

SEARCH PROFILE:

PROVOST



Abraham Baldwin
Agricultural College

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THE OPPORTUNITY

Abraham Baldwin Agricultural College invites a strategic, innovative leader to join the senior leadership team as the Provost and Vice President for Academic and Student Affairs. Reporting directly to the President and serving as a member of the President's cabinet, the Provost and VPAA/VPSA is both the chief academic officer and the chief student affairs officer for the College. The Provost and VPAA/VPSA (Provost) provides strategic leadership and execution across a variety of areas. This includes

leadership for faculty, planning and implementing academic and student affairs policies and activities, guidance in the development of the curriculum, promoting core educational values and integrity, fostering academic excellence, and overseeing the overall academic and student affairs budgets. The Provost serves as the chief executive officer of the College in the absence of the President. The new Provost will take office in June 2024.



ABRAHAM BALDWIN AGRICULTURAL COLLEGE: AN OVERVIEW

Since 1908, Abraham Baldwin Agricultural College (ABAC) has provided unique, hands-on learning opportunities for students. ABAC values a real-life application to learning, and in addition to rigorous classroom work, students are encouraged to get involved in various ways on campus. Small class sizes and interactive learning environments, along with a robust student life program, set students up for academic excellence and success in a variety of fields after graduation.

ABAC is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award associate and baccalaureate degrees. Several of the academic programs hold their own separate accreditations. ABAC's academic offerings have grown significantly since its founding and history as a two-year college. ABAC now offers 14 bachelor's degrees.

An ABAC education is centered upon a family environment with excellent teaching at its core. Faculty and staff across campus work tirelessly to engage ABAC students in life-changing experiences and impact them with one-on-one care and concern. Those foundational principles make their way into everything that happens on campus including the work of dedicated professors and staff. Roughly 1,300 students live on campus in three residence halls. ABAC offers instructional sites in Tifton and Bainbridge, Georgia. ABAC has an annual economic impact of nearly half a billion dollars on Tifton and the surrounding area.

ABAC [welcomed President Tracy Brundage on August 1, 2022](#). Dr. Brundage has an extensive track record of effective leadership, innovation and workforce development experience. Prior to her appointment as president of ABAC, she served as president of Keystone College in Pennsylvania. Under her leadership, ABAC launched an ambitious strategic plan that is laser focused on the institutional mission and the need to provide hands-on learning experiences to prepare students for their careers and contributions to their communities. Dr. Brundage is the first female president of this historic College.

HISTORY AND TODAY

The Second District Agricultural and Mechanical School opened in 1908 as an area high school for 27 students in Tifton, Georgia. In 1924, the South Georgia Agricultural and Mechanical College (SGAMC) was organized, and the physical property of the high school was adapted for college use. Change occurred again in 1929 when the institution's name was changed to the Georgia State College for Men (GSCM). Both SGAMC and GSCM offered bachelor's degrees.

The University System of Georgia (USG) was formed in 1933, and the College joined the USG with a new name and a new mission. GSCM became Abraham Baldwin Agricultural College (ABAC), named for Abraham Baldwin, the first president of UGA and one of two Georgia signers of the U.S. Constitution. ABAC offered associate degree programs only in agriculture, forestry, and home economics.

The USG granted ABAC status as a State College in 2006, allowing the College to expand its curriculum to include bachelor's degrees in selected fields. ABAC began offering junior and senior level classes in 2008. On January 1, 2018, all students at Bainbridge State College became ABAC students after a consolidation process was approved by the USG Board of Regents.

The majority of ABAC students pursue bachelor's degrees in fields ranging from Agribusiness, Agricultural Education, Biology, and Business to Natural Resource Management, Nursing, Rural Community Development, and Writing and Communication. ABAC also continues to offer select associate degree programs.

ABAC has four academic schools:

- [School of Agriculture & Natural Resources](#)
- [School of Arts & Sciences](#)
- [School of Nursing & Health Sciences](#)
- [Stafford School of Business](#)

ABRAHAM BALDWIN AGRICULTURAL COLLEGE: AN OVERVIEW (CONT.)

ABAC's six intercollegiate sports include men's baseball, golf, and tennis, and women's soccer, tennis, and softball. Additionally, ABAC will be increasing their athletic offerings by adding both men's and women's basketball during the Fall 2024 semester.

[ABAC was recently approved to become a member of NAIA](#) (National Association for Intercollegiate Athletics) effective July 1, 2024. ABAC will join the Southern States Athletics Conference (SSAC). In the past, ABAC teams have won five national championships, three in women's softball and two in men's tennis. ABAC also operates its own nine-hole golf course, the Forest Lakes Golf Club. The Georgia Museum of Agriculture became a part of the ABAC campus in 2010.

The ABAC music program earned an international reputation when the Jazz Band toured Europe on three different occasions. Other performing groups include the Concert Band, Jazz Choir, Concert Choir, and Chamber Singers. The student newspaper, The Stallion, and the literary magazine, Pegasus, enjoy a rich history of literary excellence. Students also enjoy the Baldwin

Players Theatre Troupe, the on-campus radio station, WPLH, and more than 50 clubs and organizations.

The institution offers a variety of benefits to the broader community including ABAC's Georgia Museum for Agriculture and Historic Village, the Center for Rural Prosperity and Innovation, and the annual arts and culture series, and beautiful Forest Lakes Golf Course. [Woodroof Farm](#) is another special asset of the College where students have many opportunities for experiential learning. To learn more about the community offerings, [click here](#).

MISSION

Abraham Baldwin Agricultural College is a State College within the University System of Georgia. ABAC's mission is to provide excellent education by engaging, teaching, coaching, mentoring, and providing relevant experiences that prepare the graduate for life.

VISION

ABAC aspires to an institutional destination of greatness, a college where committed students seek a life-changing experience and are prepared to contribute positively to the communities in which they live and work.

CORE VALUES

Integrity

We are guided by strong moral and ethical principles in all actions and decisions.

Stewardship

We use our resources responsibly to serve our students while continuing to hone and expand our competitive uniqueness.

Excellence

We prioritize continuous improvement strategies in our daily work that exemplifies quality.

Innovation

We provide an environment of creative change by supporting and encouraging new ideas.

Community

We engage internal and external stakeholders by fostering an interconnected environment.

STRATEGIC PLAN

The current strategic plan was created under the leadership of President Brundage and was launched in 2023 as a four-year plan.

- Academic Excellence
- Student Success
- Prospective Enrollment
- Institutional Effectiveness
- Resilient Viability
- Engagement

GOAL 1: ENROLLMENT

Increase enrollment through data-driven, student-centered initiatives.

GOAL 2: ACADEMIC EXCELLENCE

Demonstrate academic excellence through degree initiatives and faculty and staff development.

GOAL 3: STUDENT SUCCESS

Increase student retention, graduation rates, and post-graduation placement rates through well-aligned and meaningful initiatives.

GOAL 4: INSTITUTIONAL EFFECTIVENESS

Strengthen shared governance and planning, enhance communication, and integrate principles of belonging into aspects of the College through innovative initiatives and practices.

GOAL 5: VIABILITY

Strengthen fiscal and institutional viability.

LOCATION

ABAC's main campus is in Tifton, Georgia with a smaller campus in Bainbridge. Nearly 3000 students (FTE) are served on the Tifton campus, with roughly 1300 students living on campus. The Bainbridge campus serves approximately 250 students. Note: some students are enrolled in more than one location or modality.

Tifton is a growing leisure destination in the heart of charming South Georgia, where you will find the perfect combination of welcoming hometown appeal and southern hospitality. Tifton is central to all that is spectacular in Georgia and Florida. Strategically located equidistant from Atlanta and Jacksonville (FL), Tifton can be reached easily by I-75, US 319, US 82, and US 41.

In 2009, the Georgia State Legislature declared Bainbridge the "Bass Capitol of Georgia." The Flint River and Lake Seminole offer abundant fishing and water sports. Both attract thousands of amateur and professional fishermen, and many top bass tournaments are held throughout the year. Bainbridge is approximately 1.5 hours from Tifton and only an hour from Tallahassee, Florida.

STUDENTS

Part of the 26-member University System of Georgia, ABAC is proud to support enrollment of over 3700 students (headcount) from 151 of Georgia's 159 counties, 14 states, and 21 countries with campuses in both Tifton and Bainbridge. The average age of students enrolled is 20.5 and 78.2% indicate they are White, 10.2% Hispanic/Latino and 8.3% Black/African American. Approximately two-thirds of the students are enrolled full-time and roughly 25% of the population is first generation college students. In fiscal year 2023, ABAC awarded a total of 649 degrees and 61% of these were bachelor's degrees.

FACULTY AND STAFF

Faculty and staff at ABAC are remarkably committed to the mission of the College, and their concern for each other and ABAC students is evident daily. ABAC employs approximately 130 full-time faculty and more than 40 part-time faculty who bring a combination of research and real-world experience to their classrooms. Two-thirds of these full-time faculty hold doctorate degrees in their fields. The College employs more than 200 full-time administrative and professional staff and approximately 80 part-time staff. Most of these employees are on the Tifton campus. Approximately 20 faculty and 15 staff are at the Bainbridge campus.





LEADERSHIP

The College's administrative leadership includes the President's Cabinet consisting of the vice presidents and president. Members of the President's Cabinet include:

- Provost and Vice President for Academic and Student Affairs
- Vice President for Finance and Operations
- Vice President for Enrollment Management, Marketing & Communications

THE POSITION

Abraham Baldwin Agricultural College seeks a dynamic and entrepreneurial leader for the Provost and Vice President for Academic and Student Affairs (Provost). Reporting to the President and serving as a member of the President's Cabinet, the Provost is responsible for the development, implementation, and management of the College's academic and student affairs operations.

GOVERNANCE AND LEADERSHIP

All institutions within the University System of Georgia are governed by the Board of Regents. The governor appoints members of the Board to a seven-year term and regents may be reappointed to subsequent terms by a sitting governor. Regents donate their time and expertise to serve the state through their governance of the University System of Georgia. Today the Board of Regents is composed of 19 members, five of whom are appointed from the state-at-large, and one from each of the state's 14 congressional districts. The Board elects a chancellor who serves as its chief executive officer and the chief administrative officer of the University System.

The Provost ensures that the academic curriculum meets the academic standards of the College, the standards of accrediting agencies, and reflects ABAC's mission and vision. As Chief Academic Officer, the Provost provides vision and leadership for all matters relating to curriculum and instruction.



LEADERSHIP AGENDA FOR THE NEXT PROVOST AND VPAA/VPSA

The next Provost will help advance ABAC's academic offerings in keeping with the institution's mission of affordability, accessibility, and relevance to the workforce needs of the region.

Key priorities for the next Provost include the following:

Lead collaboratively and build an academic vision and plan that results in innovation in program development and enrollment growth.

The Provost will strengthen the academic vision of the College, leveraging the existing strengths of the curriculum while also innovating and introducing new programs. These programs will be responsive to the evolving demands and interests of the student body as well as the broader community. Upholding the core curriculum so that it continues to equip students with the essential skill set and broad knowledge base necessary for meeting future challenges will be essential. Concurrently, there is an increasing necessity for the College to broaden its scope, particularly in the domain of adult education, to cater to a more diverse learner demographic, thereby bolstering enrollment and more fully realizing the institution's mission.

Strengthen a culture of transparent communication, trust, and visibility with the internal community.

The Provost is expected to collaborate with the President and faculty on a shared academic vision and strategy, and to work in tandem with the staff responsible for student affairs and the students themselves to promote the well-rounded development of each student. The Provost must possess robust listening and communication skills to foster trust and positivity throughout the campus. The Provost is expected to engage with the faculty within a framework of shared governance, demonstrating the ability to cultivate a healthy organizational culture characterized by teamwork and collaboration, and to make informed decisions across the various sectors of the institution.

In their role as the chief academic officer, the Provost advocates for the faculty, ensuring academic quality and excellence, and provides direction to guarantee the delivery of high-quality education across all formats. Furthermore, as the chief student affairs officer, the Provost supports the needs of students and the personnel who develop extracurricular programs that contribute to student development. Ultimately, the Provost must operate

in the College's best interests, working collaboratively within the President's Cabinet to serve the institution holistically.

Work in partnership with the President to achieve strategic outcomes for the College that promote and grow the College, stabilize finances, and promote visibility of the institution.

A principal responsibility for the new Provost will be to work in close partnership with the President to realize strategic objectives. Emphasizing the importance of faculty and staff expertise, the Provost will be central to the development and progression of initiatives that align with the strategic goals and outcomes outlined in ABAC's strategic plan. The Provost will play a key role in fostering and generating new avenues for innovative programs and partnerships, enhancing the College's reputation, and contributing to the financial stability of the institution.

Promote and build on a strong student-centered community.

At ABAC, the essence of the institution is its tight-knit community, which places a high value on the welfare and development of its students. The incoming Provost, responsible for both academic and student affairs, must be an accessible and prominent figure within both the academic and extracurricular spheres of student life. It is imperative that students see in their Provost a leader who is not only visible but also attentive to their needs. The Provost must prioritize providing a range of activities and a curriculum designed to prepare a diverse student body, representing various socioeconomic, geographic, religious, and academic backgrounds, for their future endeavors.

Exercise and demonstrate a strong collaborative style of leadership and change management.

A primary focus for the incoming Provost is to exhibit a strong, collaborative leadership style, adeptness in change management, and commitment to advancing the institution's objectives. The Provost will function as a pivotal change maker within the College, working alongside internal and external partners. The aim is to propel the institution toward academic distinction, continual evaluation and refinement, and the introduction of innovative programs that address the requirements of regional employers and contribute to the College's economic vitality.

REQUIREMENTS, DESIRED QUALIFICATIONS & CHARACTERISTICS

REQUIRED QUALIFICATIONS

- A terminal degree from an accredited institution and a record of teaching, scholarship, and service commensurate with appointment at the rank of associate professor or full professor.

PREFERRED QUALIFICATIONS

In addition to meeting these requirements, the ideal candidate will bring many of the preferred characteristics, skills and experiences listed below:

- Terminal degree in an academic discipline, preferably related to the College's offerings
- Successful record of progressive experience in positions of increasing responsibility and leadership in higher education
- Ability to work with diverse groups from across all segments of the College community, including faculty, staff, students, and administrators
- Experience working with students and with student affairs professionals
- Demonstrated ability to make difficult decisions that support the College's mission and goals
- Demonstrated effective team management skills, communication skills, and the ability to develop and execute short/long-term plans with unquestioned integrity
- Ability to maintain a high level of confidentiality
- Excellent written, presentation, and interpersonal skills
- Understanding, appreciation, and enthusiasm for the College's identity, core values, and community.





TIMELINE, APPLICATIONS, AND NOMINATIONS

Academic Search is assisting Abraham Baldwin Agricultural College in this search. All inquiries, nominations, and applications will be held in strict confidence. To learn more about this opportunity, potential applicants are welcome to schedule a conversation with either of the two Senior Consultants for this search—Dr. Maya Kirkhope and Dr. Margaret Venable. They can be reached at ABACprovost@academicsearch.org.

START DATE

The next Provost is expected to start in June 2024.

COMPENSATION

The expected annual (12-month) salary range for this position is \$170,000 to \$185,000, commensurate with qualifications and experience.

APPLICATIONS

Applicants should send these separate documents (in PDF format) to ABACprovost@academicsearch.org by **March 1, 2024** :

- A detailed **cover letter**, addressed to the Search Committee, expressing your interest in this position and addressing how you meet the qualifications as outlined in the profile; and
- A current **resume/curriculum vitae**

Please note that a thorough background check (including identity, degree verification, and criminal records check) must be completed satisfactorily before any candidate can be offered this position.

APPLICATION DEADLINE

Although the search remains open until the position is filled, for full consideration by the search committee, candidates should submit all application materials by March 1, 2024. Semi-finalists will be interviewed on a virtual platform in late March. Finalists will participate in campus interviews that will include an open public presentation. These interviews are tentatively expected to occur in early April with an announcement of final selection by the end of April.

NOMINATIONS

Nominations are welcome but not required to be considered for this position. Leaders who know of outstanding candidates are encouraged to submit confidential nominations by sending an email to ABACprovost@academicsearch.org. Be sure to include the nominee's full name, position, institution/organization, and email address. Academic Search will notify people of their nomination, provide details about the position, and encourage them to apply.

Abraham Baldwin Agricultural College is committed to maintaining a fair and respectful environment for living, work, and study. To that end, and in accordance with federal and state law, and University System of Georgia policy, Abraham Baldwin Agricultural College prohibits the harassment, discrimination, or retaliation against any person because of race, color, sex, ethnicity or national origin, religion, age, genetic information, disability, or veteran status by any member of the college community on campus, in connection with a college program or activity, including admissions and employment.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Abraham Baldwin Agricultural 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.

