commitment to scholarly endeavor under God
- Desire for open inquiry and responsible scholarship, and the freedom to promote the results of this scholarship
- Freedom of others to hold and to promote contrary scholarly views
- Understanding of and appreciation for the cultural expressions of other people and civilizations
- Understanding of the aesthetic function of the arts in the enrichment of the human spirit and the making of personal value judgments about works of art

CAMPUSSES

Bolivar, Missouri: Southwest Baptist University’s main campus is located on 152 acres in Bolivar, Missouri, a town of approximately 10,500. The campus offers undergraduate and graduate courses in more than 80 areas of study. This campus has 30 buildings, including a wellness center and 11 student residence facilities.

Bolivar has previously been named as one of the Safest Small Towns in America and also, as one of the Best Small Towns in America. The Bolivar area offers safe neighborhoods, good primary schools, affordable housing and many options for recreation and fun. Residents and visitors can go fishing, picnicking or boating at nearby Stockton and Pomme de Terre Lakes, play a round at the Silo Ridge Golf & Country Club or the Bolivar Golf Club, take a swim at the Aqua Zone at the Roy Blunt YMCA or ride a bicycle down the beautiful Frisco Highline Trail. For additional information about the Bolivar community, places of interest and available resources, please visit the Bolivar Area Chamber of Commerce website.

Springfield, Missouri: Southwest Baptist University's campus in Springfield, Missouri, hosts the Mercy College of Nursing and Health Sciences and offers degree programs in nursing, radiography and health sciences, as well as general education and graduation requirement courses.

Mountain View, Missouri: Southwest Baptist University’s campus in Mountain View, Missouri, provides quality higher education for residents of Howell County and surrounding areas. Classes are taught in the afternoon and evening, making a degree at SBU-Mountain View attainable for those active in the workforce. The Mountain View campus offers degree programs in general business, ministry, health sciences, criminal justice, education, general business, psychology and sociology.

Salem, Missouri: Southwest Baptist University’s campus in Salem, Missouri, provides high quality education to the residents of Dent County and the surrounding area. Classes are offered in the afternoon and evening, making a degree from SBU-Salem attainable for those active in the workforce. The Salem campus offers the same programs as our Mountain View campus, and additionally an associates of science in nursing.
UNIVERSITY STRATEGIC PLAN  Pathways for Success 2015 – 2020

Strategic planning is a disciplined process by which Southwest Baptist University seeks to create a future environment through informed decisions and actions. The process includes a university-wide review of pertinent data and the examination of strengths, weaknesses, opportunities and threats. Within that context, Southwest Baptist University has identified seven initiatives that will be used to guide, shape and transform the future of the University. Goals, objectives and strategies will be established based on the seven initiatives. Southwest Baptist University will utilize this planning process to ensure good stewardship of resources investing in human, technological and physical resources.

I.  Place Students First – Luke 2:52

Southwest Baptist University will focus on helping each student achieve their unique educational objectives. Students will be engaged through a holistic approach to learning, acknowledging the importance of intellectual growth with opportunities to develop social, cultural, physical and spiritual maturity.

1. Create a system of personal, academic and career advising that instills a genuine feeling of investment with each student.
2. Create a comprehensive integrated plan for serving students that is effective, user friendly, nurturing and affirming, establishing a university-wide culture of service.
3. Establish a systematic plan to further develop and publicize programs and events engaging students to grow intellectually, socially, culturally, physically and spiritually.
4. Create a culture of kindness, service and justice including equipping students related to sexual violence awareness, prevention and reporting.

II. Commitment to Employee Well-Being – Ecclesiastes 4:9-10

Recognizing that people are most fulfilled when they are making a difference in the lives of others, Southwest Baptist University will focus on employee value, growth and development in all aspects of the employee’s university experience.

1. Provide appropriate compensation and benefits for employees.
2. Educate employees to become more effective managers and leaders of the university’s human resources.
3. Provide ongoing employee training programs that address the specific needs of the employee and department with the goal of improved satisfaction, efficiency and effectiveness.
4. Create a culture of kindness, service and justice including equipping employees related to sexual violence awareness, prevention and reporting.

III. Achieve Enrollment Goals – 2 Corinthians 9:10-11

Recognizing that enrollment and retention are university-wide efforts, Southwest Baptist University will embrace opportunities aimed toward marketing the University to validate student decisions to enroll, persist and graduate.

1. Develop and implement strategies to improve retention, persistence and graduation rates.
2. Implement goals within each university work unit that impact enrollment.
3. Identify, target and recruit new student groups.
4. Develop new curricula and co-curricular programs that appeal to today’s students and meet the demands for current and future career paths.
5. Develop a strategic enrollment and marketing plan that promotes our visibility and maximizes our university resources.
IV. Advance Excellence in Teaching and Learning – Proverbs 1:5

SBU will develop a culture devoted to teaching excellence by using best practices in pedagogy and instructional design, implementing effective assessment strategies, utilizing assessment results for continuous improvement and keeping student learning as our primary objective.

1. Invest strategically in faculty and staff to improve academic programs and university services.
2. Develop a Center for Teaching and Learning to provide pedagogical resources for equipping faculty.
3. Implement and review a comprehensive plan for maximizing the use of assessment data to improve student learning and teaching effectiveness.
4. Institutionalize best practices and processes that resulted from participation in the Higher Learning Commission Assessment Academy to improve student learning.
5. Continue the University’s commitment to Higher Learning Commission and discipline-specific accreditation.

V. Integration of Faith in All Aspects of University Life – Micah 6:6-8

SBU will set high standards for faith integration. In addition to the integration of faith in the academic disciplines, each area of the University will foster a Christ-centered culture.

1. Describe a Christ-centered culture for each university work unit and develop a plan for achievement.
2. Identify and support professional programs that enhance SBU’s faith integration.
3. Support scholarship and research that encourage faith integration.

VI. Enhanced Visibility and Reputation – Joshua 3:5

SBU will highlight achievements, activities and awards of faculty, staff and students. The University will explore ways to demonstrate institutional pride, school spirit and our Baptist heritage.

1. Communicate the distinctiveness and strengths of the SBU experience to internal and external constituents.
2. Create new and showcase existing tradition-building initiatives that promote SBU pride and school spirit while honoring our Baptist heritage.
3. Improve the physical presence to create a more inviting and environmentally conscious University.


SBU will utilize financial evaluations to develop strategies that maximize the stewardship of the University and increase resources. Data from peer institutions will be studied and used to develop strategies to improve the financial health of the University.

1. Describe good stewardship for each university unit and develop a plan for achievement.
2. Evaluate the current list of peer institutions to determine if they are appropriate for financial comparisons.
3. Study key financial statistics from peer institutions and professional organizations such as NACUBO, CCCU, etc., to develop financial strategies.
4. Develop external funding strategies for student scholarships, academic programs, academic chairs and co-curricular areas.
5. Develop and implement plans to grow the endowment toward the NACUBO recommended level through fundraising, planned giving and SBU Investment Committee strategies.
AUTHORITY FOR THE POSITION

According to the University Charter, the Board of Trustees of Southwest Baptist University shall provide for the employment of such executive and administrative officers, faculty and staff as the Board deems necessary for the efficient management and operation of the University. The By-Laws of the Board of Trustees provide that in accordance with the provisions of Article IX of the Articles of Association of Southwest Baptist University, there shall be an administrative office of President:

The University President:

- shall be the chief executive officer of the University and shall have direct responsibility to ensure implementation and compliance with the provisions of the Articles of Association, with the By-laws, and with the general policies and directives of the Board of Trustees;
- shall have primary responsibility for fundraising, financial, institutional and physical plant development;
- shall be responsible for defining necessary administrative and academic positions;
- shall have direct responsibility for retaining personnel for those positions;
- shall have general supervisory and executive responsibility for the effective operation and the management of the University;
- shall direct and supervise the University Vice Presidents, Deans, and Directors; and
- shall have such other duties as may be established by the Board of Trustees through additional By-laws, policy statements, directives or otherwise.

The University President shall be responsible directly to the Board of Trustees.

Position Purpose:

To act as the chief executive officer of the University and have overall responsibility for the University. The President demonstrates a Christian life-style and provides leadership and oversight for all aspects of the University, including academics, finance, planning, student affairs, enrollment advancement, athletics and other key areas. The President works closely with the provost and vice presidents to ensure that the strategic direction and policies of the University are aligned with its mission.

Candidate Values and Principles:

The candidate of choice will have a personal commitment to the:

- Christ-centered mission of the University
- development of faculty, staff and students and a proven track record of inspiring people and organizations through principled leadership
- academic quality and the role of scholarship, research and creative works in the mission of the University
- student-centered mission of the University and an understanding of undergraduate, graduate and professional student interests
- academic quality, tenure and shared governance and an understanding of their importance to sustaining the identity of the University
- equal opportunity, access and the important role that diversity must play in education institutions
- student safety and welfare and a sensitivity to issues related to campus culture
- value of a strong athletic program
JOB DESCRIPTION

Essential Functions:

- Acts as the chief executive for the University
- Acts as the spiritual leader on campus and espouses a biblical world view, with a clear conversion experience and articulation of his/her calling
- Articulates and implements the University’s vision, mission and values with internal and external stakeholders
- Enhances and implements the University’s strategic plan, including vision casting about future relevance for societal needs, student success as leaders post-graduation, changing technology and changing workplace expectations
- Builds upon the existing traditions, distinctiveness and strengths of the University, and enhances the institution’s academic mission and overall operations
- Serves in a prominent role in cultivating and soliciting donors, as well as providing leadership in fundraising, advancement and development
- Consults and cooperates with Board of Trustees and other University groups on various matters, including planning on future development of the University
- Represents the University in media affairs
- Oversees the quality of the academic and support programs of the University and all its component entities and branch campuses
- Formulates and enforces policies within the University
- Supervises the relationship between students and administration
- Manages the University’s budget and finances
- Leads the University in understanding and strategizing the management of student financial issues, the student debt crisis and federal funding
- Supervises administration of all personnel programs and systems and ensures recruitment and retention of qualified faculty, staff and support personnel
- Supervises operations and maintenance of real and personal property under the jurisdiction of the University
- Provides accounting to the Board of Trustees on a regularly scheduled and annual basis
- Reports annually on the State of the University

Duties:

- Be responsible for the organization and administration of the University
- Make policy recommendations to the Board as necessary
- Exercise broad and discretionary power as established by the Board in the operation of the University
- Submit an annual budget to the Board and manage the Board approved budget
- Chair the Cabinet of the University
- Manage and supervise the Provost, Vice Presidents and other positions directly reporting to the President
- Recommend to the Board site locations and site utilization
- Direct the development of any campus building programs
Duties: (continued)

- Direct passionate endowment activities
- Lead the strategies to manage student financial issues
- Lead the strategies for increasing student enrollment and retention
- Formulate and present all reports as may be required by the Board and local, state or national agencies
- Lead influence in the development of higher education programs in local, state and national committees and organizations
- Ensures compliance with applicable state, federal and institutional policies
- Sets an example of a Christian lifestyle for the Southwest Baptist University community
- Shows commitment and adherence to Southwest Baptist University’s Principles and Expectations
- Performs all other duties as assigned by the Board of Trustees

Supervision:
This position receives general direction and oversight from the Board of Trustees. This position directly supervises and reviews the work of the Provost, Dean of Enrollment Management, Vice President of University Relations, Vice President of Administration/CFO, Vice President of Student Development, Director of Athletics and support personnel.

Education and Experience:
Required: Committed and active member of a Southern Baptist Convention church
- Doctorate or terminal degree
- 5 years administrator experience demonstrating the ability to lead a university

Preferred: 10 years college or university administrator experience (prior experience can include experience as a provost, associate provost, dean, vice president or director)
- Demonstrated grasp on the student debt crisis, student financial issues, federal funding and financial management expert
- Experience with growth driven (builder not maintainer) success in student enrollment and retention
- Experience in managing multiple campuses/branch campuses

Equipment:
Must be able to operate standard office equipment such as personal computer, mobile device, telephone, fax machine, photocopier, scanner, etc.

Working Conditions:
Must be able to work in typical office and multiple college campus environment.

Physical Requirements:
In exercising the functions of this job the incumbent should be able to exert up to 20 lbs. of force occasionally and/or up to 10 lbs. of force frequently and/or a negligible amount of force constantly to move objects.
Candidate Qualifications and Skills:

- Bold leader with personal humility and a servant leader who is both visible and approachable
- Great administrator and builder, and ability to vision cast the future of the University to multiple constituencies
- Ability to ensure that a Christian mission and calling permeates and is a visible part of the University community
- A heart that loves and believes that personal care for students, faculty, and staff is important
- Compelling spokesperson for University and superior communications skills to interact effectively with the various constituencies of the University, alumni, media and community at large
- Interpersonal skills to interact effectively with elected officials, governmental bodies and Board of Trustees
- Decisive management skills exemplified by a record of courage in making difficult decisions in an environment with competing demands and limited resources
- Ability to act nimbly to successfully address and meet challenges while enhancing commitment to sound tradition
- Proven experience in utilizing a transparent, collaborative process in decision making that involves multiple perspectives
- Demonstrated success in hiring, building and managing an effective administrative team; self-confident but leads by cooperation and consensus building
- Ability to foster an engaging environment that attracts high quality faculty, students and staff
- Successful experience in developing and executing strategies in a complex and comprehensive institution
- Excellent collaboration and consensus building abilities to bring together a diverse group of constituents to address challenges and create opportunities, especially in the areas of student recruitment, retention, research support, finance, improvement in facilities and technology
- Demonstrated success in expanding institutional resources in a manner consistent with the mission of the University from all available philanthropic sources
- Ability to articulate to all constituent audiences the value of supporting the institution
- Outstanding leadership skills in strategic planning and fiscal planning and management
- Demonstrated success in taking the mission of an institution to the next level and passionate about enhancing the University’s distinctiveness
- Christian-led behavior, integrity, honesty, resilience, enthusiasm, sense of humor and a strong work ethic and informed on matters of politics and religion with actions that avoid extremism
Nominations and Applications:

Nominations and applications will be held in strict confidence and candidates will remain confidential until the final stage of the search, at which time the express permission of finalists will be obtained before making their candidacy public.

Applications should include:

1. A Letter of Introduction outlining the applicant’s background, and qualifications for the position
2. Application Form
3. Curriculum Vitae/Resume
4. A Statement of Religious Faith
5. Five Letters of Professional Reference (at least one of which is a person who has reported directly to the applicant, a second who is a colleague, and a third who is a person to whom the applicant has reported directly)

All documents should be submitted via email to HR@sbuniv.edu

Southwest Baptist University is an equal opportunity employer. Our policy is to consider all applicants without regard to race, color, national origin, sex, age, disability or marital status in employment, admissions or access to, or treatment in, its programs and activities, except to the extent permitted by religious exemptions recognized by law. Any person having inquiries concerning Southwest Baptist University’s compliance with the regulations implementing Title VI, Title VII, Title IX or Section 504 is directed to the Director of Human Resources or the Director of Enrollment Management, Southwest Baptist University, 1600 University Avenue, Bolivar, Missouri 65613. Any person may also contact the Assistant Secretary for Civil Rights, U.S. Department of Education, regarding the institution’s compliance with the regulations implementing Title VI, Title VII, Title IX or Section 504.

Position Posting and Application Deadline: February 15, 2018 — April 23, 2018
Confidential review of materials will begin immediately and continue until the appointment is made. It is preferred, however, that all nominations and applications be submitted prior to April 23, 2018.

Anticipated Timeline:

April–May 2018       Search Committee evaluates applications and selects initial interview candidates
Early June 2018      Search Committee conducts initial interviews
June 2018            Search Committee selects final candidates for on-campus interviews
Early July 2018      Board of Trustees on-campus interviews of finalist candidates
July 2018            Offer extended to Final Candidate
FOR MORE INFORMATION

Confidential inquiries, questions and nominations may be directed to:

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