

Harris Search Associates

I N N O V A T I O N + T A L E N T



Vice Provost for Enrollment Management Search

Harris Search Associates

Spring 2014

Confidential: This report has been prepared for the exclusive use of the client named. Because it may contain confidential information, its use should be controlled and limited to the executives concerned. This information is given in good faith and is believed to be correct but may require additional verification



About Clemson University

Clemson University is one of the nation's leading land-grant universities. One of the country's most selective public research universities, Clemson University serves a uniquely driven and highly accomplished student body. Ranked as the 21st best national public university by *U.S. News & World Report*, Clemson is a science- and engineering-oriented university dedicated to teaching, research and service. Clemson enrolls over 16,500 undergraduates and 4200 graduate students, in more than 80 majors and 110 graduate degree programs. Clemson's retention and graduation rates rank among the highest in the country for public universities. Clemson was named as a best value by *Kiplinger* magazine in 2013, and *SmartMoney* in 2012 ranked us No. 7 in student return on investment. Clemson's teaching, research and outreach are driving development and improving the quality of life in South Carolina and far beyond.

<http://www.clemson.edu/about/rankings.html>

Recognitions/Awards

- Six years in a row that Clemson University has been named to the President's Higher Education Community Service Honor Roll.
- Clemson is one of only 9 public colleges and universities identified as making writing across all disciplines a priority per *U.S. News & World Report*, 2013.
- Clemson is one of the friendliest colleges in the nation! A 2011 survey conducted by *The Huffington Post* ranks Clemson fourth for students' approachable, supportive and charitable nature, along with their deep love for other students.
- Clemson is one of the nation's 75 best values in public colleges and universities, according to *The Princeton Review Best Value Colleges* for 2013, based on excellent academics, cost of attendance and availability of financial aid.
- Ranked # 11 is Clemson's career services program, according to the 2014 *Princeton Review*.
- Ranked # 5 is alumni giving participation among national universities per *U.S. News & World Report*, 2013.
- Ranked #21 as a top public national university according to *U.S. News & World Report*. And Ranked # 7 in return on investment according to *SmartMoney*.

Recent enrollment data and student information

Clemson University has enjoyed year-over-year increases in high-quality applications for its undergraduate class. The university maintains a public *FactBook* that contains a wealth of data regarding the attributes of the entering freshman class, transfer students, currently enrolled undergraduate and graduate students, and graduates. The *FactBook* can be found at this link:

<http://www.clemson.edu/oirweb1/FB/factBook/CUfactbook.cgi>

The Position: Vice Provost for Enrollment Management

Reporting to the Provost in a newly created strategic role, the Vice Provost for Enrollment Management will serve as the key representative for student enrollment, retention and degree management at Clemson University. This is a high impact position that will help shape the quality and diversity of the current and future undergraduate and graduate student body at Clemson University.

The Vice Provost will build on the national recruitment and admissions reputation of Clemson University and provide strategic vision to attract and retain a diverse, high quality student body. The Vice Provost will oversee analysis, marketing, recruiting, outreach, admissions, and financial aid for freshmen and transfer students to shape the undergraduate class, and partner with the university's colleges to ensure the recruitment and retention goals are aligned with institutional goals.

The Vice Provost for Enrollment Management is responsible for overseeing the leadership, budgets, technology, and operations of the offices of Admissions and Student Financial Aid, as well as other units to strategically lead the various aspects of enrollment management. As part of his/her duties, the inaugural Vice Provost for Enrollment Management will: serve as a key member of the Provost's leadership team and shape the future directions for enrollment management goals; oversee the office of summer school, the Bridge to Clemson Program, and related programs; collaborate with the academic colleges on the development of short-range and long-range enrollment goals; and collaborate with other campus entities (e.g., the Honors College, the Graduate School, the Office of Global Engagement, Student Affairs, the Chief Diversity Officer, Institutional Effectiveness and Assessment, and Development).

Offices which will report to the Vice Provost of Enrollment Management include:

1. Admissions
2. Student Financial Aid
3. Registrar
4. The Bridge Program and Transfer Transition and Success Services
5. Academic Success Center
6. Freshman Academic Programs, Early Success Program and Freshman Summer Reading Program
7. National Scholars Program
8. Summer School

Furthermore, the Vice Provost will be well-versed on national trends and issues facing higher education, be fully up-to-date on federal and state requirements, and active with national professional activities. This individual will represent Clemson University to a wide array of constituents, including students, parents, alumni, and high school and college counselors, and provide national and international visibility for Clemson University. The Vice Provost will be a resource and advisor for Clemson's senior administration.

The successful candidate will have the following attributes:

- strong leadership and communication abilities;
- a proven track record of working effectively across campus;
- knowledge of national trends in recruitment, retention, financial aid and state/federal rules and regulations;
- commitment to strategic planning and assessment;
- strong data analysis and quantitative skills
- keen marketing skills and an ability to work collaboratively with multiple constituents.

Qualifications

- This senior-level administrative position requires a minimum of a master's degree in a related area (PhD preferred) and at least 5 years of increasingly responsible executive-level experience in enrollment management or a related unit at a highly selective higher education institution.

- Broad knowledge of University academic policy, administrative structure, academic governance, and service delivery.
- Evidence of leadership in developing and advancing diversity.
- Evidence of inclusive and decisive leadership in higher education.
- Seven or more years of administrative and budget experience.

Additional Desired Characteristics and Abilities

- Ability to manage competing priorities, deadlines, and projects simultaneously.
- Demonstrated ability to facilitate partnerships among academic programs and other divisions of the university faculty, students, and community constituents.
- Integrity, confidence, enthusiasm, initiative, and flexibility.
- Clear ability to think both long range and strategically; a demonstrated vision and creativity; and the ability to inspire others to active engagement in a common enterprise.
- Can communicate effectively to multiple constituencies, including University professionals, the academic community and the public.
- Collaborative leadership style in exercising leadership within the framework of shared governance.
- High energy and a collaborative management style; enjoys interaction and collaboration; friendly and open with all constituents

Procedure for Application

Clemson is being assisted by Harris Search Associates for this search. Please contact Jeffrey Harris, Managing Partner, for further details.

Contact Info: Jeffrey Harris, Managing Partner Email: jeff@harrisandassociates.com
Tel: 614-798-8500 ext.125 Cell: 614-354-2100 www.harrisandassociates.com

Clemson University does not discriminate against any individual or group of individuals on the basis of age, color, disability, gender, national origin, race, religion, sexual orientation or veteran's status. Clemson University is an Affirmative Action/Equal Opportunity Employer