



EXECUTIVE SEARCH PROFILE

CHANCELLOR



UNIVERSITY OF
**SOUTH
CAROLINA**
A I K E N



R.H. PERRY & ASSOCIATES
SEARCH COUNSEL TO HIGHER EDUCATION



THE OPPORTUNITY

The next Chancellor of the University of South Carolina Aiken (USCA) will serve as a senior leader in the University of South Carolina System. The Chancellor is the chief executive officer of the USC Aiken campus and will lead the institution to new heights by encouraging the review of all existing and potentially new academic programs at the undergraduate and graduate levels to better serve the mission of the University. He/she will continue to enhance the excellent relationship with the business and non-profit communities, forge new public/private partnerships, and raise significant funds for USCAiken. The Chancellor serves at the pleasure of the President of the USC System.

BACKGROUND

In the fall of 2011, Dr. Thomas L. Hallman, the current Chancellor of USC Aiken, announced that he is stepping down effective June 30, 2012. Dr. Hallman became the third Chancellor of USC Aiken in 2000 and has overseen much growth and accomplishment at the University. During his tenure as Chancellor, USC Aiken opened the Roberto Hernandez Baseball Stadium, the Pacer Commons and Pacer Crossing housing complexes, The Convocation Center, the Pacer Path for cross-country events, and a new student walking path and disc golf course. USC Aiken has also continued to receive the U. S. News and World Report's College Guide ranking as the No. 1 public regional college in the South eight times during the 2000s. Under the leadership of Dr. Hallman, three new degree programs were implemented – a BA in Music Education, BA in Special Education and M.Ed. in Education Technology. For six of the past 10 years, USC Aiken professors have been awarded the prestigious Carolina Trustee Professorship, the highest honor of the USC Board of Trustees, and private giving grew by 300percent in 2006-2007, the largest amount in USC Aiken history. While Dr. Hallman has been Chancellor, the University has significantly increased admission standards for entering students, keeping enrollment relatively steady at more than 3,300 students, and retention and graduation rates and minority enrollment have all increased as well.



THE INSTITUTION

From its founding in 1961, the University has maintained a strong connection to its community and seeks to continue strengthening that bond toward a common good for the region through a variety of activities including the fine and performing arts, athletics, continuing education, distance learning, and community service. USC Aiken employs 340 full-time faculty and staff and nearly 190 part-time employees. Eighty-five percent of USCA's students are of traditional age (younger than 25), yet the enrollment base includes students of varying ages and diverse cultural backgrounds. In addition to serving the Savannah River area, USCA actively seeks student enrollment from all parts of South Carolina as well as from other states and countries. In fulfilling its role as an institution of higher learning, the University upholds four key values: Collegiality, Character, Citizenship and being a High Quality Learning Environment.

USC Aiken is ranked by U.S. News and World Report as the number one public regional college in the South. As a senior institution of the University of South Carolina, USCA is a predominantly baccalaureate institution with two master's degree programs, enrolling over 3,300 students. Emphasizing small classes/labs and individual attention to student success, the University offers 43 majors and concentrations as well as graduate programs in psychology and education, with the professional schools of Business, Education and Nursing having the highest student enrollment.

Situated on 453 acres, USCA is located in Aiken County, SC. The University is one hour from Columbia, SC, 30 minutes from Augusta, GA, 2.5 hours from Charleston, SC and about three hours from the Appalachian Mountains, Atlanta, or Charlotte. Aiken is noted for its famous thoroughbred horses, numerous parks and golf courses, warm climate, spacious avenues and historic homes.





DUTIES OF THE CHANCELLOR

The Chancellor is the chief administrative officer of the Aiken campus and has full authority to administer campus affairs. Specifically the Chancellor has:

- Responsibility to the University of South Carolina President and Board of Trustees for the execution of all laws, policies, rules, and regulations relating to the University of South Carolina System;
- Responsibility for cooperating closely with the local Commission for Higher Education on all matters pertaining to campus buildings and grounds and other advisory relationships;
- Responsibility for all of the factors that contribute to the quality of academic and support programs;
- Responsibility for the general supervision of all relationships between students and the various levels of campus administration;
- Responsibility for the financial management of the campus and its component parts;
- Responsibility for personnel administration including a culture that promote diversity and equal opportunity;
- Responsibility for operation and maintenance of the physical plant, purchase of supplies and equipment, and the maintenance of appropriate inventories and records of real and personal property under the jurisdiction of the campus;
- Responsibility for fundraising, intercollegiate athletics, auxiliary enterprises, and alumni activities;
- Responsibility for attending, whenever possible, all meetings of the Board of Trustees and keeping the Chairman of the local Commission for Higher Education informed of such meetings; and,
- Responsibility for sustaining and expanding strong community, governmental, K-12 and higher education relationships throughout the region.



QUALIFICATIONS

The President of USC and the USCA community seek a new Chancellor who has unquestioned integrity, significant fundraising experience, strong leadership and strategic planning skills to steer and administer an institution facing the prospects of constrained government funding. Experience in increasing enrollment growth, retention and student success, fostering faculty and staff development, and demonstrated ability to build collaborative relationships within the community are highly desirable.

The new Chancellor must possess the following:

- A terminal degree from an accredited institution and the qualifications of a full professor in the University with accomplishments that earn the respect of the academic community;
- A minimum of five years' experience as a senior administrator with a proven track record in fundraising, public/private partnerships, and other important external activities;
- Financial acumen, strategic planning/budgeting experience, political savvy, and in-depth knowledge of the operations of four-year state institutions;
- Strong public speaking, listening and writing skills;
- A collaborative management style and the ability to manage change effectively;
- Adeptness with conflict resolution, interpersonal relations, and team building;
- A commitment to diversity throughout the institution and a proven track record in recruiting as well as retaining minorities and women; and,
- Demonstrated ability to build and grow relationships with community leaders, government officials, and leaders in K-12 and higher education.



USC- AIKEN KEY INDICATORS 2010

Investment in Plant, less depreciation:	\$81,122,365
Plant Replacement Insured Value:	\$166,257,817
Cost of Operating Physical Plant:	\$1,643,691
Endowment:	\$17.5 million
Budget:	\$50,756,255
Tuition:	In-state: \$8,134 Out-of-state: \$ 16,302
Student Enrollment for fall 2010:	3,254
Tuition Discount Rate:	35.46%
High School Rankings	Top 10% = 16% Top 25% = 45% Top 50% = 79%
Freshman Retention Rate for 2010-2011	70.2%
Graduation Rate (six years):	38%
Living Alumni:	13,531
Number of Full-time Faculty:	154
Tenured:	68
Faculty Salaries:	Professor: \$74,600 Associate Professor: \$60,500 Assistant Professor: \$51,500
Student/Teacher Ratio:	15.8:1
Degrees:	BA, BS, BS in Business Administration, BA in Education, BS in Education, BA in Special Education, BA in Interdisciplinary Studies, BS in Interdisciplinary Studies, BSN, M.Ed., and M.S.
Library Volumes:	197,366
Athletics:	Member of NCAA Division II Peach Belt Athletic Conference



APPLICATION PROCEDURES

Applications are due by **February 17, 2012**, when screening will begin. To be considered, candidates should e-mail, as Microsoft Word or Adobe Acrobat attachments: 1) a cover letter that addresses the qualifications listed above; 2) a current résumé or curriculum vita; and 3) the names, phone numbers, and e-mail addresses of three references to: **ChancellorUSCA@rhperry.com**.

FOR FURTHER INFORMATION CONTACT:

MR. NEIL A. STEIN, *Vice President*

Telephone: (202) 965-6464

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POLICY

R. H. Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without consent of the applicant prior to her or his becoming a candidate.

*The University of South Carolina Aiken does not discriminate in education or employment opportunities or decisions for qualified persons on the basis of race, color, religion, sex, national origin, age, disability, genetics, sexual orientation or veteran status.
USCA is strongly committed to increasing diversity, and is an
Affirmative Action Equal Opportunity Employer.*

www.usca.edu

