



CLAFLIN UNIVERSITY

Department of Chemistry Chair
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About Clafin University

Located in Orangeburg, South Carolina, Clafin University (CU), an independent, four year, co-educational, residential, career-oriented liberal arts university is affiliated with the United Methodist Church. Founded in 1869, CU is the oldest historically black college/university (HBCU) in the state. Over 90% of the student body is African American and 39% are first generation college students, making Clafin a vital part of local, regional, and national efforts to recruit minority and female students into advanced degrees and research-oriented careers in the sciences, technology, engineering and mathematics (STEM) fields. The student body is diverse and consists of approximately 2,000 students of which 40% are male and 60% are female. CU's retention and graduation rates are 77% and 40%, respectively. Graduation rates for African Americans are 93% for undergraduates and 82% for graduates. In 2015, CU was ranked HBCU of the Year and Alumni Association of the Year by *HBCU Digest*. CU was also ranked the top HBCU in the nation by *Washington Monthly* in 2014. In 2012, CU was ranked as 178 among Top National Liberal Arts Colleges by *U.S. News & World Report*. The 2010 *U.S. News & World Report, "Guidebook to America's Best Colleges and Universities"* ranked CU #1 in the South among 80 schools nationally for its "Strong Commitment to Teaching" and #2 in the South among 77 schools nationally as a "Top Up-and-Coming School." The 2009 edition of *U.S. News & World Report's Guide to America's Best Colleges and Universities* rated CU in the Top Tier for the twelfth consecutive year and in the Top Ten for the sixth consecutive year among comprehensive colleges in the South. *Forbes Magazine* (2008 & 2009) rated CU as the Best HBCU in the nation, and UNCF ranked CU second, ahead of Morehouse and behind Spelman, in undergraduate student retention. Clafin's commitment to leadership in science, technology, engineering, and math (STEM) education is exemplified by its focus on quality undergraduate research opportunities, rich research environments, a Master's program in Biotechnology, and the Chemistry Department's accreditation by the American Chemical Society (ACS). Part of Clafin's success in these areas is due to its commitment of significant research experiences for its undergraduates.



Claflin Mission Statement:

Claflin University is a comprehensive institution of higher education affiliated with the United Methodist Church. A historically black university founded in 1869, Claflin is committed to providing students with access to exemplary educational opportunities in its undergraduate, graduate and continuing education programs. Claflin seeks to foster a rich community comprised of students, faculty, staff and administrators who work to nurture and develop the skills and character needed for engaged citizenship and visionary and effective leadership.

In its undergraduate programs, Claflin provides students with the essential foundation of a liberal arts education. Emphasizing critical and analytic thinking, independent research, oral and written communication skills. The University invites students to use disciplined study to explore and confront the substantive challenges facing the global society. Claflin's graduate programs provide opportunities for advanced students to increase their specialization in particular fields of study oriented toward professional enhancement and academic growth. Its continuing education programs provide students with expanded avenues for professional development and personal fulfillment.

Claflin Vision Statement

Claflin University will be recognized as one of the premier undergraduate teaching and research universities in the world and prepares effective and visionary leaders with global perspectives.





School of Natural Sciences and Mathematics (SNSM)

<http://www.clafin.edu/academics/school-of-natural-sciences-mathematics>

The SNSM provides dynamic academic programs to meet today's needs with research as an integral component of student training. The SNSM is positioning itself to be recognized for its undergraduate and graduate programs by utilizing the strengths of a high quality research environment and hands-on training. The SNSM is comprised of three Departments: Biology, Chemistry and Mathematics-Computer Science, and offers 12 undergraduate academic majors and a Master of Science degree in Biotechnology, averaging a total of 20 graduate students. In addition, the division offers a program leading to certification as a high school mathematics teacher and offers dual-degree programs in engineering, and engineering technology. All students in Clafin's School of Natural Sciences & Mathematics (SNSM) are required to participate in research that culminates in a senior research thesis or research proposal. The SNSM takes the lead in undergraduate research at CU. A decision was made by the President to support incorporating a Strategic Goal of "establishing a comprehensive undergraduate research program across the campus" into the university's five year Long Range Plan. CU STEM students have been accepted and have completed graduate and professional degrees at levels that far exceed the national average for African Americans in STEM disciplines. From 2000 to 2009, over 45% of students graduating from Clafin were accepted to at least one graduate and professional school including Brown, Massachusetts Institute of Technology, Princeton, John's Hopkins, Duke, Purdue, Temple, University of Wisconsin, Emory, University of Minnesota, University of Florida, and Medical University of South Carolina. The completion rate is 89% of those entering graduate schools completing advanced degrees and 100% (6/6) of those entering PhD programs completing the PhD. The benchmark completion rate was 51% of Meyerhoff Scholar graduates of the University of Maryland Baltimore County between 1993 and 2009. The SNSM was recently awarded a \$1.3 million grant from National Institutes of Health-National Institute of General Medical Sciences to increase numbers of PhD's in STEM and STEM-related research through Research Initiatives for Scientific Enhancement.



The Department of Chemistry

<http://www.clafin.edu/academics/school-of-natural-sciences-mathematics/department-of-chemistry>

The department of chemistry is approved by the American Chemical Society (ACS) to offer the chemistry and biochemistry major. The successful candidate must be familiar with ACS guidelines and reports. The Department offers an (ACS) approved major in chemistry and biochemistry and a curriculum that provides students with a solid understanding of the chemical sciences as well as practical experience. Students are prepared to compete effectively in graduate schools, professional schools, and in the workplace. The Department of Chemistry uses laboratory experiments, research and summer internships to expose students to the multicultural, technological and global society in which they will be expected to function.

The department is also a Research Core Facility for the state, therefore the candidate must be familiar with the major analytical equipment housed in the department such as the following, but not limited to:

Spectroscopy suite: LC-MS, FTIR, GC-MS, UV-Vis, HPLC, FPLC

MRI Suite: 700 MHz & 300 MHz NMR; ESR X-Ray Suite: Fluorescence, Single Crystal, Powder.



The Position

Clafin University School of Natural Sciences and Mathematics invites applications and nominations for the position of Chair of the Department of Chemistry with a vision to enhance its strong undergraduate program and activity to grow its graduate program. The successful candidate will be an accomplished educator who approaches both teaching and research with enthusiasm, is prepared to lead faculty, motivated to work with students at the undergraduate and graduate levels, and strives to develop students as scholars.

Clafin seeks a dynamic and innovative Chair who has worked in some administrative capacity at a four-year university, and who values, engages, and promotes collaboration and collegiality among faculty, staff, students, and external constituencies. The Chair will articulate a clear and compelling vision for the department's future and be a strong advocate for the School of Natural Sciences and Mathematics as well as on campus and in the community at large.

The University seeks an exceptional leader with the ability to effectively engage faculty, staff, students, and external constituencies in a collegial and collaborative manner. Reporting to the Dean, the Chair serves as chief academic and administrative officer of the Department responsible for the administration of academic programs, student success, strategic and fiscal planning, evaluation of faculty and staff, promoting of diversity awareness, and planning and promoting new academic programs, community services, and campus facilities.

The successful candidate will lead a diverse faculty and staff in an environment experiencing programmatic growth and encourage interdisciplinary activity among various programs. He/She will value and support the academic and outreach activities to ensure the Department programs continue to flourish.

The Chair is expected to possess the vision necessary to lead the department as it contributes to the University's goal of becoming recognized as a leading teaching and research university providing excellent educational opportunities for undergraduate and graduate students, preparing prepares effective and visionary leaders with global perspectives.

The Chair must be a strategic thinker, adept at building partnerships within a diverse community, knowledgeable in higher education issues, collaborative in developing team-focused, data-driven approaches to problem solving, and possess strong people-skills. Working in partnership with the University leadership, the successful candidate is expected to embrace and contribute to the mission of the University. This is an outstanding opportunity for a creative leader at an exciting time in the continued growth of the Department and Clafin University.

Successful candidates will have an earned doctorate in chemistry, have demonstrated superior academic experience, and have an established record of teaching, research, grantsmanship, and service appropriate for appointment to the rank of professor/associate professor.



Summary of Responsibilities

The Chair is the academic and administrative leadership of the department. The Chair, in consultation with the faculty and Dean, will make decisions regarding curriculum and future directions of the Department. In addition, the Chair must be able to work with faculty and students from multiple disciplines, attract and retain top-tier faculty, enhance existing undergraduate and graduate degree programs, advance the status of the Department in terms of funded research and graduate education, support and promote the service mission of the Department, maintain an innovative, funded, and nationally recognized research program, teach classes at the undergraduate and/or graduate level, and supervise high quality student research.

Responsibilities Department and Campus-Wide

- Exercise academic leadership in teaching, research, and other activities of the Department;
- Organize and administer the academic program and faculty schedule of the Department;
- Develop a departmental budget, that following approval by the Dean, is submitted to the Provost; and administer the budget;
- Evaluate the performance of departmental faculty and make recommendations to the Dean regarding promotion, tenure, sabbatical leave, dismissal, or non-re-appointment;
- Recruit, mentor, maintain and monitor the professional development of faculty and other personnel;
- Assist in the recruitment of students and coordination of activities directed toward student retention;
- Recommend students for graduation when they have met all program requirements;
- Construct and recommend class scheduling and provide a system of academic advising for students to be offered by the Department each semester;
- Encourage the attendance of departmental faculty at University-sponsored functions;
- Convene and preside over monthly meetings of the Department during the academic year, and submit copies of minutes to the Dean and Provost;
- Administer University policies and procedures;
- Encourage and monitor faculty proposals for contracts and grants;
- Prepare and submit departmental reports and assessment plans;
- Coordinate activities with other campus Chairs, Deans and Claflin Administration;
- Participate in mediating faculty and student issues, grievances, and appeals;
- Other duties as assigned by the Dean or Provost.



Knowledge, Skills and Abilities

- Knowledge of college educational philosophy and top management administrative practices, policies, and procedures, college curricula and instructional programs;
- Ability to collaboratively lead and manage an academic area;
- Ability to think creatively to resolve issues and overcome everyday challenges;
- Ability to work effectively in a multi-ethnic/multi-cultural environment with students, faculty and staff;
- Ability to speak effectively to employees, faculty, staff and community groups; excellent communication and interpersonal skills;
- Record of securing external funding;
- Experience with budget management and development;
- Record of strategic planning and program assessment and improvement;
- Dedication to advancement of excellence in teaching and undergraduate education;
- National/international recognition as a scholar and leader that would merit appointment as an associate professor or higher;
- Commitment to academic innovation and integrity;
- Advocate for diverse research and educational excellence as appropriate to college programs;
- Ability to work effectively with and build consensus among a diverse faculty, student body and administration;
- Active involvement with professional organizations;
- Commitment to recruiting and retaining diverse faculty, staff and students.

Qualifications

- Ph.D. in Chemistry or related field;
- Qualifications to be tenured at the associate professor level or above;
- A distinguished record of scholarly research and demonstrated success in teaching;
- Experience in effective undergraduate and graduate student supervision;
- Demonstrated success in attracting continuing external funding;
- Leadership and interpersonal skills necessary to lead a department committed to teaching and research excellence;
- Previous successful chair or relevant administrative experience is desirable, but candidates who otherwise possess exceptionally strong credentials will be given serious consideration;
- Demonstrated commitment to student centeredness and optimization of student learning;
- Evidence of a commitment to and success securing external funding;
- Evidence of a strong commitment to helping students obtain a broad-based education;
- Evidence in curriculum development including a commitment to collaboration and innovative pedagogies;
- Evidence of strong interpersonal and communications skills with faculty, staff, students, alumni, and community members.





Procedure for Candidacy

Review of applications will begin immediately and applications accepted until the position is filled, with an anticipated start date of July 1, 2016.

Applications should be accompanied by a letter of application and curriculum vitae. Applications and nominations will be accepted until the position is filled.

Clafin University is being assisted by Harris Search Associates for this search. Please contact to Jeffrey Harris, Managing Partner for further detail.

Contact Information:

Jeffrey Harris, Managing Partner

Harris Search Associates

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Email: jeff@harrisandassociates.com

www.harrisandassociates.com

Clafin University is an Equal Opportunity/Affirmative Action Employer and offers outstanding benefits including health, dental, and life insurance; paid vacation, sick leave and holiday. Members of ethnic minorities, women, disabled veterans, veterans of the Vietnam-era, recently separated veterans, and other protected veterans, persons of disability and/or persons age 40 and over are encouraged to apply.

Harris Search Associates
I N N O V A T I O N + T A L E N T

iic Partners
Executive Search Worldwide

Harris Search Associates, an IIC Partners member firm, is a leading global executive search and board advisory consulting firm. Our practice is focused on identifying and attracting leaders to support the growth of clients in the areas of research, science, engineering, academic medicine and commercial enterprises. Clients include the foremost universities, research parks, institutes, academic medical centers and commercial organizations driving global innovation and discovery.

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Chile

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Mexico

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United Arab

Emirates

United Kingdom

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