

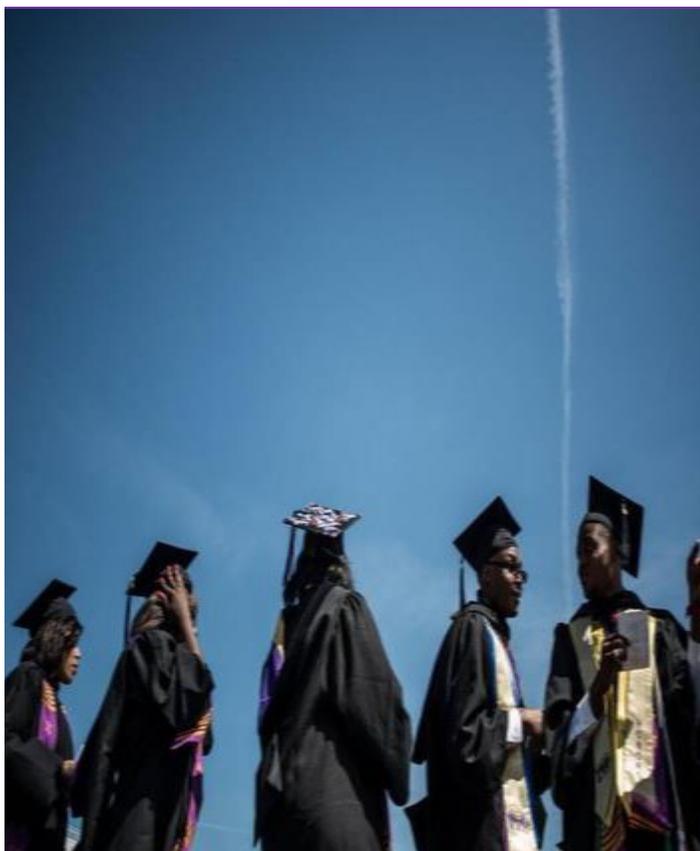
# BENEDICT COLLEGE



## PRESIDENT LEADERSHIP PROFILE

TM<sup>2</sup> Education Search  
Dr. Dorothy Cowser Yancy  
Christopher Braswell  
2017

## THE OPPORTUNITY



The Board of Trustees and its Presidential Search Committee invite nominations and expressions of interest for the position of fourteenth president of **Benedict College (Benedict)**. The successful candidate will succeed Dr. David Holmes Swinton who will retire after 23 years of service effective June 30, 2017. Dr. Swinton's 23 years of service make him the longest serving president in the history of **Benedict**.

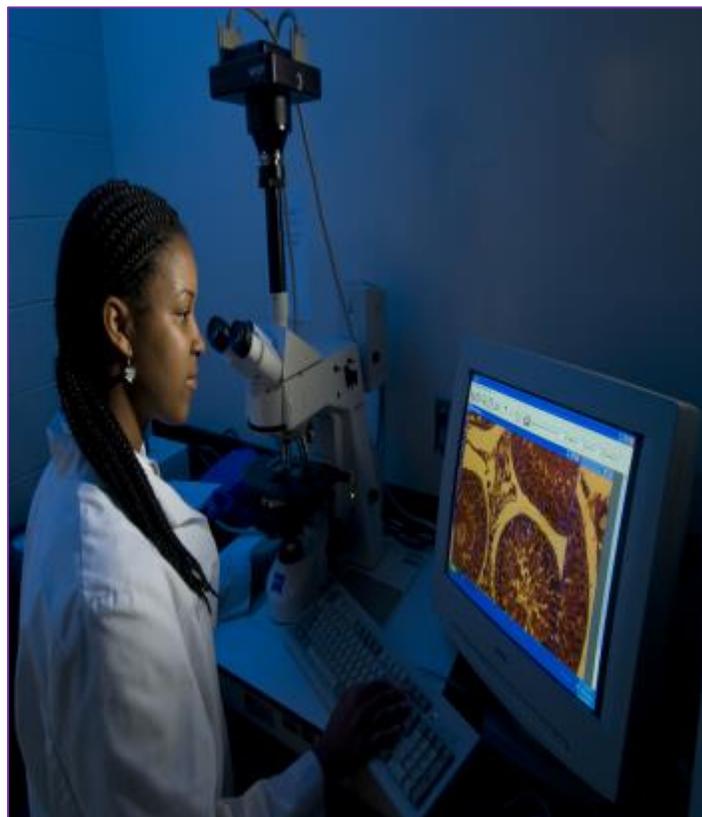
This is an exceptional opportunity to lead one of the top 100 institutions in the nation graduating African-American scholars, creating social mobility among low-income students, and producing cutting edge scholarship and research.

## AT A GLANCE

Founded in 1870, **Benedict** is a private, co-educational liberal arts institution and currently has over 2,270 students enrolled in baccalaureate degree programs. **Benedict** was recently ranked for the sixth consecutive year (2010, 2011, 2012, 2013, 2014 and 2015) as one of the top baccalaureate colleges in the nation by Washington Monthly. **Benedict** has been recognized by The Washington Center with the National Civic Engagement Award for encouraging students to give back to the community, which is the heart of the College's vision and mission. **Benedict** earned four President's Higher Education Community Service Honor Roll Awards from the Corporation for National and Community Service (CNCS), a federal agency charged with improving lives, strengthening communities, and fostering civic engagement through service and volunteering. CNCS is responsible for leading President Barack Obama's national call to service initiative. President Obama personally thanked **Benedict** for its commitment to volunteerism during a nationally televised White House Town Hall Meeting held on **Benedict's** campus on March 6, 2015.

## THE COLLEGE

**Benedict** has the second largest undergraduate population of the 20 private institutions in South Carolina, and has become the third largest college in The College Fund/UNCF network. **Benedict** has over 17,000 alumni throughout South Carolina and the United States. The College has been “a power for good” in the community for over 146 years and is a major economic contributor to the region and South Carolina, with a local annual economic impact of over \$106.7 million. **Benedict** was named one of the top 100 institutions in the nation graduating African-American scholars by *Diverse Magazine*.



## VISION

Benedict College will be the best open-enrollment College in the nation.

## MISSION

Benedict College will be a power for good in society. We will be a full opportunity college with high quality programs of teaching, research, and public service. These programs will provide our students and community with the knowledge, skills, understandings, and values required to empower them to create a better world. We seek geographic, international, and racial diversity in our student body, while continuing to facilitate the empowerment, enhancement, and full participation of African Americans in a global society and to maintain our historic affiliation with the Baptist Church.

## ACADEMICS

**Benedict** has a very diverse faculty of which 80% are full-time faculty and 20% are part-time faculty with 60% holding a PhD or equivalent. Students are offered undergraduate programs in 32 disciplines in the 6 academic schools (including Air Force and Army ROTC with GI Bill certification):

- School of Business and Economics
- School of Education
- School of Health and Human Services (HHS)
- School of Humanities, Arts, and Social Sciences (HASS)
- School of Science, Technology, Engineering, and Mathematics (STEM)
- School of Continuing Education



### National Academic Accreditations:

- The College is accredited by the Southern Association of Colleges and Schools Commission on Colleges for baccalaureate degrees.
- The School of Business and Economics is accredited by The Association of Collegiate Business Schools and Programs (ASBSP).
- The Benedict College School of Education is accredited by the Council for Accreditation of Educator Preparation (CAEP) formerly the National Council for the Accreditation of Teacher Education (NCATE).
- Benedict College Social Work Program was the 1<sup>st</sup> HBCU social work program in South Carolina to be nationally accredited by the Council on Social Work Education.
- The Recreation and Leisure Services Program is accredited by the National Recreation and Parks Association (NRPA).
- The Fine Arts Program is accredited by the National Association of Art and Design (NASAD).
- **Benedict** is the 2<sup>nd</sup> HBCU in the nation and the 1<sup>st</sup> in South Carolina to receive national accreditation for its Environmental Health Program by the Environmental Health Accreditation Council (EHAC).
- The Child Development Center serves over 70 children and is accredited by the National Association for the Education of Young Children (NAEYC).

## ATHLETICS



**Benedict** has always prided itself on having a successful athletic program. **Benedict** competes in the Southern Intercollegiate Athletic Conference (SIAC), a 15-member league rich in athletic history. The conference has produced 15 Olympians, tennis great Althea Gibson, and World Series MVP Donn Clendenon. **Benedict** has approximately 250 student athletes, with a combined GPA of approximately 2.96. The **Benedict** Athletic Department sponsors 16 sports at the NCAA Division II level.

The Tigers have become the elite athletic program in the SIAC. **Benedict** student-athletes regularly win conference and national academic awards.

### 2015-16: 5 Conference Championships, 3 Runners-up

Women and Men Tennis Championship Title 2016

Men Track Championship 2016

Women Basketball Championship 2016

Fall 2015 Men Championship Cross Country

SIAC Commissioner's Cup for Men & Women

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### 2014-15: 5 Conference Championships, 3 Runners-up

SIAC Commissioner's Cup for Men & Women

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### 2013-14: 2 Conference Championships, 1 Runners-up

SIAC Commissioner's Cup for Women

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### 2012-13: 2 Conference Championships, 2 Runners-up



## MARKS OF EXCELLENCE

### National Rankings:

- **Benedict** is a member of the original alliance of the nationally recognized Louis Stokes South Carolina Alliance for Minority Participation Program (LS-SCAMP), which impacts the lives of underrepresented minorities in STEM. Since its inception in 1992, STEM enrollment has increased by 132.3% and degree production has increased by 183.3%.
- **Benedict** was one of the 48 colleges competing in Los Angeles for the 2016 Honda Campus All-Star Challenge National Championship. Benedict made it to the Elite Top 8 and as a 2016 Quarter Finalist, Benedict received \$10,000.
- **Benedict** was ranked one of the top 10 colleges in the nation in producing African Americans with an undergraduate Physics degree, as reported by the *Education and Employment Statistic Division of the American Institute of Physics*.
- The **Benedict** Debate Team won 1<sup>st</sup> Place at the *National Association of African-Americans Honors Program Conference*, October 2005, 2007, 2009, 2011 and 2013.
- In 2015, EdSmart.org ranked **Benedict** one of the Top 20 HBCUs based on Alumni starting salaries. The report shows potential students the best Black Colleges based on how much they can expect to earn after graduation.
- The **Benedict** pioneering Service Learning Program is a national model program and serves over 114 non-profit organizations around the SC Midlands. The program is the winner of the 6<sup>th</sup> *Annual Commission on Higher Education's Service Learning Competition*.
- The Corporation for National and Community Service honored **Benedict** for four consecutive years with a place on the *President's Higher Education Community Service Honor Roll* for exemplary service to America's communities.

### Community Development:

- The Benedict-Allen Community Development Corporation was established in 1995 to acquire, rehabilitate, resell or lease sub-standard housing and remove blight from surrounding College neighborhoods.
- The Business Development Center (BDC) was opened with the goal to educate and produce minority entrepreneurs. The BDC offers a Revolving Loan Fund to new businesses.
- The Benedict College Business Development Center has partnered with the FDIC to create and implement a Money Smart program that teaches the community and students how to understand credit, personal budgets and assesses the cost and benefits of consumer and home loans.
- In 2012, the **Benedict's** Trio Program received \$3.4 million through 2017.

## LOCATION

**Benedict** has an urban campus located on 90 acres in the heart of Columbia -the capital city- and Richland County in the historic Waverly neighborhood. Columbia has a population of 129,272 people. The city's demographic make-up consists of 51.7% Caucasian, 42.2% African American, .3% American Indian, 2.2% Asian, and .1% Pacific Islander.

Columbia, South Carolina is known to be "Famously Hot." There is easy access to three major interstates (I-77, I-26, and I-20). Columbia is situated in the center of the state of South Carolina at the convergence of three rippling rivers lined by a shady river walk perfect for jogging and walking. The area's population is over 700,000, with thriving colleges and universities, award-winning hospital systems, diverse and charming neighborhoods to suit any lifestyle. Several entertainment districts with outdoor cafes, coffee shops, art galleries and shops present year-round opportunities for socializing and enjoying the outdoors. Historic homes and antebellum mansions nod to a bygone era, while high-tech start-up companies and arts enthusiasts thrive in the urban revitalization occurring in the downtown area.



## THE PRESIDENT

The President of **Benedict** is responsible for all operations of the College, including overall leadership and management of the institution, fundraising, its academic enterprise, development of budgets, and allocation of resources. The President reports directly to the Board of Trustees and operates in accordance with policies and procedures established in pursuit of the strategic initiatives that will further strengthen the College and the community.

The President of **Benedict** will be an engaged and collaborative inspiring leader with a commitment to the College's heritage, mission, and core values. The President will advance those values by building on the College's traditions and strengths, actively seeking consensus among all its constituencies, and exercising superb management and decision making skills. The President will communicate effectively with both internal and external constituencies, articulating clearly and passionately **Benedict's** mission and strategic aspirations.

The President will embrace the faculty's commitment to excellence in teaching and research and will foster a vibrant and diverse community of students, faculty, and staff, while enhancing relationships with alumni, parents, community leaders, and others closely associated with the College. Finally, the President will lead by modeling character, passion, integrity, and the pursuit of knowledge.



## LEADERSHIP PRIORITIES

- **Expansion of the College's resources in particular through fundraising** and connection to private donors/corporations/foundations (80% of time spent raising funds), as well as providing leadership for the capital campaign.
- **Creation of Public and Private Partnerships** to expand and improve academic opportunities for the faculty and students.
- **Chief advocate of and commitment to the Mission, Purpose and Academic Ideal of Benedict** which states "Learning to be the Best: A Power for Good in the Twenty-First Century."
- **Commitment to the principles of academic freedom** in consort with the faculty in teaching and scholarship.
- **Advancement of the strategic plan** through the right sizing of the College, improving campus technology with regards to registration management, physical plant, and "Best in Class" thinking.
- **Development of a comprehensive leadership team**; including suitable personnel to manage the vital functions of the College.
- **Commitment to fostering a culture of student safety and welfare.**
- **Commitment to Benedict's athletic programs** for the overall success of student athletes and their academic achievement.
- **Creation of a strategic marketing plan** to brand the College and establish the reputation in the community as a top school of choice.
- **Investment in the College's infrastructure** including student living quarters, technology, classrooms; as well as faculty and staff development.

## QUALIFICATIONS AND CHARACTERISTICS

- Experienced and accomplished leader and fundraiser with a high level of energy, drive, passion and the engaging personality necessary to achieve ambitious college-wide goals.
- Record of success as a visionary executive, including the fiscal skills and business acumen necessary to facilitate the managing and allocation of resources effectively among competing needs of the College.
- Strong leadership skills and the ability to develop and motivate others.
- A demonstrated record of success in promoting and sustaining efforts to attract and retain highly qualified and diverse personnel to accomplish company/organizational goals.
- Decisive management skills exemplified by courage in making difficult decisions in an environment with competing demands and limited resources.
- Proven experience in utilizing a transparent, collaborative process in decision-making that invites multiple perspectives.
- Leader with strong interpersonal and communication skills with a collaborative management style and the ability to engage board, students, faculty, staff, alumni, church constituents, and community.
- Impeccable ethics, integrity, honesty, enthusiasm, sense of humor, resilience, and a strong work ethic.
- Superior communication skills, especially the ability to be an articulate advocate for **Benedict** to all audiences.
- A servant leader who is both visible, approachable, and customer service focused.
- Preferred earned doctorate and/or equivalent graduate degree, with proven track record of fundraising experience in corporate/community leadership position.

## APPLICATIONS AND NOMINATIONS

The application process for this search is closed. If you have questions, you may contact:

**Dr. Dorothy Cowser Yancy and Mr. Christopher Braswell**  
**TM<sup>2</sup> Education Search**  
**Benedict College**  
**[benedict@tm2search.org](mailto:benedict@tm2search.org)**

Dr. Dorothy Cowser Yancy and Christopher Braswell of TM<sup>2</sup> Education Search, are assisting with the search. Interested candidates or nominators may contact Christopher Braswell at (202) 747-7186, or [chris.braswell@tm2search.org](mailto:chris.braswell@tm2search.org). Additional information about the College may be found at [www.benedict.edu](http://www.benedict.edu).

*Benedict College is committed to equal opportunity, affirmative action, and non-discrimination on the basis of race, sex, color, nation origin, religion, or disability in educational programs, activities, and employment.*



***Higher Education Search with a Vision for Tomorrow***