

POSITION PROFILE

**Vice Chancellor
for Student Affairs
(VCSA)**



ABOUT

A member of the prestigious Council for Public Liberal Arts Colleges, the University of Virginia's College at Wise is an inspiring place to teach, lead, learn and call home. With a student faculty ratio of 13:1 and approximately 2,000 students, UVA Wise is committed to excellence in teaching, personalized attention, and individual growth, as well as to the advancement of our region through economic development.

The only division of the University of Virginia located outside of Charlottesville, UVA Wise has a beautiful campus that is nestled in the Appalachian Mountains of Southwest Virginia. Here, students learn from faculty who are encouraged to engage in scholarship and service that complements their teaching, and our environment is ideal for the task. In addition to Appalachian arts and culture, on-campus wetlands and impressive geography, and a region full of opportunities for study and outdoor adventure, there are many opportunities to build partnerships with organizations, agencies, and businesses in the area and beyond. Professional staff and a dedicated senior leadership team are driven by the vital mission of ensuring access and affordability to this robust, quality higher education.

The College's student population is largely first-generation, often rural students, for whom we offer access and affordability along with challenging academic work in the liberal arts tradition. The result is well-rounded graduates who earn fulfilling work at leading organizations and pursue graduate study at prestigious universities, as evidenced recently when *U.S. News & World Report* ranked UVA Wise as sixth in the nation for promoting social mobility.



BY THE NUMBERS

● **396**
acre campus

● **1,978** students

● **319** faculty & staff

● **\$131** million
endowment

● **6th** in the nation
for upward social
mobility according
to *U.S. News &
World Report*

VALUES

Public Liberal Arts: We embrace our identity as a public liberal arts institution. We are inspired by the world of ideas and a diversity of perspectives. We encourage all members of our community to seek understanding beyond the boundaries of their current knowledge, to deepen understanding through critical reflection and analysis, and to share understanding through clear and persuasive communication.

Affordability and Accessibility: We believe in the transformative power of higher education for all individuals. We prioritize affordable access to an excellent, inclusive, and comprehensive college experience. We are committed to degrees that open doors to a range of careers, create economic and social mobility, forge a path to global citizenship, and serve as a conduit for a fulfilled life.

Commitment to the Individual: We value the unique contributions of all members of our community, who represent diverse populations and rich cultural heritages. We are committed to creating a culture of listening that opens minds to new perspectives and fosters the habit of reflection that deepens self-awareness. Through our actions, we seek to be engaged citizens who work for positive impact in our community.

Engagement with the Community: We respect the history and culture of our home in the heart of the Appalachian Mountains. We aspire, through teaching and scholarship, to deepen our understanding of the unique characteristics of the region and to apply and share that knowledge broadly. We partner with organizations and individuals to develop strategies for health and wellness, economic growth, job opportunity, and community vitality through the arts, education, culture, sports, and recreation. We are committed to stewardship of the community's resources and trust.

THE HISTORY

It was a cold and snowy night on December 17, 1953 when a winter storm stranded Samuel R. Crockett Jr., an extension agent from the University of Virginia, at The Inn at Wise in Wise, Va. Crockett struck up a conversation with local residents Mary Thompson, Jane Knox, and Lois Tracy, known now as "The Three Wise Women," about Southwest Virginia's need for a public college so residents could pursue higher education close to home.



After the initial conversation with Crockett, three local men, Kenneth P. Asbury, Fred B. Greear, and William A. Thompson Sr., known now as “The Three Wise Men,” traveled to Charlottesville to convince UVA that the plan was solid. A few months later, a little school called Clinch Valley College of the University of Virginia, now the University of Virginia’s College at Wise, opened its doors.

**“At UVA Wise our mission is simple:
Student Success and Service to the Region.”**

— DONNA PRICE HENRY, CHANCELLOR

The Commonwealth of Virginia offered \$5,000 to open, staff, and operate the two-year school for one year, with another \$5,000 if a second year could be accomplished. Local citizens from Wise County donated more than \$6,000 to furnish and equip the classrooms, with the County donating property and two sandstone buildings that were remnants of the county poor farm.

In September 1954, the College welcomed 109 freshman, two-thirds of whom were Korean War veterans. The first class of the College’s graduates went on to become some of the region’s most successful professionals, and, as more graduates of the two-year college expressed their preference for baccalaureate degrees, the College became a four-year institution. The first Bachelor of Arts degree was conferred in 1970, the Bachelor of Science followed in 1973, and a Bachelor of Science in Nursing was added in 1996. All told, more than 10,000 students have earned bachelor’s degrees in one or more of the College’s academic disciplines.

UVA Wise’s heritage of providing access to affordable, quality higher education continues today.

MISSION

In 2020, a cross-campus Strategic Planning Committee formed, and went to work collecting critical data to identify the College's current identity, evaluating strategic options for the future, and envisioning the future of UVA Wise. The result was a strong, concise mission and corresponding objectives that further articulate our commitment to our students, who have the power to transform our region, the Commonwealth, and the U.S. as they become leaders and servants around the world.

The UVA Wise Mission:



Through excellence in teaching, personalized attention and commitment to individual growth, the University of Virginia's College at Wise prepares students to be engaged citizens. Drawing upon its foundation as a public liberal arts institution in the Appalachian region, the College strives to build a diverse community of learners with the drive to serve and lead in their communities, the nation, and the world.

Strategic Objectives

- » Re-imagine curricular structure with a focus on competencies to meet academic and professional goals.
- » Align program portfolio with institutional mission, student demand, and regional need.
- » Invest in faculty and staff recruitment and development to achieve diversity, collaboration, and commitment.
- » Attract, engage, and retain students who will fully benefit from a UVA Wise experience.
- » Update systems, policies, and processes to ensure sustainable and efficient management of resources.

ACADEMICS

With a student faculty ratio of 13:1 and approximately 2,000 students, UVA Wise is committed to excellence in teaching, personalized attention, and individual growth. Students engage in a well-rounded education that allows them to gain hands-on experience through internships, undergraduate research, and other high-impact practices. They learn from faculty who are encouraged to engage in scholarship and service that complements their teaching and mentoring. UVA Wise students gain a professional liberal arts education that broadens their career opportunities and prepares them for a fulfilling life.

ACADEMICS BY THE NUMBERS

33 majors & **39** minors

5 pre-professional study tracks

Prestigious agreements with the Appalachian School of Law, the Appalachian School of Pharmacy, and the Edward Via College of Medicine



INTERCOLLEGIATE ATHLETICS

The Highland Cavaliers are members of NCAA Division II and the South Atlantic Conference, which is comprised of competitors from Tennessee, North Carolina, and South Carolina. We compete in 13 varsity sports: baseball, basketball, cross country, football, golf, and tennis for men; basketball, cross country, golf, lacrosse, softball, tennis, and volleyball for women.

The mission of the UVA Wise Athletic Department is to support the transformational vision of the College through a commitment to using athletics to impact the lives of our students, campus, and community. Membership in NCAA Division II reflects the College and Athletic Department's vision of providing the best opportunities for our deserving and dedicated student-athletes.

ECONOMIC DEVELOPMENT

As the only four-year public institution of higher education in Virginia's coalfield region, UVA Wise exists not only to support employers but also to promote economic development throughout our region. We are the area's engine of economic growth.

We support Southwest Virginia by:



- » Connecting the wealth of resources available at the University of Virginia to opportunities in Southwest Virginia.
- » Linking the community to faculty, staff and students through strategic partnerships.
- » Serving as a source of professional and leadership development.
- » Supporting the economic development community.

In 2016, an economic impact study found that UVA Wise has an \$84 million economic impact on our region, boosting the economy, revenues, and employment for the LENOWISCO (Lee, Wise, and Scott counties, as well as the City of Norton) and Cumberland Plateau Planning Districts. This study found that the College provides 680 jobs, \$3.5 million in government revenue, and student, employee, and visitor spending that pumps \$6.1 million into the local economies annually.



On the Road to Wise

Located in the Appalachian Mountains, Wise is an incredible place to study and live. Here are some favorite stops along the way as you visit our campus.

- » **High Knob Tower:** Take a drive and then a short climb to 4,223 elevation and a breathtaking lookout.
- » **The Wood Booger Grill:** Explore likenesses of the wood booger, a mythical bigfoot-like creature, rumored to live near High Knob for which this restaurant is named.
- » **The Central Drive-In:** Neighboring Norton, Va., is home to an authentic drive-in movie theatre.

Recently, the College has gained momentum in fostering economic development with and for the region by:

- » Renovating a building which became the Oxbow Center, a community for technology and innovation which provides co-working and office spaces supported by high-speed internet that has bolstered entrepreneurship and increased teleworking opportunities.
- » Facilitating the Southwest Virginia Economic Forum which shares thought leadership around economic and community leadership while allowing space for local and regional leaders to have discussions around a shared vision of growth and innovation for Southwest Virginia.
- » Diversifying leadership and professional development learning opportunities through collaborations with GO Virginia Region One, the Higher Education Center in Abingdon, Va., and the University of Virginia.

THE REGION/SOUTHWEST VIRGINIA

Home to some of the most scenic stretches of the Appalachian Trail, vital natural resources, local music and culture, and flourishing new industries, Southwest Virginia is a welcoming and growing region.

The College at Wise is located in Wise, Virginia, a small town with a rich history. The historic downtown is a short stroll from campus and features many locally owned shops and restaurants. Local farmer’s markets, summer movies in a downtown glade, and local festivals round out the variety of offerings in Wise. Just beyond Wise, you’ll find plenty to see and do, whether you love hiking, canoeing and camping or shopping local boutiques and enjoying delicious food and drink with friends.

Wise is located approximately an hour from the Tri-Cities region of northeastern Tennessee, which includes Bristol, Va./Tenn., home to both the Bristol Motor Speedway and the Birthplace of Country Music, the organization that hosts the internationally renowned *Rhythm and Roots* festival each year. The Tri-Cities region boasts an international airport, the Barter Theatre, South Holston Lake, and more amenities including a wide array of shopping, dining, arts and cultural attractions, historic sites, outdoor adventures, and more!

VICE CHANCELLOR FOR STUDENT AFFAIRS

Position Summary

The Vice Chancellor for Student Affairs (VCSA) is a full-time, 12-month position, reporting directly to the Chancellor. Leading a team of Student Affairs professionals, the VCSA ensures an open, equitable, and inclusive process for access to educational programs, oversees budgets serving as resources for Student Affairs-related programming, maintains integrity of and appropriate access to educational records, and plans and executes a comprehensive student engagement/development program for all students.

Primary Duties and Responsibilities

- » Serves as a member of the Chancellor's Senior Staff and Cabinet;
- » Provides the overall vision and leadership for Student Affairs and ensures coordination of programs and services;
- » Creates a dynamic and productive environment for a group of experienced and diverse Student Affairs professionals within the Division of Student Affairs with direct supervision of: the Dean of Students (including Housing and Residence Life and Student Conduct and Responsibility); the Director of Student Engagement (including new student orientation, freshman extended orientation, parent and family engagement, and the New Student Advising Corps); and the Director of the C. Bascom Slep Student Center (including Student Recreation, Greek Life, Student Activities, and Conference and Events);
- » Participates in the development and implementation of a comprehensive, integrated student life program that is supported by a clear mission statement for the Division and achievable department goals;
- » Provides direct oversight for multiple operating budgets;
- » Builds partnerships with colleagues across the campus community to enhance a comprehensive student experience which will assist with ensuring the highest quality student experience maximizing student persistence to graduation;
- » Plans, creates, administers, and assesses existing Student Affairs programs, while developing innovative methods for providing services, for engaging staff in short- and long-range strategic planning, and for implementing successful outreach efforts to students and their families;



Professional Development Funding

As part of the University of Virginia, UVA Wise provides full-time employees with several thousands of dollars per year to pursue conferences related to their professional growth and development and/or tuition for degree programs related to their area of expertise.

- » Works closely with Campus Police and the Dean of Students to ensure consistency regarding policy implementation and enforcement;
- » Serves as a member of the Crisis Management Team;
- » Works collaboratively with the Chancellor and members of her senior leadership team for long-range planning including space needs, budgets, capital expenses, and facilities related to student life as well as enrollment and retention goals;
- » Reviews yearly professional development needs and opportunities for the Student Affairs team and recommends appropriate opportunities as needed;
- » Serves as liaison between the College and the University General Counsel's Office in potential legal matters associated with student conduct and others matters potentially impacting student life;
- » Partners with the College's leadership team, faculty, students, and staff to pursue opportunities to strengthen the College's efforts to be an inclusive community marked by respect, responsibility, and acceptance;
- » Works with the Director for Diversity, Equity, and Inclusion to design and implement innovative strategies leading to student success in a welcoming and authentically-diverse community of learning and social interaction in which all perspectives are valued and to ensure all mandated programming regarding Title IX and the Clery Act is provided for both the Student Affairs team and for students;
- » Performs other duties as assigned by the Chancellor.

Professional and Personal Qualifications

- » Master's degree required, doctorate preferred in Student Personnel Services, Educational Leadership, Counseling or School Psychology in Counseling, or a related field; or, comparable experience, as in significant experience leading a complex organization that is accountable and responsive to diverse stakeholders.
- » Ten to 15+ years of progressively-responsible administrative experience in higher education, preferably in student affairs/student development.
- » High energy, strong collegiality, and a positive demeanor.
- » Demonstrated knowledge and experience in managing all aspects of a student conduct process.
- » Exceptional judgment and the ability to make decisions and recommendations with the highest levels of integrity, fairness, and ethical standards.



Built-in Network

The University of Virginia's College at Wise is the only college affiliated with UVA not located in Charlottesville. We are in an entirely different geographic location with its own distinct culture and character; yet, we hold the UVA values of advancing human knowledge present in our actions everyday. Being a part of UVA means that our employees have a built-in network with the University and can call on colleagues in Charlottesville for collaboration and learning.

- » Demonstrated experience in fostering team building and the ability to engage and motivate the full talents of a diverse staff, inspiring the trust and confidence of the entire campus community
- » Superior interpersonal skills and demonstrated strong transformational leadership, communication, marketing, planning and organizational skills consistent with those required to direct a complex organization coupled with experience in budget management and strategic planning.
- » Demonstrated ability to project a strong positive image of the College through public speaking and personal interaction with parents, faculty, staff, students, and others.
- » Enthusiasm about working in an environment that encourages and empowers students, and the belief that with the right support, students are highly capable of leading.
- » Experience and comfort with both making difficult, high-profile decisions under pressure and advising those who do and a demonstrated ability to apply strong problem solving and conflict resolution skills and train and evaluate performance, taking corrective action as needed and dealing with stressful situations while maintaining composure.
- » Shared commitment to the College's values of inclusion and respect for all and understanding of the needs of a diverse and rapidly changing student body.
- » Ability to establish collegial relationships within and outside the College and to work collaboratively and effectively on matters of policy across multiple offices and units at the College and the ability to relate to a wide variety of constituencies, including students, parents, faculty, staff, donors, and alumni, and to appreciate the concerns of each group.
- » Significant experience formulating policy about matters affecting students and their general welfare based on an educational vision that is grounded in how students learn, develop, and deal with conflicts and differences and a strong understanding of academic issues and how student programs enhance the overall academic experience.
- » An understanding of state and federal programs, agencies and laws that specifically address higher education and student issues and including a working knowledge of FERPA, Title IV, Title IX, and the Clery Act.
- » Extensive knowledge of current trends in higher education for student programming and implementation of effective practices and programs that assist in increasing the College's rates of student engagement, retention and graduation.

Application Process

The Search Committee invites applications, inquiries, and nominations for this position. Applications should be accompanied by a letter of interest, curriculum vitae, and the names and contact details of at least five professional references. Applications and nominations will be accepted until the position is filled and review of applications will begin immediately. Interested candidates are encouraged to submit materials (electronic submissions preferred) prior to March 19, 2021 to the search firm assisting UVA Wise.

- » Porsha Williams, Vice President
Julie Palmer Johnson, Research Associate
- » Parker Executive Search
Five Concourse Parkway, Suite 2875
Atlanta, GA 30328
- » 770-804-1996 ext.: 121
- » pwilliams@parkersearch.com
jjohnson@parkersearch.com

The University of Virginia's College at Wise is fundamentally committed to the diversity of our faculty and staff. We believe diversity is excellence expressing itself through every person's perspectives and lived experiences. We are equal opportunity and affirmative action employers. All qualified applicants will receive consideration for employment without regard to age, color, disability, gender identity, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, and family medical or genetic information.