

SEARCH PROSPECTUS:

PROVOST & SENIOR VICE PRESIDENT
FOR ACADEMIC AFFAIRS



MEDGAR
EVERS
COLLEGE
THE CITY UNIVERSITY
OF NEW YORK



THE OPPORTUNITY

Medgar Evers College is looking for an exceptional higher education leader to serve at its next Provost and Senior Vice President for Academic Affairs to lead the academic enterprise. This is a wonderful opportunity to join the newly appointed President, Dr. Patricia Ramsey and her administrative team, in helping to advance the vision for the institution. President Ramsey is seeking a partner who will inspire excellence and innovation in pedagogy, student learning, and academic programs and who can articulate an intellectual vision that embraces the College's mission to serve the educational needs of first-generation and other traditionally underrepresented students.

The Provost and Senior Vice President for Academic Affairs (Provost) serves as the Chief Academic Officer responsible for leading and directing academic planning towards excellence in all educational programs and research activities. The successful candidate will play an integral role in charting an exciting and transformational next chapter for the College. Although there is a strong preference for an earlier start date, the new Provost will take office no later than July 1, 2022. The following profile provides nominators and prospective candidates with information about the position, the College, and participation in the search.



ABOUT MEDGAR EVERS COLLEGE

Medgar Evers College (MEC), founded in 1970 and one of 23 colleges of the City University of New York (CUNY), is a vibrant, vital, and transformative Predominately Black Institution (PBI) that embraces the enduring legacy of the slain civil rights leader whose name it bears through education, self-actualization, and community service. The College is located in the Crown Heights section of Central Brooklyn—one of the largest, most densely populated, and ethnically diverse sections of the borough. MEC students come from all boroughs of New York City (NYC) and represent over 105 countries around the world. The College's educational philosophy is to provide an affordable, first-rate college education for Central Brooklyn and NYC residents who might otherwise have no access to college and are primarily first-generation college-goers.

MEC is a four-year public and urban commuter college—and one of the few CUNY colleges that award both baccalaureate and associate degrees. MEC's mission is to develop and maintain high-quality, professional, career-oriented undergraduate degree programs and provide students with a solid liberal arts background. The College builds curriculum, programs, and partnerships that transform the lives of students of diverse backgrounds.

During the Academic Year 2020-2021, Medgar Evers College offered twenty baccalaureate degrees, ten associate degrees, and one credit-bearing certificate in its degree-granting programs. As the COVID-19 pandemic continued, Medgar Evers College continued to provide instruction in distance learning format during Academic Year 2020-2021.



STUDENTS

MEC currently enrolls 4,181 students, of which 3,219 are full-time, and 61.5% are enrolled in baccalaureate programs. The College attracts a diverse group of students, with the majority coming from Brooklyn. Located in Crown Heights, the demographics of the College reflect the diversity of its surrounding community: 79.7% of the student population is African American, 15.4% is Hispanic, and 2.9% is Asian American. Almost 25% of the student population is comprised of students born outside of the United States; the majority come from Jamaica, Guyana, Haiti, Trinidad and Tobago and various countries in

Africa. Additionally, 16% of students hold Permanent Resident status and roughly 70% of students are women.

MEC admits and enrolls students regardless of their level of academic preparation. Historically, the College has enrolled a non-traditional student body: the majority of students are working adults and first-generation college students. Almost 63% of the student body are under the age of 25, with almost 32 percent under the age of 21. The overall one-year retention rate for degree seeking students is 70.4%, with a 52.7% retention rate for first-year students.

FACULTY

MEC has 151 full-time faculty members. Close to 60 percent of full-time faculty hold a doctorate, and 62.5 percent are tenured. The College also has 243

adjunct professors and full- and part-time professional support staff who bring the total staff size to 529.



ACADEMIC PROGRAMS

The institution has four academic schools, specifically, the School of Business; the School of Science, Health and Technology; the School of Liberal Arts; and the School of Education. Together, these schools offer 20 baccalaureate degrees, ten associate degrees and one credit-bearing certificate. Additionally, the School of Professional and Community Development provides a wide range of non-degree programs for youth and adults, with a focus on college preparation, career development and community involvement.

The School of Science, Health and Technology has the largest enrollment (34.9%), followed by the School of Liberal Arts (31.7%). The most popular programs are biology and psychology.

Accreditation: Medgar Evers College is accredited by the Middle States Commission on Higher Education, the Accreditation Council for Business Schools and Programs, the Council on Social Work Education, the Council for the Accreditation of Educator Preparation (CAEP), and the Accreditation Commission for Education in Nursing (ACEN).

HISTORY OF MEDGAR EVERS COLLEGE

Medgar Evers College has the distinction of being the youngest of the four-year senior colleges in The City University of New York. In the early 1960's, the Central Brooklyn community recognized the need for a local public college, and members of several community organizations formed the Bedford-Stuyvesant Coalition on Educational Needs and Services to champion its creation with the Board of Higher Education. The College was officially established in July 1970, and on September 28, 1970, the Board of Higher Education approved the recommendation from the College's Community Council that the name of the College be Medgar Evers College, in honor of

the martyred civil rights leader, Medgar Wiley Evers (1925-1963). In recognition of this, September 28th is observed as "Founders' Day" at Medgar Evers College.

The community was then and continues to be a vital force in the life of the College. The sense of commitment and service to the community, which permeates the entire College, may be attributed directly to the multi-faceted roles that the Community Council, and the community as a whole, have played in the establishment, growth and development of this institution.

INSTITUTIONAL LEADERSHIP

Dr. Patricia Ramsey was appointed by the City University of New York Board of Trustees to serve as the sixth president of Medgar Evers College on March 22, 2021. The first woman and first scientist to be appointed president of Medgar Evers College, Dr. Ramsey is a leader and a scholar with a deep commitment to excellence and a passion for making a difference. Dr. Ramsey comes to Medgar Evers College from the Thurgood Marshall College Fund (TMCf), where she served as senior executive fellow. Prior to TMCf, she was provost and vice president for academic affairs at Lincoln University in Pennsylvania. For nearly 12 years, she served in various capacities at Bowie State University, a constituent institution of the University System of Maryland and the oldest HBCU in Maryland. President Ramsey believes that through accountability, continuous improvement, community engagement, equity, sustainability, and student success (A.C.C.E.S.S.), Medgar Evers College will become a model of social justice for this nation.

In addition to the Provost, the President's Senior Leadership team is comprised of the following:

- Senior Vice President for Strategy and Chief of Staff
- Senior Vice President for Student Success and Enrollment Management
- Senior Vice President for Administration and Finance
- Senior Advisor to the President for Community Engagement
- Special Legal Counsel to the President and Chief Diversity Officer



ABOUT THE POSITION

The Provost serves as the chief academic officer of the College and oversees all academic policies and programs dedicated to fostering the intellectual life of the College and student success. The Provost reports directly to the President and acts on behalf of the President in her absence. The Provost is a key member of the President's Leadership Team and will work in close partnership with the President to support the institutional vision for the future and to develop and implement initiatives to advance the College's priorities. The Provost also works collaboratively

with Deans and the faculty in shaping the direction and policies of the Schools of Business; Liberal Arts; Education; Science, Health and Technology; Professional and Community Development; the Charles Evans Inniss Memorial Library; and several research centers. In addition, the Provost leads academic and budget planning; cross-campus integration of technological and curricular innovation; recruitment, retention and professional development of a distinguished faculty and academic staff; and student learning, assessment and retention strategies.

OPPORTUNITY FOR LEADERSHIP

The next Provost will be a visionary and entrepreneurial leader who can advance innovation while embracing the rich heritage and values of MEC. The College seeks a transformational leader who possesses the academic, financial, and strategic acumen to offer robust, collaborative, and transparent leadership within the community. In addition, the Provost should be a forward-thinking, proactive leader who understands national and regional higher education trends.

The Provost will help MEC to reach its next level of success, playing a leading role in strengthening the institution's identity and sustaining and growing its reputation for academic excellence. The Provost will be the primary leader in developing strategies to increase enrollment, strengthen the academic portfolio, manifest the best principles of shared governance, and advance the College's mission and identity.

Key priorities for the new Provost include:

Providing Academic Leadership and Building Faculty Trust: The Provost is a leader and a member of the faculty. With an appreciation for the value of shared governance, the Provost will facilitate and advance shared responsibility, cooperative action, and information sharing among the various academic units of the College, the faculty, and senior leadership. In addition to advocating for the faculty, the Provost will help the faculty understand the needs and realities, and opportunities and challenges, facing the College. The new Provost will work closely with the faculty to maximize opportunities for healthy

dialogue, including ongoing engagement in strategic goals and budget development. The Provost will also lead the faculty in developing innovative curricular changes and online programs that are expected to be part of the new strategic plan. Recruiting and retaining talented faculty while also invigorating long-serving faculty by supporting ongoing professional development are critical skills. The Provost should create a culture in which faculty achievements are recognized, faculty development is supported, and faculty are held accountable to high professional expectations. In addition, the Provost will support the use and further development of qualitative and quantitative measures of accountability for all programs.

Advancing Academic Entrepreneurship and Strategic Planning: As the chief academic officer, the Provost will provide vision and leadership for the College's academic programs, advocating for academic innovation related to new and emerging trends in higher education and market demand, including discerning use of technology in online, hybrid, and traditional courses. This includes support for the development of faculty and staff scholarship, research, and pedagogical innovations. The ideal candidate will also seek opportunities to partner with other institutions and to explore and expand online and adult education.

The Provost will work to create and implement an academic plan that supports the College's strategic vision. The position of Provost is unique in its role of translating the elements of that vision into the





OPPORTUNITY FOR LEADERSHIP (CONT.)

academic life of the College—its curriculum, faculty and organizational structure. Faculty and academic staff members look to the Provost to engage them collaboratively and provide an inspiring sense of shared purpose. The campus community seeks a leader who will consistently make and execute decisions in an inclusive, thoughtful, forward-looking, effective, and timely manner.

Assessing and Strengthening the Academic

Affairs: The new Provost will have a significant role in determining, and will have a lasting effect on, the shape and direction of the College. In close collaboration with the institutional community, President Ramsey has launched a strategic planning process. The Provost will ensure that the academic excellence initiatives of the strategic plan are in line with institutional priorities for resource allocation, advancement and development, and enrollment management. A significant portion of the plan will focus on strengthening and reinvigorating current academic programs while fostering fresh perspectives and new avenues of opportunity. The Provost must be a leader who, with careful critical analysis, discernment, and openness, will help the College define and act on major academic issues and initiatives and who has the courage, once these issues and initiatives have been informed and explored, to make difficult and sometimes controversial decisions in the service of the College.

Constructing Creative Ways to Increase Enrollment and Strengthen Retention:

The Provost will contribute to the development, implementation, and use of the strategic plan that, in partnership with the Senior Vice President for Student Success and Enrollment Management, expands enrollment. Addressing

retention challenges and graduation rates will be a priority for the new Provost. The Provost will determine new or revised offerings to attract an increased number of students and help stabilize enrollment. Diversification of programs while establishing a stronger, more visible identity in recruitment efforts, is essential.

The College has significant opportunities for revenue growth by adopting new programs to serve undergraduate, part-time, and adult populations in various instructional modalities. The Provost is expected to lead initiatives in each of these areas and implement programs that will increase enrollment and revenue while also maintaining academic quality. The Provost is expected to be an effective spokesperson for the College; to work in tandem with the Senior Vice President for Student Success and Enrollment Management; to participate regularly in admissions activities when appropriate; and to encourage and support others in academic and student affairs to engage actively in both the recruitment and retention of students.

Managing Resources: The Provost must demonstrate financial expertise to manage the largest budget component within the College's overall budget. The Provost will work with the President, faculty, and development staff to increase funding opportunities for new programs and professional development activities for faculty and staff. The Provost, in collaboration with the advancement staff, will identify and procure new sources of financial support; new foundation, corporate and federal support; innovative partnerships with other institutions and with businesses and foundations; infrastructure investments; fundraising opportunities; and grant-based revenue streams to support these activities.

SKILLS AND QUALIFICATIONS

STRONGLY PREFERRED QUALIFICATIONS:

- Strong scholarly credentials. Candidates must possess an earned doctorate, a distinguished academic record, and qualifications to attain tenure as a full professor.
- A deep appreciation for scholarship and fundamental commitment to the core university mission of teaching and learning.
- Strong academic and administrative leadership experience overseeing a complex organization.
- Proficiency in setting financial priorities and allocating resources in a data-informed, innovative and responsible manner.
- Proven ability to initiate and execute creative academic, research, and student-oriented strategies that have a lasting impact.
- A record of attracting, mentoring, and retaining exceptionally talented individuals, and building a team of academic leaders who collaborate effectively to create innovative programs.
- Collaborative and transparent leadership committed to the importance of disciplinary strength as well as innovative interdisciplinary efforts.
- An authentic, engaging interpersonal style that values and thrives on interacting with all internal and external stakeholders.

OTHER QUALIFICATIONS:

- 5-10 years of senior-level academic administrative experience at the Dean level or higher.
- Accomplishments in academic administration, including leadership in academic program development, strategic planning, budget management, initiation and accomplishment of reforms.
- Ability to work with faculty representatives elected by faculty, and with all members of the academic community within a shared governance environment.
- An ability to understand, embrace and communicate MEC's unique character as an institution that has a deep and abiding commitment to social justice and equity.
- A deep commitment and understanding of the institution's mission and of the role of public higher education in a dynamic urban environment.
- Experience working in a system environment.
- An understanding or willingness to understand working in an institution with a strong tradition of collective bargaining in academic affairs.





PROCEDURES FOR NOMINATION AND APPLICATION

Academic Search is assisting Medgar Evers College in this national search. Applications, nominations, and inquiries may be sent in confidence to MedgarEversProvost@academicsearch.org. Applications should consist of (1) a detailed cover letter addressing the expectations of the position; (2) a current curriculum vitae (CV); and (3) a list of five professional references with contact information and a note explaining your working relationship with each. References will not be contacted without explicit permission from the candidate.

The position will remain open until filled, but only applications received by **February 16, 2022** can be assured full consideration. Application letters should be addressed to Mr. Jesse Kane, Senior Vice President for Student Success and Enrollment Management. Maya Ranchod Kirkhope, Vice President and Senior Consultant at Academic Search, is assisting with this search and can be reached at maya.kirkhope@academicsearch.org.

For more information about Medgar Evers College, please visit <https://www.mec.cuny.edu/>.

The City University of New York ("University" or "CUNY"), located in a historically diverse municipality, is committed to a policy of equal employment and equal access in its educational programs and activities. Diversity, inclusion, and an environment free from discrimination are central to the mission of the University.

It is the policy of the University—applicable to all colleges and units—to recruit, employ, retain, promote, and provide benefits to employees (including paid and unpaid interns) and to admit and provide services for students without regard to race, color, creed, national origin, ethnicity, ancestry, religion, age, sex (including pregnancy, childbirth and related conditions), sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, status as a victim of domestic violence/stalking/sex offenses, unemployment status, or any other legally prohibited basis in accordance with federal, state and city laws.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Medgar Evers College 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. For more information, visit www.academicsearch.org.



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