

SEARCH PROFILE:

EXECUTIVE VICE PRESIDENT FOR ACADEMIC
AFFAIRS AND PROVOST



HENDRIX
COLLEGE

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Hendrix College has launched a search for its next Executive Vice President for Academic Affairs and Provost and invites applications and nominations for the position. A nationally recognized independent liberal arts institution, Hendrix College seeks an experienced academic leader with a firm commitment to excellence in the liberal arts, enthusiasm for innovation and diversity, and the ability to lead and inspire the faculty and staff with confidence, creativity, and a spirit of collaboration. In addition to leading academic affairs, the Executive Vice President and Provost will also oversee the Division of Student Affairs, and will provide visionary leadership and overall administrative, financial and strategic management of this Division.

The Executive Vice President for Academic Affairs and Provost (Provost) will help guide Hendrix to its next level of success, playing a leading role in continuing to strengthen the institution's academic offerings, support student affairs through a deep commitment to co-curricular activities and promoting a highly personalized and learning centered environment, and by growing the institution's reputation for excellence. The Provost, who reports directly to the President and serves as a member of the Senior Leadership Team, will be essential in enhancing the academic and student success portfolio, manifesting the best principles of shared governance, and advancing the College's mission and values. The appointee is expected to take office in Summer 2024.

ABOUT THE COLLEGE

Hendrix College is a private liberal arts college located in Conway, Arkansas, approximately 30 miles from the capital city of Little Rock. Founded in 1876 and affiliated with the United Methodist Church, Hendrix has a long tradition of creative programming, including the Hendrix Odyssey Program, the first-of-its-kind engaged learning program, and the Hendrix-Murphy Foundation Programs in Literature and Language. Hendrix is recognized annually for academic excellence, career preparation, innovation, and value. The community is known for the close connection between its 1,100-plus students and their faculty and staff mentors, as well as its unique balance of open progressive thought and unwavering commitment to its liberal arts heritage.

Nationally, Hendrix ranks among the top 30 colleges and universities for the percentage of graduates who earn Ph.D.'s, ahead of schools including Duke, Dartmouth, Johns Hopkins, and Berkeley; in the physical sciences Hendrix is number 23, in the natural sciences number 35, and in psychology number nine, besting the likes of Harvard, Yale, and Stanford.

Hendrix graduates who jump right into the job market report being employed within six months of graduation. The law school acceptance rate of Hendrix graduates is 87 percent, and the medical school acceptance rate, at 75 percent, is nearly double the national average. Each year, Hendrix students present their research at regional, national, and international conferences, particularly in the Natural and Social Sciences.

More than 50 percent of Hendrix graduates enroll in graduate or professional school within two years of graduation (and many of them are awarded scholarships). Graduates have directed space walks, rescued children from poverty, led multi-national corporations, run organic farms, and performed groundbreaking medical research. Hendrix is also one of the [40 Colleges that Change Lives](#).

ACADEMICS

The College has charted a bold course and has positioned itself as a national leader in engaged liberal arts and sciences education. Hendrix distinguishes itself by building upon and further strengthening its historic hallmarks: close student and faculty interaction, rich residential campus life, a campus ethos of broad engaged learning participation, and an unwavering commitment to the liberal arts. Hendrix offers 31 majors and 32 minors, including interdisciplinary degrees and 11 pre-professional advising tracks. In addition, Hendrix offers an MA in Accounting and dual-degree programs in engineering and public health. Though segmented into three areas—humanities, natural sciences, and social sciences, with an area chair for each—academic departments and their faculty encourage cross-disciplinary collaboration through team teaching in the first-year seminar, Odyssey projects, and involvement with multifaceted endeavors supported by the Hendrix-Murphy Foundation and other organizations.

The College offers curricular programs that “cultivate empathy, creativity, self-understanding, rigorous inquiry, informal deliberation, and active learning across the liberal arts, toward the development of the whole person.” To meet this pledge, the academic program of Hendrix College comprises diverse elements in a coherent whole, combining structure with flexibility. The undergraduate Academic Program assists students in developing both academic breadth and academic depth in their studies.

The Collegiate Center is the general education curriculum at Hendrix that is required of all students. It consists of four parts:

- [The First-Year Experience](#) consists of [The Engaged Citizen](#), a first-year required course, and [Explorations](#), a one-quarter credit weekly seminar.
- [Capacities](#) recognize that all students must exhibit basic proficiencies in fundamental skills used across multiple disciplines.

- [Learning Domains](#) afford multiple options for acquiring a basic understanding of the content, disciplinary styles, and modes of inquiries of the humanities, the natural sciences, and the social sciences in ways that may cross traditional disciplinary boundaries.
- [The Hendrix Odyssey Program](#) is the College's distinctive program of engaged learning. This program expands and formalizes options for undergraduate research, study abroad, artistic development, internships, service experiences, and other hands-on activities. All students are required to complete three Odyssey experiences selected from the six project categories of Artistic Creativity, Global Awareness, Professional & Leadership Development, Service to the World, Undergraduate Research, and Special Projects.

Odyssey encourages students to connect the knowledge they gain in the classroom with the experience they gain through internships, undergraduate research, service, and other hands-on learning activities. While these opportunities exist at other schools, they are often elective and ancillary to the academic program. At Hendrix, engaged learning is universal and central to the curriculum. Faculty members may also apply for Odyssey Professorships, which support the creation of new engaged learning opportunities for students.

The College has awarded more than \$5 million in competitive grants to support student-designed projects since Odyssey was introduced. Odyssey has earned Hendrix national recognition as a model for innovation in higher education. Educators from around the country continue to seek out Hendrix for advice on developing similar engaged learning programs on their own campuses. Student Odyssey experiences are mentored by faculty members and professors are particularly passionate about introducing undergraduates to the professional academic community.



DISTINCTIONS

Our graduates include:

- 40 Watson Fellows
- 39 Fulbright Scholars
- 34 Goldwater Scholars
- 6 Rhodes Scholars
- 7 Rotary International Scholars
- 5 Benjamin A. Gilman Scholars
- 3 Truman Scholars
- 3 French Government English Teaching Assistantships
- 2 Marshall Scholars
- 2 Critical Language Scholars
- 2 Austrian Ministry of Education and Women's Affairs U.S. Teaching Assistantships
- 1 Council of Independent Colleges' American Graduate Fellow

ACADEMICS (CONT.)

Odyssey has had a powerful impact on the size, geographic diversity, and academic quality of the incoming classes. Most important, the success of Odyssey has inspired creativity and passion and allowed the faculty to imagine new ways of further strengthening the academic program and student experience in the future.

Another unique program offered at Hendrix is the Hendrix-Murphy Foundation Programs in Literature and Language, which enriches the study of literature and language at Hendrix, both for the college community as a whole and for students with intensive interest in those areas. The Programs bring acclaimed writers, poets, translators, literary critics, editors, playwrights, literary scholars, and theatre directors to campus to give public lectures and readings, teach classes, direct student plays, and mentor student writers.

The Murphy Scholars Program in Literature and Language provides selected students with a variety of mentored, co-curricular experiences that deepen their knowledge of literature and language. Any student with a passion for these subjects may apply—regardless of their major. The application process for each cohort takes place in spring of the freshman year, giving Scholars three full years to



enjoy the program's offerings before graduation. Thirty are selected from every class, meaning that 90 are active in the program for most of the year.

Murphy Scholars receive intensive mentorship in their literary and language-related explorations. They nurture their creativity through projects and exercises in drama, creative writing, and languages and by launching cross-disciplinary ventures that bring these fields together. In Oxford-style tutorials they hone their reading, writing, and critical thinking skills and build confidence in speaking before others. Off campus and on, they gain valuable professional experience that will set them apart when applying for graduate school, professional school, and jobs.

The Foundation's programs are overseen by a Board of Directors that is headed by the President of the College and includes Murphy family members, the Provost, and representatives from the Hendrix Board of Trustees.

STUDENT AFFAIRS

The Division of Student Affairs, headed by an Assistant Vice President and Dean of Students, promotes and enhances student success and personal development by collaboratively and strategically creating and leading programs and services which advocate for and respond to the broad spectrum of student needs, interests, and aspirations.

A core component of the residential liberal arts experience, Hendrix's Student Affairs division offers student-centered services, programs, and experiences which promote excellence, stimulate discovery, celebrate differences, and challenge students' growth, development, involvement, and success.

The following units and areas of responsibility fall under the Division of Student Affairs:

Residential Life: on-campus living is an integral part of the educational program of the College in the belief that a residential community provides a more effective context for the type of education to which Hendrix is devoted.

Student Activities Office: provides programs and services which support personal, group, and leadership development and facilitate the building of community. These programs and activities range from implementing a comprehensive orientation program to overseeing student organizations and traditional student-led events.

Student Outreach Services: this is a unique and progressive program designed to support students as they transition from high school and home life to college through a structured, collaborative, and confidential process. This office also provides alternatives to traditional student activities, such as board game nights that coincide with parties.

Student Rights and Responsibilities: the student conduct officer investigates and coordinates responses to student conduct issues, ensuring fairness and adherence to policy.

Student Counseling Services: provides therapy in a supportive, open, and accepting environment, offering a variety of educational programs, workshops, and events designed to raise awareness, promote personal growth, and strengthen interpersonal skills.

FACULTY AND STAFF

Faculty members at Hendrix are leaders in their disciplines and devoted to teaching and mentoring undergraduate students. Hendrix faculty have continually demonstrated their dedication to being at the forefront of the academy—of the 101 full-time faculty, 94% hold terminal degrees in their fields. In addition to developing the Odyssey engaged learning initiative, the faculty have collectively examined and enhanced the College's Statement of Purpose and the Vision for Student Learning, which articulates Hendrix's learning goals, and revised the common course for first-year students, including development of an interdisciplinary course, "The Engaged Citizen."

The faculty view egalitarian governance as a critical component of shared decision making and action. There is no faculty senate at Hendrix. Committees with diverse representation in rank and discipline review issues and concerns, and the faculty meets collectively to discuss and decide academic, co-curricular, and student life policy.

The staff are important members of the Hendrix community who often develop close relationships with both students and faculty members. The warmth and connectedness that characterizes the community is a source of pride for Hendrix and one of the fundamental values at the institution.

STUDENTS

More than 1,100 students make up the Hendrix student body. After receiving 2,709 applications, Hendrix welcomed 298 new students to campus this fall, from 19 states and Ethiopia. The average new student GPA is 3.82 and average ACT score is 26.8. After Census Day 2023, the College's total enrollment sat at 1,107 students.

Hendrix students are intellectually curious, self-driven, and passionate about service learning and social justice. Hendrix has placed 39 Fulbright students, 40 Watson Fellow recipients, 34 Goldwater Scholarship winners, as well as Jack Kent Cooke Scholars, Marshall Scholars, Thomas R. Pickering Foreign Affairs Fellows, Truman Scholars, Rhodes Scholars, and Udall Scholars. Sixty percent of the College's graduates pursue post-graduate degrees, and Hendrix ranks among the top for graduates who complete doctoral degrees, according to a National Science Foundation survey. A chapter of Phi Beta Kappa, one of only two in Arkansas, was installed at the College in 1998.

Outside the classroom, the creativity and community-mindedness that characterize the Hendrix student

contributes to an unusually inclusive and vibrant student life that revolves around residence hall affiliation rather than a Greek system. The campus features nine residence halls, ranging from large-scale historic dorms with capacities exceeding 100 students to smaller "houses" that can accommodate communities centered on language immersion or another particular focus, such as well-being. Six groupings of on-campus apartments allow older students more independent living options with the ability to maintain ties to campus life.

Both current students and generations of alumni are proud of Hendrix's many campus life traditions, ranging from the century-old Shirttails Serenade dance competition in the fall to the variety shows and other fundraising events included in Campus Kitty, a student-driven effort that directs donations to select central Arkansas-area nonprofits each year.

The institution is part of the NCAA Division III athletic conference and offers 21 teams plus esports. Student-athletes account for roughly 45 percent of the Hendrix student body.



LOCATION

Hendrix College is located in Conway, Arkansas, the second largest city in Central Arkansas and the state's fastest growing city in 2023. Located approximately 30 miles from the capital city of Little Rock at the foothills of the Ozark Mountains, Conway is known as the City of Colleges thanks to its three institutions of higher education and offers a quality lifestyle that includes

strong K-12 schools, both public and private, robust outdoor recreation, strong economic opportunity, and a charming downtown. The beautiful 175-acre campus includes traditional architecture, beautiful landscaping, quality athletic facilities, and a residential/commercial mixed-use development, all within walking distance of downtown.

PRESIDENT

Hendrix College welcomed Dr. Karen Petersen earlier this year. Dr. Petersen was elected the 13th President of Hendrix College by the Hendrix College Board of Trustees in January 2023. She took office on June 1, 2023, following the retirement of President Emeritus W. Ellis Arnold '79. A native of northwest Arkansas, Dr. Petersen joined the Hendrix community from the University of Tulsa in Tulsa, Oklahoma, where she was a professor of political science and Dean of the Henry Kendall College of Arts and Sciences. Before joining the University of Tulsa, Dr. Petersen served 16 years at her undergraduate alma mater Middle Tennessee State

University, a large regional comprehensive university in Murfreesboro, Tennessee. In addition to being a faculty member, she served in three progressively responsible leadership roles culminating with her tenure as Dean of the College of Liberal Arts, the largest academic unit.



FINANCES

In 2022, Hendrix successfully completed a historic \$150 million campaign to increase the College's endowment and support numerous capital projects, including the renovation of two historic student residence halls in the heart of the campus. The Hendrix endowment is at the \$200 million level, and operating budget expenses for the current year are \$47 million.

Hendrix College will celebrate its sesquicentennial in 2026. To enter its next 150 years in a strong competitive position, the College is focused on increasing and sustaining robust enrollments, improving student retention and success, growing its already strong endowment, and identifying alternative revenue streams.





THE POSITION

The Provost oversees both academic and student affairs. The Provost is responsible for all academic matters; student academic support services; and program development, delivery, and assessment. The Provost provides leadership for the curriculum, co-curricular integration, student development and engagement, residence life, student support, and assessment and planning within the division.

The Provost's Office includes four associate provosts, with portfolios for academic affairs, faculty development, engaged learning, and advising and academic success. An administrative assistant is based in the Fausett Hall Office of the Provost, as are the Associate Provost for Academic Affairs, the Office of Assessment, and the Office of Institutional Research. The Associate Provost for Engaged Learning and Associate Provost for Advising and Student Success are housed in the Student Life and Technology Center, to ensure proximity

to the staff of the Odyssey Program, Career Services, International Programs, Academic Support Services, and Student Affairs; and the Associate Provost for Faculty Development has offices in the academic department where that faculty member teaches. Bailey Library, the Windgate Museum of Art, and the Hendrix-Murphy Foundation also fall under the purview of the Provost.

The Division of Student Affairs, overseen by the Provost, is headed by the Assistant Vice President and Dean of Students and has a staff of 14 full-time employees.

Hendrix College offers an intimate and collaborative learning and working environment with renowned faculty, unique research opportunities, and state-of-the-art facilities. The Provost will work in collaboration with division heads, department chairs, faculty, staff, and students as well as colleagues in other campus divisions to foster a culture of trust, connectivity, and innovation.

THE POSITION (CONT.)

REQUIRED QUALIFICATIONS

- A Ph.D. or terminal academic degree is required.
- A scholarly record that supports an appointment as a tenured faculty member, at associate professor rank or higher, in one of the academic departments at Hendrix College.
- Prior experience as a distinguished faculty member and scholar; a record of successful and extensive academic experience as a dean and/or senior administrator.

DESIRED CHARACTERISTICS AND EXPERIENCES

Leadership experience in academic administrative positions and the proven ability to plan and implement strategic initiatives.

- A willing team player, contributor, and colleague to the President and other members of the Senior Leadership Team.
 - Commitment to expanding students' access to liberal arts education, academic success, and high-impact experiential learning opportunities.
 - An understanding and appreciation of student affairs and a student-centered, residential mission.
 - Provides leadership to and works collaboratively with the Assistant Vice President and Dean of Students to ensure that student engagement opportunities are integrated across the student experience, blending academic and campus and community engagement.
 - Enhances the student experience, retention, and student success.
 - Experience with curricular and co-curricular development and integration, academic advising, assessment of learning and academic programs, and accreditation.
 - Experience with the creation and implementation of a strategic plan.
 - Ability to translate strategic vision into successful action, with a track record of successfully executing multiple projects at a high level and in a timely manner.
 - Demonstrated ability to cultivate and develop inclusive and equitable working relationships with students, faculty, and staff.
 - Appreciation of and commitment to shared governance.
 - Ability to build a cohesive team through a unifying leadership style and to encourage a culture of support, direction, collaboration, and accountability throughout the organization.
- An accessible and collegial personal style; someone who engages with others in a way that builds trust; a person of impeccable integrity and character who is humble, hungry, and smart; courageous, even-tempered, and resilient in the face of challenges.
 - Appreciation for community engagement, environmental sustainability, and other initiatives that contribute to student learning and the health of the local community in a manner that demonstrates institutional mission.
 - Successful record of recruiting and retaining faculty from diverse backgrounds and a commitment to fostering an open intellectual environment.
 - Demonstrated financial acumen, including the ability to effectively manage budgets and assess financial performance.
 - Willingness and ability to utilize data to inform decisions.





THE APPLICATION PROCESS

Hendrix College has retained Academic Search, Inc. to assist in the search for the Executive Vice President for Academic Affairs and Provost. Applications, nominations, and inquiries may be sent in confidence to HendrixProvost@academicsearch.org. Applications should consist of (in two separate PDF documents) (1) a detailed cover letter addressing the expectations of the position and (2) a current curriculum vitae (CV).

The position will remain open until filled, but for full consideration, applications should be submitted by **January 31, 2024**. Confidential discussions about this opportunity may be arranged by contacting Maya Ranchod Kirkhope, Vice President and Senior Consultant or Dr. Rebecca Lynch, Consultant at HendrixProvost@academicsearch.org.

Hendrix College strives to maintain an environment free from discrimination and harassment, where members of the Hendrix Community treat each other with respect, dignity, and courtesy. The College adheres to the principle of equal educational and employment opportunity without regard to age, race, color, religion, gender, disability, sexual orientation, gender identity or expression, genetic information, or national origin.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Hendrix 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.



Committed to IDENTIFYING
AND DEVELOPING LEADERS
by providing the highest
level of EXECUTIVE
SEARCH to our
higher education
partners.

