

# East Georgia

STATE COLLEGE®



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*Inviting Applications and Nominations for*

## Provost and Vice President for Academic and Student Affairs



**MYERS MCRAE**  
EXECUTIVE SEARCH AND CONSULTING

**East Georgia State College**, a multi-campus, access institution of the University System of Georgia, seeks a collaborative, student-focused academic leader with strong experience in strategic planning to serve as **Provost and Vice President for Academic and Student Affairs**. This results-oriented administrator reports directly to the President and serves as a member of the President's Cabinet. The start date is negotiable, with December 2022 being the preference.



### **Our Vision**

*Through bold and transformative action, East Georgia State College aspires to significantly increase the educational achievement of its students and to be an indispensable pathway to a more fulfilling and prosperous future.*

### **Our Mission**

*East Georgia State College prepares traditional and nontraditional students for success in the global 21st century through a technologically advanced teaching and learning environment that fosters personal growth by utilizing an expanding range of resources and amenities, including an on-campus student residential option. The College also continuously engages the communities it serves through public service and cultural enrichment.*

## **ABOUT THE COLLEGE**

East Georgia State College (EGSC) is a two-year institution of the University System of Georgia. EGSC provides roughly 2,000 students access to both academically transferable pathways and collaborative programs in occupation-related fields.

The main campus in Swainsboro offers a tight-knit community with residential options. The beautiful 400-acre pine forest campus has two small lakes, a challenging 18-hole disc golf course, and an active apiary, one of only 115 Bee Campuses across the nation. EGSC also operates instructional sites in Statesboro and Augusta that allow students to benefit from the small class sizes and affordability of EGSC while still experiencing the vibrant student life of the larger universities with which the College shares space.

Serving both traditional and nontraditional students, EGSC has a technologically advanced teaching and learning environment that is designed to enhance student success and provides a broad range of resources, opportunities, and amenities beyond the classroom that foster personal growth. The College also offers an on-campus residential option for students to experience.

### **The College offers five associate degrees:**

- Associate of Arts in Liberal Arts
- Associate of Arts in Elementary Education
- Associate of Arts in Social Sciences
- Associate of Science in Business Administration
- Associate of Science in Natural Sciences

The College's transfer pathways provide students with wide-ranging courses that prepare them to earn a degree at a transferring institution of their choice. Transfer pathways enable students to achieve their academic goals by providing foundation curriculum courses that successfully transfer into a related academic program at another institution. Some of these options include pursuing bachelor's degrees in computer science, exercise science, nursing, and more. EGSC has one of the lowest tuition and fee rates in the University System of Georgia (USG). Coupled with student employment and merit and need-based scholarships, EGSC students generally have a lower college expense, which means less student debt.

EGSC continuously engages the communities it serves through public service and cultural enrichment. A catalyst for regional growth, the College had an

economic impact of more than \$80 million as last reported by the Selig Center at the University of Georgia.

The EGSC Bobcats are part of the National Junior College Athletic Association and Georgia Collegiate Athletic Association. Bobcat Athletics has four Varsity and Junior Varsity sports teams (baseball, softball, men's basketball, and women's basketball). Junior Varsity athletics was added in Fall 2021, and cross country and tennis will begin Fall 2022. At that time, the number of athletes in the athletics program will be 200-plus.

East Georgia State College is accredited by the Southern Association of Colleges and Schools Commission on Colleges.



## THE OPPORTUNITY

The **Provost and Vice President for Academic and Student Affairs** (Provost) is the administrator responsible for the development, implementation, and management of the College's academic and student affairs operations, including enrollment management oversight. These responsibilities encompass the programs and activities at the Swainsboro, Statesboro, and Augusta locations. Success in this position contributes to the success of all college operations.

The President assigns work in terms of college goals and objectives and reviews work through conferences, reports, and observation of college activities. The Provost also ensures adherence to the guidelines included in EGSC, USG, and Board of Regents rules and regulations, budget process guidelines, related federal regulations, college employee and faculty handbooks, the college catalog, and other system policy manuals. The Provost is expected to use good judgment, selection, and interpretation in application of these guidelines.

### SUPERVISORY AND MANAGEMENT RESPONSIBILITY

The Provost has supervision responsibilities of the following direct reports:

- Associate Vice President for Academic Affairs, who oversees Faculty, Academic Program Coordinators, Campus Coordinators, Director of eLearning, and First Year Experience

- Associate Vice President for Enrollment Management (vacant), who oversees Admissions, Registrar, and Financial Aid
- Associate Vice President for Student Conduct and Title IX, who oversees Housing, Student Life, Counseling and Disabilities, CHOICE Program, Student Conduct, and Title IX
- Director of the Library
- Executive Assistant to the Provost and Vice President for Academic and Student Affairs
- Director of Academic Advising
- Director of Athletic Advising
- Director of Center for Teaching and Learning
- Director of Retention
- Director of African American Male Initiative

### MAJOR DUTIES

- Is responsible for the development and implementation of a comprehensive enrollment management and student retention plan using data analytics, marketing, recruitment, and regular assessment and adjustments to the plan.
- Ensures communication of the enrollment management and retention plan to unit staff, makes assignments, and regularly monitors plan aspects.
- Researches and reviews enrollment management strategies for state college sectors, first-generation college students, and other unique populations as potential targets for recruitment.



- Supervises all data collection, student success, tutoring, advising, and retention efforts of the unit.
- Serves as a member of the President’s Cabinet.
- Assures that the departments’ strategic goals are aligned with the College’s strategic goal; regularly assesses progress towards each unit’s goals; implements changes necessary to attain goals; and regularly reports progress to the President.
- Directs the College’s academic programs, including the development of curricula and the implementation, coordination, and assessment of student learning outcomes and the assessment of all academic programs.
- Ensures that programs and curricula respond to the needs of the region served.
- Oversees a comprehensive program of faculty development, including the performance evaluation of full- and part-time faculty.
- Develops and recommends annual budget requests to support academic goals and objectives and allocates and monitors spending.
- Supervises tenure, promotion, pre-tenure, and post-tenure review processes and ensures the integrity of the process according to EGSC and USG policy.
- Supervises the College’s judicial affairs activities, including the enforcement of the Student Code of Conduct and the College’s academic honesty policies.
- Recommends faculty and staff unit personnel actions to the President.
- Coordinates the preparation of the schedule of classes, directs the assignment of classrooms, and aligns resources to meet the demands of the region and with trends in higher education.

- Maintains a cumulative record of faculty publications, special achievements, membership in discipline-related organizations, academic progress, and college and community service.
- Verifies the degrees and credentials for the appointment and reappointment of academic personnel, including the securing of official documentation of degrees and credentials.
- Ensures that all reporting obligations to the USG and external agencies are fulfilled in a timely manner.
- Supervises administrative assistant to the Provost and Vice President for Academic and Student Affairs.
- Prepares and presents reports to the President and faculty.
- Performs related duties.

## REQUIRED QUALIFICATIONS

- An earned doctorate or equivalent terminal degree and a record of teaching and scholarship previously recognized with appointment as a tenured full professor
- Experience sufficient to thoroughly understand the diverse objectives and functions of the subunits in the division/department in order to direct and coordinate work within the division/department, usually interpreted to require a minimum of three to five years of senior-level higher education administration experience in academic affairs, student affairs, and/or enrollment management

## PREFERRED QUALIFICATIONS

- Demonstrated record of accomplishment and experience within college settings
- Demonstrated commitment to serving a diverse community, fostering an inclusive environment where everyone is valued and respected, and working effectively within an environment that values shared governance
- Documentation of excellent leadership, communication, and interpersonal skills
- Demonstrated ability to contribute to the achievement of institutional goals and objectives
- Demonstrated knowledge and experience with budgeting, resource management, and planning
- Demonstrated ability to work collaboratively with faculty, administration, coordinators, staff, other campus personnel, and external constituencies
- Demonstrated ability to facilitate change, with a proven track record in the implementation of strategic initiatives
- Experience working in a position that requires a high level of college support and service across multiple units
- Demonstrated experience with staff development and unit improvement
- Demonstrated success in working with external constituencies to listen, build relationships, and develop support and funding
- Demonstrated ability to work effectively with executive teams
- Humility, ability to self-reflect, and a sense of humor

## REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of and commitment to the mission of the College
- Knowledge of current trends in higher education
- Knowledge of accreditation, program assessment, and strategic planning
- Knowledge of budget development and management principles
- Knowledge of classroom practices, teaching methodologies, assessment systems, and educational technology
- Knowledge of Student Affairs and Student Success theory and practices
- Knowledge of best practices in enrollment management and student retention
- Skills in the delegation of responsibility and authority
- Skills to work cooperatively with a local board, legislators, community leaders, students, faculty, and staff
- Skills to make timely decisions
- Skills in decision making and problem solving
- Skills in interpersonal relations and in dealing with the public
- Skills in oral and written communication

EGSC strives to create and maintain a learning environment maximizing the opportunity for each student to succeed. Each individual student's academic success is important. Accordingly, every employee of the College has a responsibility to carry out his/her position duties in a manner that enhances the learning environment and communicates that message to students each working day.



## DAVID SCHECTER, PH.D. PRESIDENT OF EAST GEORGIA STATE COLLEGE



Dr. David Schechter began serving as President of East Georgia State College on Jan. 3, 2022. He brings a strong academic background and experience in public higher education administration to the College's executive post.

Prior to his appointment, Dr. Schechter was Provost and Senior Vice Chancellor for Academic Affairs at the University of South Carolina Upstate in Spartanburg, S.C., where he managed a budget of \$38 million, administered a department of 686 employees, and supervised deans of the schools and colleges and the library.

Prior to serving at USC Upstate, Dr. Schechter served as Associate Vice President for Faculty Affairs and then Vice Provost at California State University, Bakersfield. He provided oversight for the University's Office of Research and Grants as well as the Kegley Institute of Ethics.

Before joining the administration at CSU Bakersfield, he was chair of the Department of Political Science at California State University, Fresno, where he was granted tenure as a full professor and earned the prestigious Provost's Award for Faculty Service. He also previously taught at the University of Nevada, Las Vegas.

A Florida native, Schechter holds a Ph.D. in political science from the University of Florida and both a master's degree in political science and a bachelor's degree in interdisciplinary studies and history from Florida State University. He also holds an MBA from Fresno State.



### EAST GEORGIA STATE COLLEGE SNAPSHOT

(FY2020-21)

- ▶ **Fall 2021 Total Enrollment: 2,023**
  - Swainsboro Campus, 582;
  - Augusta Campus, 236;
  - Statesboro Campus, 425;
  - 100% Online, 680;
  - Dual Enrollment, 100
- ▶ **EGSC students come from 113 Georgia counties, 14 states, and 11 countries**
- ▶ **Degrees awarded in 2020-21: 322**
  - Associate Degrees: 307
  - Bachelor's Degrees: 15
- ▶ **Number of Faculty: 63**
  - 21 Professors
  - 26 Associate Professors
  - 8 Assistant Professors
  - 8 Instructors



### “Crossroads of the Great South”

One of the fastest-growing regions in the Southeastern United States, visitors to Swainsboro and Emanuel County will find themselves in a gently rolling landscape of fields, woods, and sandy soil. Under a canopy of piney woods, the forest floor is still carpeted with wiregrass, flora, and fauna. Situated at the crossroads of U.S. 80 and U.S. 1, Swainsboro is just a short drive from Augusta, Macon, Savannah, and the beaches of Tybee Island.

The Ohoopée, Ogeechee, and Canoochee Rivers flow through the county, and the smaller streams and innumerable ponds make the region an excellent recreation and fishing area.

Rich in history and thriving with contemporary culture and arts, Swainsboro is a great place to visit, but a better place to live! Swainsboro’s cost of living is nearly 25% lower than the U.S. average.

## APPLICATION & NOMINATION PROCESS

*Confidential inquiries are welcomed, and nominations are invited.*

### Applications

- 1) Application packet must include:
  - a) Current curriculum vitae
  - b) A letter of application that ties the candidate’s experience specifically to the needs of EGSC and its campuses (www.ega.edu) and to the needs outlined in the position description (*Accomplishments listed on the CV should not simply be repeated in the letter.*)
  - c) At least four references with full contact information including e-mails (*References will not be contacted without consent from applicant.*)

- 2) Submit application packet (preferably as PDFs) to:  
**EGSC-Provost@myersmcræ.com**. *Additional information will be requested upon receipt of application.*

**Review of applications begins September 15, 2022.**  
Applications will be accepted until the position is filled.

### Nominations

Submit nominations to:  
**EGSC-Provost-nominate@myersmcræ.com**  
with complete contact and e-mail information for the individual being nominated.

**Kenny Daugherty**, President, of **Myers McRae Executive Search and Consulting**, is assisting the College for this search. Request a conversation at **kennydaugherty@myersmcræ.com**.



East Georgia State 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, East Georgia State 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.