The Presidential Search

Claflin University’s Board of Trustees announces the search for this historic and prestigious institution’s ninth president. Consistently ranked among the top colleges in the nation by Forbes, Washington Monthly, and US News and World Report, Claflin has been a long-term power for good and social justice in South Carolina, the nation, and the world. The institution is known for its deep engagement with the Orangeburg community, the state and beyond. The campus and its programs have grown consistently, and the institution has launched students into productive careers and advanced degree programs.

Claflin is celebrating the 25-year record of unprecedented accomplishment of its retiring president and is now poised to continue its pursuit of excellence. While assuring its legacy and solidifying its accomplishments, the University seeks a visionary leader who will lead it to greater heights. The next president will enjoy leading this great institution with its many accomplishments while also being ready to strategically guide it through expected and unexpected challenges. The University expects to announce the selection of its new leader by April 2019.
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History

Claflin University was founded in 1869 by Methodist missionaries who wished to provide education primarily for a people who were seriously in need of intellectual training and spiritual support.

The institution’s charter was secured in December 1869, and Claflin University was opened with the promise to “make Claflin University, by the blessing of God and the aid of our friends, worthy of the patronage of all classes and an honor to the state.” The charter forbid discrimination of any sort among faculty, staff and students, making Claflin the first South Carolina University open to all students regardless of race, religion, class or gender.

The Charter declares not only the academic purpose but also the Christian responsibility of the institution. The University is committed to academic enlightenment for the purpose of social justice. Service and commitment to the development of humanity are core values that guide the work of the institution. The nucleus of this philosophy is the empowerment of students as future leaders and the development of their intellectual, social, and spiritual potential. Claflin University’s enrollment consists of 2,200 undergraduate and graduate students.

Claflin University has had visionary leaders throughout its 150-year history. The first president, Dr. Alonzo Webster, a minister and educator from Vermont and a member of Claflin’s Board of Trustees, secured Claflin’s charter.

Dr. Edward Cooke left the presidency of Lawrence College to become the institution’s second president in 1874. During his term, the University experienced enrollment of students from all over the state, an increase in faculty and curriculum, and the introduction of extracurricular activities.

The Reverend Dr. Lewis M. Dunton, former vice president and development officer, was named Claflin’s third president in 1884. Consistent with President Dunton’s philosophy to “train the mind to think, the hand to execute, and the soul to feel,” expansion of Claflin became one of his first priorities, along with an expanded curriculum. As a result of expansion beyond the curriculum, Claflin’s musical scholars became nationally known.

In 1922, Dr. Joseph B. Randolph, was appointed Claflin’s fourth president. As a professional educator, he emphasized a complete liberal arts education that would inspire students intellectually, culturally and spiritually. Under Dr. Randolph’s leadership, Claflin’s enrollment doubled.

In 1945, Dr. John J. Seabrook, director of Morgan Christian Center, Baltimore, Maryland, became the first alumnus and fifth president of Claflin. Dr. Seabrook persuaded the South Carolina Annual Conference to increase substantially its annual giving to Claflin. The endowment was increased, and the curriculum was expanded. As part of Dr. Seabrook’s plan for academic expansion, the first summer school
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History continued

session was held in 1947. The following year, Claflin was approved for membership in the Association of American Colleges.

In 1956, Dr. Hubert V. Manning was appointed the institution's sixth president in 1956. He was a Methodist minister and former associate professor at the University. Under Dr. Manning’s leadership the faculty was strengthened, the endowment increased, and the physical plant was significantly expanded. President Manning's achievements as an educator significantly enhanced Claflin's reputation including overseeing the accreditation of Claflin and launching of programs and projects to improve and expand the institution's faculty and curriculum.

In 1984, Dr. Oscar A. Rogers, Jr., former dean of the Graduate School at Jackson State University, became the institution's seventh president. Under his administration the enrollment and endowment increased, an art collection was established, the Grace Thomas Kennedy building was constructed, the financial base of Claflin was improved, two capital campaigns were completed, and renovations and expansions of the physical plant were attained. Throughout the Rogers administration, Claflin's alumni increased their membership as well as their contributions to the alumni organization.

In 1994, alumnus Dr. Henry N. Tisdale became Claflin's eighth and current president assumed the mantle in president. Before returning to his alma mater as president, Dr. Tisdale served as senior vice president and chief academic officer at Delaware State University. He brought a wealth of scholarly achievement and demonstrated leadership to the University. He declared academic excellence the number-one priority for Claflin. His first steps, designed to enhance the academic environment, included strengthening admissions requirements, the establishing of the Claflin Honors College, the Center for Excellence in Science and Mathematics and the national accreditation of an impressive number of academic programs. He also established graduate programs, including the Master of Business Administration, the Master of Science in Biotechnology, the Master of Education and the Master of Arts in Criminal Justice. Facilities enhancements are equally impressive with construction of Kleist Hall, the Living and Learning Center, Legacy Plaza, the Student Residential Center, Claflin Commons, the Music Center, the James and Dorothy Z. Elmore Chapel, the Molecular Science Research Center and the vast retrofit of the Jonas T. Kennedy Health and Wellness Complex (formerly the Jonas T. Kennedy Health and Physical Education Center). Under Tisdale’s leadership, Claflin has also established a Forensics Science Center which, in a partnership with the Orangeburg Department of Public Safety, is a regional center for crime scene data and DNA analysis. In 2016, Dr. Tisdale announced that Claflin had raised more than $105 million in its “Imagine the Possibilities” Capital Campaign, exceeding the $100 million goal. Under his leadership, Claflin University has gained recognition as a leading 21st century institution of higher education that develops “a diverse and inclusive community of globally engaged visionary leaders.”
Vision Statement
Claflin University will be recognized as a leading 21st Century institution of higher education that develops a diverse and inclusive community of globally engaged visionary leaders.

Mission Statement
Claflin University is a comprehensive institution of higher education affiliated with The United Methodist Church. A Historically Black University founded in 1869, Claflin is committed to providing students with access to exemplary educational opportunities in its undergraduate, graduate and continuing education programs. Claflin is dedicated to providing a student-centered, liberal arts education grounded in cutting-edge research, experiential learning, state-of-the-art technology, community service, and life-long personal and professional fulfillment. Claflin is a diverse and inclusive community of students, faculty, staff and administrators who work to cultivate practical wisdom, judgment, knowledge, skills and character needed for globally engaged citizenship and effective leadership.

Values
A system of values informs and guide all Claflin policies and programs. These values, are expressed through decisions and actions and are defined by five over-arching guiding principles:

Commitment to Excellence
We will strive for excellence through creativity, innovation and efficiency that allow for optimization of resources.

Commitment to Valuing People
We will value people by providing a safe, wholesome and healthy environment that fosters mutual respect, diversity, and inclusion.

Commitment to Being Student Centered
We will focus on all aspects of student life including student-centered education by embedding skills and praxis that foster life-long learning and independent problem solving and also translate their needs and expectations into actions that embody exceptional service.

Commitment to Exemplary Educational Programs
We will provide exemplary educational programs and an effective learning community by ensuring that they represent the highest standards of academic excellence and by continuous quality improvement.

Commitment to Fiscal Accountability
We will commit to financial accountability by promoting and fostering a culture of compliance, integrity, and fiscal responsibility throughout the University.
Claflin University is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award baccalaureate and master's degrees. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call (404) 679-4500 for questions about the accreditation of Claflin University.

The University is also listed by the University Senate General Board of Higher Education and Ministry of the United Methodist Church.

Specific programs at the University are also accredited or approved by the following bodies:

- Council for the Accreditation of Educator Preparation (CAEP)
- South Carolina State Board of Education
- Accreditation Council for Business Schools and Programs (ACBSP)
- National Association of Schools of Music (NASM)
- American Chemical Society (ACS)
- Accrediting Board for Engineering and Technology (ABET)
Degrees and Programs of Study

Today, the University offers a broad-based education in liberal arts, sciences, and professional education. Thirty-seven undergraduate academic programs are offered under four schools: The School of Education, School of Humanities and Social Sciences, School of Business and School of Natural Sciences and Mathematics. The University also provides educational opportunities for non-traditional students through its Center of Professional and Continuing Studies and offers four master’s degrees in criminal justice, business administration (MBA), biotechnology, and education (curriculum and instruction).

Claflin Online offers undergraduate degrees in organizational management, criminal justice, and psychology and master’s degrees in business administration (MBA) education (M.Ed.) and criminal justice (M.S.). Registered nurses may obtain a bachelor’s degree in nursing through the University’s online RN to BSN program. Four of Claflin’s academic programs - Business, Chemistry, Education and Music - are nationally accredited by their appropriate accreditation boards.

The programs are taught by accomplished professors, 83 percent of whom hold a terminal degree in their field of study. Since 1996, Claflin University has received five South Carolina Governor’s Awards which includes two Professor of the Year Awards, two Professor for Scientific Awareness Awards and one Professor for School of Humanities Awards.

In addition, two faculty have been recipients of the National Science Foundation Early Career Development Faculty Award.

Claflin’s Recent Accomplishments

In 2016, the UNCF, through the Lilly Endowment, awarded a $6 million grant for the Carolina Career Pathways Initiative to design and implement programs to improve employment outcomes for its graduates. As the lead institution, Claflin University operates a jointly-established State Coordinating Office to direct and monitor all of the activities of the Carolina Cluster that also includes Benedict College and Voorhees College.

Claflin University is approved to participate in the National Council for State Authorization Reciprocity Agreements (NC-SARA) which allows Claflin to recruit and market its online programs in states outside of South Carolina. SARA is an agreement among member states, districts and territories that establishes comparable national standards for inter-state offering of postsecondary distance education courses and programs.

HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities documents the significant economic contributions of Claflin University and the nation’s network of HBCUs by quantifying their impact on the economy, employment and increased earning power of their students. The study was underwritten by...
Citi Foundation and the economic estimates were prepared by the University of Georgia’s Selig Center for Economic Growth. Key findings of the study are:

- Claflin University generates $79 million in total economic impact.
- Claflin University generates 835 jobs for its local and regional economies.
- The 2014 graduates of Claflin University can expect to earn $1 billion over their lifetimes, 70 percent more than they could expect to earn without a college credential.

Claflin University has consistently achieved recognition as one of America’s best liberal arts colleges by numerous prestigious national publications, including U.S. News and World Report, Forbes.com and Washington Monthly. In 2016 the University was named HBCU of the Year by HBCU Digest. Claflin is currently ranked seventh in U.S. News and World Report’s annual ranking of the nation’s Top 20 historically black colleges and universities (HBCUs). Claflin is also one of only four South Carolina universities/colleges and one of only four HBCUs included on U.S. News’ list of “Best National Liberal Arts Institutions.”

Claflin University is an institutional partner with the Bill and Melinda Gates Foundation Postsecondary Initiative. Claflin is one of six HBCUs selected as an institutional partner and part of the first cohort of HBCUs who will be the leaders and role models for innovative transformative change. Claflin will be considered one of the early adopters of transformative strategies for student success. The foundation has provided funding to Claflin to support: Reengineering the First Year Experience; Student Success via Innovation in Teaching and Learning; and Accelerated Degree Options.

Claflin University has two grants from the Andrew Mellon Foundation. The first grant focuses on Internationalizing the Humanities curriculum. The grant helps students increase their knowledge of international cultures without leaving campus. The second grant focuses on infusing workforce competencies in the general education curriculum. By focusing on specific skills and competencies within the humanities, particularly as they relate to gaps and deficiencies, this project compliments the Bill and Melinda Gates initiative and addresses the future workforce needs and demands by transforming the entire general education curriculum.

Points of Pride
1. Founded in 1869 as the First Historically Black College/University in South Carolina
3. The Alice Carson Tisdale Honors College, established in 1994, provides students unique preparation for further study and successful careers after graduation
4. The Molecular Science Research Center (MSRC) is designated as a core research facility for the State of South Carolina by
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the South Carolina Research Authority

5. Ranked Number 1 among HBCUs by U.S. News and World Report with annual alumni giving rate of approximately 50 percent

6. Exceeded the $100 million Capital Campaign goal, raising $105 million

7. Since 1996, Claflin University has received five South Carolina Governor’s Awards which includes two Professor of the Year Awards, two Professor for Scientific Awareness Awards and one Professor for School of Humanities Awards. In addition, two faculty have been recipients of the National Science Foundation Early Career Development Faculty Award.

8. Selected as a national network partner by the Bill and Melinda Gates Foundation to pursue transformational change in higher education in the area of student success

9. First formal art department at a college or university in South Carolina

10. Listed in the top ten by Black Southern Belle magazine as a most “heavenly HBCU campus” and in the Princeton Review’s 2016 Guide to 361 Green Colleges

Opportunities and Challenges

Over the past 25 years, Claflin has moved from relative obscurity sitting in the shadows of the 1890 Land-Grant South Carolina State University to contemporary prominence with clear local physical visibility and national recognition. She has built a formidable physical plant from very humble origins, grown enrollment and status faster and more consistently than all other private college’s in South Carolina. Honoring that legacy while engineering the forward movement of the University under new leadership will challenge accustomed styles of operation, communication, and work.

Claflin has achieved its current status through the implementation of many higher education macrotrends as it approaches this leadership transition. Nascent programs for online degrees, adult education, and expanded graduate programs are in effect. The next president will navigate growth that will include further expansion in traditional undergraduate enrollment but with larger proportions of total enrollment from online, adult, and graduate degree programs.

The opportunities that will allow our new president to take charge of the institution and lead it to the next level of excellence include:

- Designing and implementing alterations and additions to programs and student support services,
- Leveraging Claflin’s technology and infrastructure and streamlining student-oriented and internal processes,
- Sourcing funding and staffing to accomplish new program developments,
- Developing new student housing and service facilities that will add to our
Institution’s expanding student population, renovating, expanding, and replacing various areas of the campus including amenities and parking, while also ensuring the students enjoy a more optimal environment,

- Enhancing and building the institution’s widely recognized STEM programs along with our humanities programs, both as academic pursuits and as a growing part of the campus environment.
- Galvanizing higher education leadership to support economic growth in Orangeburg for the betterment of our students, faculty, and wider campus community.
- Expanding our international presence beyond our strong, existing partnerships.

These are long-term issues that are critical to the University and that the next president needs to address.

Clafin University is not looking for a short-term president or one who will view this opportunity as a step to another position.

The person selected to serve as the ninth president must be prepared to make a long-term commitment to the University, its constituents, and to Orangeburg. The faculty is looking for continued shared governance, faculty enhancement, and growth. Students are looking for a continuation of the servant leadership role that current leadership has exemplified for decades along with a definitive mentoring and modeling relationship. Alumni are looking for leadership that can enable the continued, record-setting growth of their support. City and County leaders have affirmed the criticality of this selection to the future of the region.
Qualifications

As the Presidential Search Committee begins its efforts to identify Claflin’s ninth president, the community has clearly indicated a need to retain its status as an influential senior institution, solidify its historic accomplishments, and prepare the University for an even stronger future. In that regard, qualifying candidates must possess a terminal degree, preferably in a field that Claflin University boasts as a major. The successful candidate must also have significant experience in upper levels of college and university administration and leadership.

True to its mission and vision, Claflin seeks an individual with strong visionary capability and a proven track record of success in their current work. The successful candidate needs demonstrated team building and team development skills with a galvanizing presence and approach.

The growing need for Claflin to play leadership roles in economic and community development in its region requires that the qualified candidate demonstrate business knowledge and/or prior experience engaging in business or economic development pursuits. The capacity to connect effectively with government, business, and civic organizations and their leadership is critical to the institution’s future.

While Claflin would much prefer candidates who have direct experience with HBCU’s or similar minority-serving institutions, the University requires that a candidate demonstrate clear knowledge and experience with the demographics and needs of the students that it serves and reflect knowledge of the critical culture of the University as a part of its historic and current impact on its student and its community.

The institution’s next president must demonstrate an understanding of the increasing diversity of the University and be prepared to directly address issues of gender equality. Assurance of respect and inclusion for all members of the community is paramount to the future of the University.

Claflin has built its growth and reputation on solid academic outcomes and purposes. Its next president must have a firm grasp of and experience with traditional academics at the undergraduate and graduate levels. In addition, the successful candidate will need to demonstrate the capacity to enhance and expand the University’s presence in online, service, and other nontraditional academic and professional education. This will ensure that Claflin’s capacity to serve the economic development, service, and professional needs of South Carolina, the nation, and global partners become more competitive.

Claflin is affiliated with The United Methodist Church. The next president must demonstrate a firm and functional understanding of this affiliation, the importance of the UMC’S Black College Fund, and the church-connectedness of the institution locally and globally.
Claflin has built its culture and programming on its five guiding principles that have led to a deeper integration of the University with its community. The successful candidate will need the capability of further expanding Claflin’s local leadership through investing the University in the community and engaging the community on the campus. It is important for the next president to understand the necessity in Orangeburg of building key long-term relationships in the Orangeburg area.

The next president will have the ability to secure funds and other resources for the benefit of the University and the building of successful partnerships that enable the University’s expansion. These partnerships must include the capacity for Claflin to expand physically as well as enable space utilization for mutual university and community benefit. Along with fundraising acumen, the new president must also be adept at providing strong financial management leadership to steward the resources donors invest in the institution.

The next president of Claflin must demonstrate the stature and experience necessary for the University to assume a position of pre-eminence in the region and lead stronger collaboration among all area institutions of higher education. The City and County of Orangeburg have come to rely on leadership from Claflin, which must extend to include the development and improvement of K-12 education and a broad range human services.

Leadership in the Orangeburg community has benefitted greatly from what is referred to as the “confident presence and quality” of Claflin students’ community service and engagement. The successful candidate must convince the community that he or she fully understands this relationship and has the skills and perspective to enhance this strong benefit to the community.

As a small, private institution, Claflin is seeking a president prepared and skilled to address issues of deferred maintenance, capital improvement, systems and services efficiency, and the fitting of processes to university goals and new student and other client populations.

The incumbent needs to understand many modes and systems of learning in contemporary educational life and exhibit the capacity to build appropriate systems and structures to serve students and properly develop faculty and staff professionally.

Given the highly interactive agenda for Claflin University requiring stronger, deeper, and more complex partnerships, and given the increasing leadership expected of the University, the next president will possess diplomatic and negotiation skills.
Given Claflin University’s history of continued forward progress, moral, responsive, and decisive leadership; several personal characteristics are expected of the new president. He or she will possess impeccable integrity and lead with transparency. The incumbent must be prepared to be a highly visible and active president, both on and off campus.

The University’s constituents are seeking a very student-centered president with an open, people-oriented demeanor. Claflin’s value orientation respects and honors persons beyond and regardless of station in life. Claflin’s spiritual focus must be met by a president who not only understands its religious traditions but also exemplifies his or her own moral centeredness and endeavors to further the tradition.

The new leader must be open and responsive to all constituent groups and be decisive and ready to make difficult decisions often necessary to navigate the course for a university. Although the president will report to the Board of Trustees, he or she must garner the trust and confidence of the Board and its members to serve as their definitive institutional leader.

Claflin’s next president needs to be an inclusive visionary with the capacity to inspire commitment and engagement with an executable plan. Candidates must be prepared to present evidence of knowledge and appreciation of science and its advancement as well as a deep love and appreciation of the arts and their importance in a collegiate environment.
Claflin’s cohesive student body works constructively with the administration and alumni. Students demand character and confidence in the president that they can emulate.

In similar manner, the strength of alumni support for Claflin University is in no small measure a result of presidential camaraderie and support of alumni through their chapters around the nation. The next president must exemplify these traits and build and maintain productive, strong relationships with alumni and friends of the University.
Claflin University is at a unique juncture in its history. The University and the entire community of Orangeburg simultaneously celebrates the greatness of its past and faces forward with a clear understanding of the criticality of this presidential selection. The University will follow a very rigorous, responsible, inclusive and thorough process.

The deadline for submitting applications is February 1, 2019, after which the Search Committee will complete its screen and review process to select candidates for confidential off campus interviews. The committee will continue to review applications until the next president is selected by April 15, 2019.

Applicants must submit 1) a comprehensive vita with experiences and credentials detailed in chronological order; 2) a letter of interest that addresses the topics identified in the following Presidential Profile headings: Agenda for the new President, Qualifications and Preferences, and Desired Characteristics; and 3) five references with email addresses and phone numbers. References will not be contacted without the permission of the candidate but should be available for contact once a candidate is selected for interview. For full consideration, applications must be received by February 1, 2019. Applicants should submit the appropriate materials electronically in MSWord or Adobe PDF to the chair of the search committee, Mr. Calvin Elam, at ClaflinPresident@agbsearch.com.

Inquiries, nominations, and questions should be directed to a member of our search consultant team:

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