Presidential Search 2021
Position Prospectus
Presidential Search

Voorhees College—a dynamic four-year, co-educational, career-oriented Historically Black liberal arts college affiliated with the Episcopal Church and the United Negro College Fund—seeks a highly engaged, innovative, and people-focused leader as its next President. The Board of Trustees invites applications from candidates seeking to build on the robust legacy and great opportunities of the College.
History of the College

In 1897, Elizabeth Evelyn Wright founded Voorhees College (originally the Denmark Industrial Institute) at the young age of 23. A native of Georgia, Wright had found her inspiration while studying at Booker T. Washington's famed Tuskegee Institute. She said time at Tuskegee gave her a mission in life: being “the same type of woman as Mr. Washington was of a man.” Knowing the importance of education, she moved to Denmark and started the first of several schools in the rural area. She survived threats, attacks, and arson.

Wright went back to Tuskegee to finish her degree before returning to South Carolina to try again. Undeterred and envisioning a better future for Blacks through education, she founded Denmark Industrial School in 1897, modeling it after Tuskegee. New Jersey philanthropist Ralph Voorhees and his wife donated $5,000 to buy the land and build the first building, allowing the school to open in 1902 with Wright as principal. It was the only high school for Blacks in the area.

In 1924, the American Church Institutes for Negroes, which was part of the Episcopal Church, agreed to support the school. It was the beginning of a long relationship between the school and the church, an affiliation that continues today.

In 1947, the school became Voorhees School and Junior College. In 1962, it was accredited as four-year Voorhees College by the South Carolina Association of Colleges and Schools (SACS).
Background

Voorhees College is the first HBCU founded by an African-American Woman, Elizabeth Evelyn Wright. The College offers each student a comprehensive general education experience coupled with professional education in a values-centered liberal arts environment. Voorhees supports educational opportunities designed to help prepare students to function in a diverse and increasingly technological society.

Voorhees offers smaller class sizes with a 1:10 teacher student ratio, faculty and staff provide a nurturing family-like environment for all students, and the institution is now offering online, evening, and weekend courses to cater to the needs of non-traditional students. Also, Voorhees does not charge any out of state tuition fees.

The survival of HBCUs are often challenged and questioned because of people’s issues concerning their relevance and ability to continue pulling in the resources needed to keep them alive. Voorhees is no exception to this reality and focuses on building supporters through fundraising, volunteering, and planned giving.
Overview

Undergraduate Enrollment
642

42% Male/58% Female

Faculty
34 full-time faculty
30.9% hold doctorates and terminal degrees

Student/Faculty Ratio
10 to 1

Campus Cost
$19,976 on campus
$12,630 off campus

Top 5 Majors
1. Sports Management
2. Business Admin.
3. Criminal Justice
4. Psychology
5. Biology
Mission
Voorhees College is a private, historically black liberal arts institution affiliated with the Episcopal church, whose mission is to produce highly qualified graduates who coalesce intellect and faith in pursuit of life-long learning, healthy living, the betterment of society, and an abiding faith in God.

Values
The Strategic Plan represents Voorhees College’s vision and expectations for the future. Moreover, there are values of the institution that help to share and mold this vision and the strategies to be implemented for institutional improvement and success. Those core values include the following:

- Integrity
- Servanthood
- Tenacity
- Excellence
- Determination
- Competence

Core Strategic Goals
Goal 1. Demonstrate Academic Excellence and Distinction
Goal 2. Facilitate Student Success
Goal 3. Ensure Institutional Efficiency and Effectiveness
Goal 4. Strengthen Resource Development
Strategic Guiding Principles

The six core values listed above assist in forming and guiding the programs, activities, and services provided by the College. The Strategic Guiding Principles are the ideals that decisions, actions, and initiatives will be developed and implemented. There are four over-arching strategic guiding principles essential to fulfilling the vision, mission, and future success of Voorhees College:

**Teaching and Learning:** The College will provide an unsurpassed, student-centered learning experience led by engaged world-class faculty and staff and enhanced by a globally diverse student body.

**Creativity and Innovation:** The College will create a unique learning environment that fosters creativity by allowing students to share their ideas about their educational needs.

**Outreach and Engagement:** The College will establish a culture of engagement and collaboration involving the exchange of knowledge and resources in a context of reciprocity with the citizens and institutions of South Carolina, the nation, and the world.

**Resource Stewardship:** The College will remain an affordable institution, recognized for financial sustainability, unparalleled management of human and physical resources, and operational efficiency and effectiveness.
Voorhees College is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award baccalaureate degrees.

The Division of Academic Affairs is at the heart of all instructional, academic, and experiential learning experiences at Voorhees College. The exciting curriculum is designed based on strategic career pathways that adequately prepare students for the job market, graduate or professional school. The academic and experiential programs ensure that students receive an exceptional academic experience, coupled with optimal support to enhance their success.

The Division of Academic Affairs provides academic, cultural, spiritual, and social experiences that prepare students not only for professional and personal success, but also to advance Voorhees College as a premiere liberal arts institution of higher education.

Whether studying in the College’s traditional programs, in the Continuing Education programs, or at the Off-Campus Instructional sites, Voorhees College prepares competent graduates to meet the needs of the ever-changing work force.

The College offers 16 majors across three departments.

Majors at Voorhees College are Accounting, Biology, Business Administration, Computer Science, English, Mass Communications, Criminal Justice, Health and Recreation, Sports Management, Emergency Management, Childhood Development, Sociology, and Organizational Management. Pre-professional programs that prepare students for degrees in medicine and nursing are also available.
Academic Departments & Programs

Department of Business and Entrepreneurship

Degree Programs:
• Bachelor of Science degree in Accounting
• Bachelor of Science degree in Business Administration
• Bachelor of Science degree in Organizational Management

Certificate Programs:
• Certificate in Entrepreneurship and Small Business (ESB)
• Certificate in Organizational Management (COM)

Department of Science, Technology, Health & Human Services

Degree Programs:
• Bachelor of Science Degree in Biology
• Bachelor of Science Degree in Computer Science
• Bachelor of Science Degree in Emergency Management
• Bachelor of Science Degree in Health And Recreation
• Bachelor of Science Degree in Sports Management
• Bachelor of Science Degree in Public Health

Department of Humanities, Education, and Social Sciences

Degree Programs:
• Bachelor of Science Degree in Child Development
• Bachelor of Arts Degree in Criminal Justice
• Bachelor of Arts Degree in English
• Bachelor of Arts Degree in Interdisciplinary Studies
• Bachelor of Science Degree in Mass Communications
• Bachelor of Arts Degree in Psychology
• Bachelor of Arts Degree in Sociology
The W. Franklin Evans Honors College is designed to attract, recognize, reward, and advance academic excellence by providing additional or expanded opportunities for the ablest and most motivated students in the College.

Through the Honors College, students visit theaters and museums and attend formal dinners similar to those in a professional career setting. These students conduct research that is presented as part of a compendium of Honors College works. They also participate in forums and have the privilege of taking special honors classes that offer more depth than regular course offerings.

Some components of the program are for credit, but even the aspects that are not for credit are an investment in intellectual growth. Membership in the W. Franklin Evans Honors College guarantees that as an Honors Scholar, students will be provided enhanced intellectual, cultural, social, spiritual, and career development opportunities that will lead to acceptance into the finest graduate/professional schools and placement in the most lucrative employment ranks in their field.
From sports or choir to computer science or communications to faith-based groups and more, students can find a club or organization at Voorhees College that will keep them involved, engaged, and well rounded during their time at Voorhees. In and out of the classroom, students develop leadership, organizational, and communications skills that are invaluable in the professional world. Students learn to work as part of a team and master the ability to juggle responsibilities and fun.

At Voorhees, there is an array of recreational sports teams as well as Greek organizations and clubs that center on academic majors. Students can explore their artistic side through theater, music, or dance. There are opportunities through student government and residence councils to play a part in decisions that affect day-to-day life at Voorhees.
Student Organizations

**Academic Clubs**
Major area clubs are designed to help students learn more about the field they're studying, often gaining insight and perspectives from experienced professionals. Some of these clubs are affiliated with national organizations. Current clubs include:
- Mass Communications Club
- Math & Computer Science Club (MACS)
- Pre-Law Club (PLC)
- Minorities in Agriculture, Natural Resources & Related Sciences Club (MANRRS)

**Leadership Clubs**
Leadership clubs allow students to work together in service of the College to develop leadership skills and experience. Current clubs include:
- Student Government Association (SGA)
- Pre-Alumni Council (PAC)
- Residence Hall Councils

**Honor Societies**
Honor society membership is based on merit and scholastic achievement; they're by invitation or application. Current societies include:
- Alpha Kappa Mu
- Alpha Phi Sigma - The National Criminal Justice Honor Society
- Alpha Psi Omega
- Alpha Sigma Lambda
- Delta Mu Delta
- Phi Beta Lambda
- Pi Gamma Mu - Social Science Honor Society

**Performance / Creative Clubs**
Performance / Creative Clubs are designed to give students the opportunity to express themselves through a variety of creative outlets. Current clubs include:
- VC Poetic
- EE Wright Theatre Guild
- Tiger Paws Dance Team
- Concert Choir

**Fraternities & Sororities**
Fraternities & Sororities are social clubs with a commitment to service. Current fraternities and sororities include:
- Pan-Hellenic Council
- Alpha Kappa Alpha Sorority, Inc.
- Alpha Phi Alpha Fraternity, Inc.
- Delta Sigma Theta Sorority, Inc.
- Sigma Gamma Rho Sorority, Inc.
- Omega Psi Phi Fraternity
- Zeta Phi Beta Sorority, Inc.
- Phi Beta Sigma Fraternity, Inc.

**Sports Organizations**
Sports organizations offer all students the opportunity to stay healthy through the physical activity offered by team sports. Current sports organizations include:
- Cheerleaders
- Intramurals

**Other Organizations**
- International Student Association
- VISTA Newspaper
- Christian Fellowship
- Sisterhood Celebration
Athletics

Voorhees College is currently a member of the National Association of Intercollegiate Athletics (NAIA), affiliated with the Association of Independent Institutions (A.I.I.) of the NAIA.

Champions of Character

The vision of National Association of Intercollegiate Athletics (NAIA) Champions of Character program is to change the culture of sports. Its mission is to provide training to instill the values that build character so students, coaches, and parents know, do, and value the right thing on and off the field.

Research shows that the longer a student spends in sports, their social reasoning – sacrificing for the good of the team – rises.

The Champions of Character program helps participants find the balance by keeping five core values – integrity, respect, responsibility, sportsmanship, and servant leadership – at the heart of the athletics experience.

The College offers ten competitive sports:

- Men's and Women’s Basketball
- Baseball
- Softball
- Men’s and Women’s Cross Country
- Men’s and Women’s Indoor Track and Field
- Men’s and Women’s Outdoor Track and Field
In 1922, one of Joshua Blanton's earliest acts as president of Voorhees Normal School was to initiate a working agreement with the Protestant Episcopal Church and its agency for work among southern Blacks and the now defunct American Church Institute for Negroes. The Voorhees Normal School, now Voorhees College, became affiliated through the endorsement of the two Dioceses of South Carolina. Shortly, after Voorhees' affiliation with the Episcopal Church, services were held by the two Archdeacons of the respective Dioceses, the Venerable E. L. Baskerville and the Venerable J. B. Elliott.

Thus, began a long relationship between Voorhees and the Episcopal Church, a partnership that endures today. As Voorhees moved into the new millennium, it renewed its historical partnership with the Episcopal Church. The Church alone cannot fulfill the commission without the help of Christian institutions of learning. Conversely, Voorhees College cannot, without the help of the Church, provide effective teaching and learning that helps its learners to proclaim that the Rule of God is at hand, to select careers that nourish people for the riches of His grace and to Glorify God in this life and in the life to come.

And as the Church nourishes the spirit, the College nurtures the mind.
With a 365-acre campus, Voorhees College is in the City of Denmark, in Bamberg County in rural South Carolina. The College itself forms the Voorhees College Historic District, 13 properties of architectural and historical significance built between 1905 and 1935. The buildings demonstrate ambitious design and masonry techniques for their times. Many were constructed by Voorhees College students as part of their crafts program. According to The Origin of Certain Place Names in the United States, the city was originally called Grahams Turnout, as it was founded in the 1830s for a railroad extension and turnout. Denmark was later renamed after B. A. Denmark, a railroad official according to the 1981 August issue of the Sumter Daily. Denmark is also home of the annual Dogwood Festival, which includes rides, games, local talent, music, vendors, and food. Voorhees founder Elizabeth Evelyn Wright is noted as one of Denmark’s most notable people for being the first African-American woman to establish an institution to educate African Americans that is still operational today.

For more information about Denmark, South Carolina and the region, please visit discoversouthcarolina.com/products/4070.
The Position

The President of Voorhees College, working with a team of dedicated faculty and staff as well as committed Board of Trustees members, provides leadership across an environment focused on teaching and learning, creativity and innovation, outreach, engagement, and resource stewardship. The President engages the students, faculty, administration, staff, and the Board around a collective and shared vision for the future of the institution, with a focus on fundraising and increasing awareness of the institution’s profile as a College that provides broad and transformational educational opportunities to students. The President is a fierce advocate for social justice, internal and external community engagement, transparency, collaboration, and the overall mission of the College. Reporting to the Board of Trustees, the President serves as Chief Executive Officer of the College and as a member of the Board of Trustees as an ex-officio member of all Board committees, except the Audit committee, with seat and voice. The President serves as Chairman of the Executive Council and exercises ultimate control of the College’s fundraising activities. The President directs, supervises, and coordinates the activities of all departments and divisions of the College and promotes their efficiency. Working with the Provost, the President recommends all faculty rank and tenure promotion to the Board of Trustees through its Academic Affairs Committee.
Qualifications

The successful candidate will:

• be able to articulate the mission and goals of the College to its external and internal constituencies.

• exhibit creative leadership in resolving complex administrative and operational problems.

• be sensitive to the needs and concerns of disadvantaged students.

• know how to apply organizational and management principles to the operation of the College.

• have strategic planning and implementation skills and crisis management abilities.

• provide effective leadership by exhibiting innovative and creative approaches relevant to the College’s mission.

• possess a history of sound financial management; an interest in connecting alumni and donors through fundraising; the skills to build community engagement; a history of growing enrollment; and the ability to create a feeling of collegiality and shared inquiry through effective leadership and strong communication.

• have a personal desire to engage with and be visible to students and bring a demonstrated record of professional experience to the position.

• possess an earned doctorate, terminal degree, or commensurate leadership experience.
Interested candidates should submit only a cover letter and resume to RPA Inc. at VoorheesPresident@rpainc.org. For a confidential discussion about this opportunity or to make a nomination, please email Kira Heath, Search Manager, Brenda Wilson-Hale, Senior Consultant, or Dana John Cohick, President at the email address listed above.

The first review of candidates will begin on April 6, 2021 and first round interviews will commence thereafter.

Voorhees College conforms to all the laws, statutes, and regulations concerning equal employment opportunities and affirmative action. We strongly encourage women, minorities, individuals with disabilities, and veterans to apply to all of our job openings. We are an equal opportunity employer; and all qualified applicants will receive consideration for employment without regard to race, color, religion, gender, natural origin, disability status, Genetic Information & Testing, Family & Medical Leave, protected veteran status, or any other characteristic protected by law.