



McPHERSON COLLEGE

Vice President for Academic Affairs Prospectus

October 30, 2021

The Opportunity

As the leader of the comprehensive instructional program, the Vice President for Academic Affairs will work closely with the faculty and the Provost to achieve strategic goals related to academic growth and innovation.

McPherson College's Mission

To develop whole persons through scholarship, participation, and service.

About McPherson College

At McPherson College, we intentionally create an empowering community that serves students who are eager to learn. Founded in 1887, McPherson College is a four-year liberal arts college related to the Church of the Brethren. Through a balance of scholarship, participation, and service, students find what they are meant to do — and who they want to become. And with that clarity, our graduates go on from Kansas with an open mind and heart for others. Focused on career-oriented liberal arts, McPherson College emphasizes robust internships, field experiences, and mentorship connections to help students build their skills beyond the classroom. Supported by our distinctive programs and encouraging faculty and staff, students build strong relationships and experiences on campus and in the community.

The primarily residential campus is located on 27-acres in McPherson, Kansas, a town of 13,000 that ranks among the top 100 small towns in the U.S. Wichita, Kansas, the largest city in the state, is 50 miles south of McPherson. The diverse and welcoming college community is committed to an atmosphere that welcomes all. The enrollment of approximately 840 undergraduate students includes representation from 33 states and six foreign countries. A purposely small campus gives our students collaborative and personal relationships with their peers and professors.

McPherson College offers over 30 areas of study, including pre-professional programs and the unique option to create a student-designed major that allows students to combine select courses across the curriculum to meet their specific personal and professional goals. Starting their freshman year, students are introduced to the [Enterprising MC Student model](#) — a process to explore, experience, and engage while discovering the skills they need to be successful in their future careers. Eighty percent of students complete at least one internship during their time at MC. Two-thirds of students secure a job before

graduation – that’s three times the national average. Ninety-five percent of students are employed or accepted into grad school within six months of graduation.

McPherson College employs 48 individuals with faculty rank, and 37 of those hold their terminal degree. Another four are actively pursuing their terminal degrees. Thirteen (27 percent) are full professors, 18 (38 percent) are associate professors, and 17 (35 percent) are assistant professors. Women comprise 40 percent of the faculty. Seven faculty are international, representing Venezuela, Columbia, Sri Lanka, Austria, Great Britain, Canada, and Viet Nam. All faculty ranks at the college are paid above the 75th percentile of Kansas private colleges.

McPherson College’s operating budget is \$19 million, and its endowment is currently valued at \$54 million. The college scored a perfect 3.0 on the Department of Education’s comprehensive financial ratio. Direct cost for attendance is competitive with those of comparable private institutions. The comprehensive tuition, fees, room and board for 2021-2022 is \$41,340. More than 99 percent of students receive financial aid in the form of scholarships and grants. The undergraduate discount rate is 62 percent.

The *Building Community* fundraising campaign is focused on a new campus center that will serve as a one-stop shop for enrollment, financial aid, recruiting and student activities. The space will also include the dining hall, a coffee shop, and campus store in addition to meeting and office spaces.

Strategic Plan

The college’s *Community by Design* strategic plan is the result of a planning-by-community versus committee process, consistent with the core values and practices of the Church of the Brethren, the college’s founding denomination. The goals focus on growth achieved through innovative academic programs driven by entrepreneurial faculty and a community that embodies well-articulated values, supported by safe, adequate facilities and a well-funded endowment.

To ensure our place as one of America’s great small colleges, McPherson College must foster an academic community that attracts 1,500 full-time students who are serious about career-oriented liberal arts by 2040. *Community by Design 2021* is focused on answering the big questions that bear upon the future growth of McPherson College.

Points of Distinction

- The Student Debt Project combines financial literacy education, jobs, and mentorships to create a pathway for students to graduate with little to no debt. The college matches twenty-five cents for every earned dollar a student applies to their account.
- For the sixth year in a row, U.S. News & World Report has recognized McPherson College on its “[Best Colleges](#)” list for Regional Colleges in the Midwest.
- Over the last several years, the Horizon Fund has awarded more than 300 mini-grants to students interested in pursuing an idea. Recent awards supported a burgeoning photography business, an apparel brand, a concrete cleaning business, and development of an app for truck drivers to use while on the road.
- The college has been nationally recognized for the seventh consecutive year in The Chronicle of Higher Education as a “[Great College to Work For](#).”
- McPherson College is home to the only bachelor’s degree in [Historic Automotive Restoration](#). The program, which combines liberal arts and technology courses, prepares students for jobs in museums, private collections, shops, and many other career paths all over the country.

Characteristics of the Ideal Candidate

- Doctorate or equivalent terminal degree from an accredited college or university
- Commitment to teaching, learning, and academic growth that leads to student success
- Demonstrated teaching and/or leadership/administrative experience in a post-secondary institution
- Collaborative approach to working with other areas on campus such as student affairs, enrollment, admissions, and athletics
- Outstanding written and oral communication skills
- Proven record of ethical, trustworthy, and credible conduct
- Commitment to diversity, equity and inclusion
- Ability to delegate while maintaining accountability
- Understanding of shared governance and how to balance the faculty needs with administrative expectations for the good of the students

Essential Functions:

- Supervises the college's comprehensive instructional program, serving as a leader in the development and administration of academic policy and procedure
- Coordinates the work of the division chairpersons, department chairs, and all teaching faculty including the coordination of academic committee meetings.
- Leads faculty recruitment, professional development, and evaluation, making recommendations to the Provost
- Assists in the preparation and administration of related program budgets; including forecasting funds required for staffing, equipment, materials, and supplies; monitors division expenditures
- Works in close coordination with the Provost and others on campus to align academic priorities to the college's strategic plan
- Performs other duties as may be requested from time to time by the Provost or President

Expectations:

- Remain apprised, informed, and educated about administrative policies as well as faculty and staff policies
- Demonstrate a commitment to teaching, learning, and academic excellence to promote student success
- Seek out innovative solutions to challenges
- Ensure timeliness and accuracy of all departmental functions and activities
- Encourage faculty morale through clear planning, listening, and communication
- Communicate regularly and effectively
- Model integrity, trust, and confidentiality
- Serve as an informative resource regarding all aspects of the Academic department
- Demonstrate sensitivity to and ability to work with the diverse academic, socioeconomic, cultural and ethnic backgrounds of members of the College community, including those with disabilities