



SAINT AUGUSTINE'S  
UNIVERSITY

*Transform. Excel. Lead.*



## PRESIDENTIAL SEARCH PROSPECTUS

SAINT AUGUSTINE'S UNIVERSITY | EST. 1867

1315 OAKWOOD AVENUE  
RALEIGH, NORTH CAROLINA 27610



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## Presidential Profile

The Board of Trustees invites applications and nominations for the position of President of Saint Augustine's University (SAU). The Board seeks a dynamic, entrepreneurial, innovative and creative leader with strong enrollment management, retention, academic, administrative, development and business acumen. The next President of the University will have an entrepreneurial mindset that can imagine the future, can consider the use of public-private partnerships and can chart a course for success.

## Presidential Job Description

**The Position:** The next President of Saint Augustine's University (SAU) will work closely with the Board of Trustees (BOT), senior administrators, the National Alumni Association and other community stakeholders; and will serve at the pleasure of the Board of Trustees. The President is the Chief Administrative Officer of the University and has overall legal responsibility for the operation of the University. Among the duties assigned, the President is responsible for the preparation and recommendation of the annual University budget and the allocation of resources. The President makes policy decisions with respect to the mission, plans, and campus development. The President promotes the development and effectiveness of the University through the supervision of the academic and non-academic staff and has legal responsibility for the appointment, reappointment, promotion, and separation from services of all staff members. As Chief Administrative Officer, the President assigns duties, powers, and responsibilities to other administrative and academic officers and to special committees. Directly reporting to the President are the Provost and Vice President for Academic Affairs, the Vice President for Fiscal Affairs, the Vice President for Enrollment and Student Services, the Vice President for Institutional Advancement, and the Chief of Staff.

**Qualifications:** The successful candidate will be able to demonstrate commitment to the University's overall mission, support diversity, and reinforce a student-focused environment. The new President must also demonstrate strategic planning and implementation skills, decisive management while valuing input from others, and can respond effectively to emerging opportunities and challenges that Universities similar to SAU face, and have familiarity with accreditation processes. The successful candidate will provide effective leadership by exhibiting innovative and creative approaches relevant to the University's mission. Additionally, the successful candidate must possess: a distinguished reputation within the candidate's field of study; a track-record of sound financial management; enrollment and retention, an interest in engaging alumni, donors, and the regional community; and the ability to stimulate collegiality and shared inquiry. A personal desire to engage with students is critical. This person will be part of an

environment committed to shared governance and transparency. It is vital that the successful candidate will have the ability to communicate and collaborate effectively with campus constituents and community leaders. The successful candidate will join the ranks of a dynamic legacy of Historically Black College University (HBCU) presidents that are engaged in dialogue and planning. The search committee is seeking a principled and innovative leader who can harness the University's strong and rich traditions, think critically, and inspire a collective vision. While the University reaches far beyond its campus grounds, it is anchored in Wake County in the great capital city of Raleigh, North Carolina.

## **Summary of the Position**

Saint Augustine's next president will be an experienced and successful leader, who must be able to effectively guide people, programs and institutions, must be a strong advocate who believes in Saint Augustine's mission and values and will effectively advocate on behalf of the university. While an earned terminal degree along with a record of teaching and scholarly research are desired, the search committee will consider leaders from other sectors who have demonstrated strong leadership skills.

The next President will:

- Possess knowledge of and appreciation for the university's mission as a private church affiliated HBCU, its culture, its context and its students.
- Apply business and financial knowledge to proactively create, develop, and secure resources from various sources using established and innovative methods in an effort to grow the university. This includes demonstrating an understanding of pertinent financial considerations; possessing the ability to identify, recognize, assess, and capitalize on opportunities; taking calculated risks and tolerating ambiguity; developing partnerships that will secure financial and non-financial resources, and recognizing opportunities in various parts of the university system.
- Have a demonstrated record of success in higher education or other leadership area, i.e. business, government, military, etc.
- Have a demonstrated record of collaborative leadership within the context of a highly complex organization with attention paid to strong fiscal management.
- Possess demonstrated ability to garner resources from private donors, foundations, and private and public sector entities in support of advancing institutional goals
- Be committed to academic quality, fiscal advancement and operational efficiency.
- Develop, articulate, advocate, and execute a clear vision for the university's future that others will accept, support, and advance. This includes orchestrating effective change management via short- and long-term strategic thinking.

- Have a track record of effective external engagement and building strong partnerships between an institution and the larger community
- Demonstrated understanding of and appreciation for the mission of a private institution
- An appreciation for the role athletics plays in the NCAA – Central Intercollegiate Athletic Association - Division II

### **Procedure for Candidacy**

Inquiries, nominations and applications are invited and should be submitted via email to [pressearch@st-aug.edu](mailto:pressearch@st-aug.edu). For fullest consideration, application materials (including letter of application and curriculum vitae/resume) should be received by October 15, 2019 or until filled. Candidate confidentiality will be respected, and references will not be contacted without prior knowledge and approval of candidates.

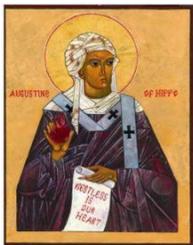
### **Equal Opportunity and Non-Discrimination**

Saint Augustine's University is committed to equal opportunity in employment and education and does not discriminate on the basis of race, color, religion, national origin, gender, age, covered disability, citizenship, veteran status, or any other protected status recognized by federal or state law. The University complies with all applicable nondiscrimination and affirmative action provisions of the Civil Rights Act of 1964, Executive Order 11246, the Education Amendments of 1972, the Rehabilitation Act of 1973, the Vietnam Era Veterans Readjustment Assistance Act of 1974, the Age Discrimination in Employment Act of 1967, the Age Discrimination Act of 1975, the Pregnancy Discrimination Act of 1978, the Immigration Reform and Control Act of 1986, the Americans with Disabilities Act of 1990, and the Family and Medical Leave Act of 1993.

### **Commitment to Cultural Diversity**

The Saint Augustine's University is comprised of individuals of diverse racial, ethnic and cultural backgrounds, national origins, religious and political beliefs, ages, and physical abilities. The University welcomes this diversity and is committed to maintaining a supportive learning and working environment for all persons. Accordingly, the University supports policies, programs, events, and co-curricular activities that enhance awareness and appreciation of cultural and individual diversity, promote community, and encourage full participation of all members and groups in every aspect of University-life.

## History



Saint Augustine's University was chartered as Saint Augustine Normal School and Collegiate Institute on July 19, 1867, by the Reverend J. Brinton Smith, D.D., secretary of the Freedman's Commission of the Protestant Episcopal Church, and the Right Reverend Thomas Atkinson, D.D., Bishop of the Diocese of North Carolina. Bishop Atkinson became the first president of the Board of Trustees and Dr. Smith was the first principal.

The new school opened its doors for instruction on January 13, 1868.

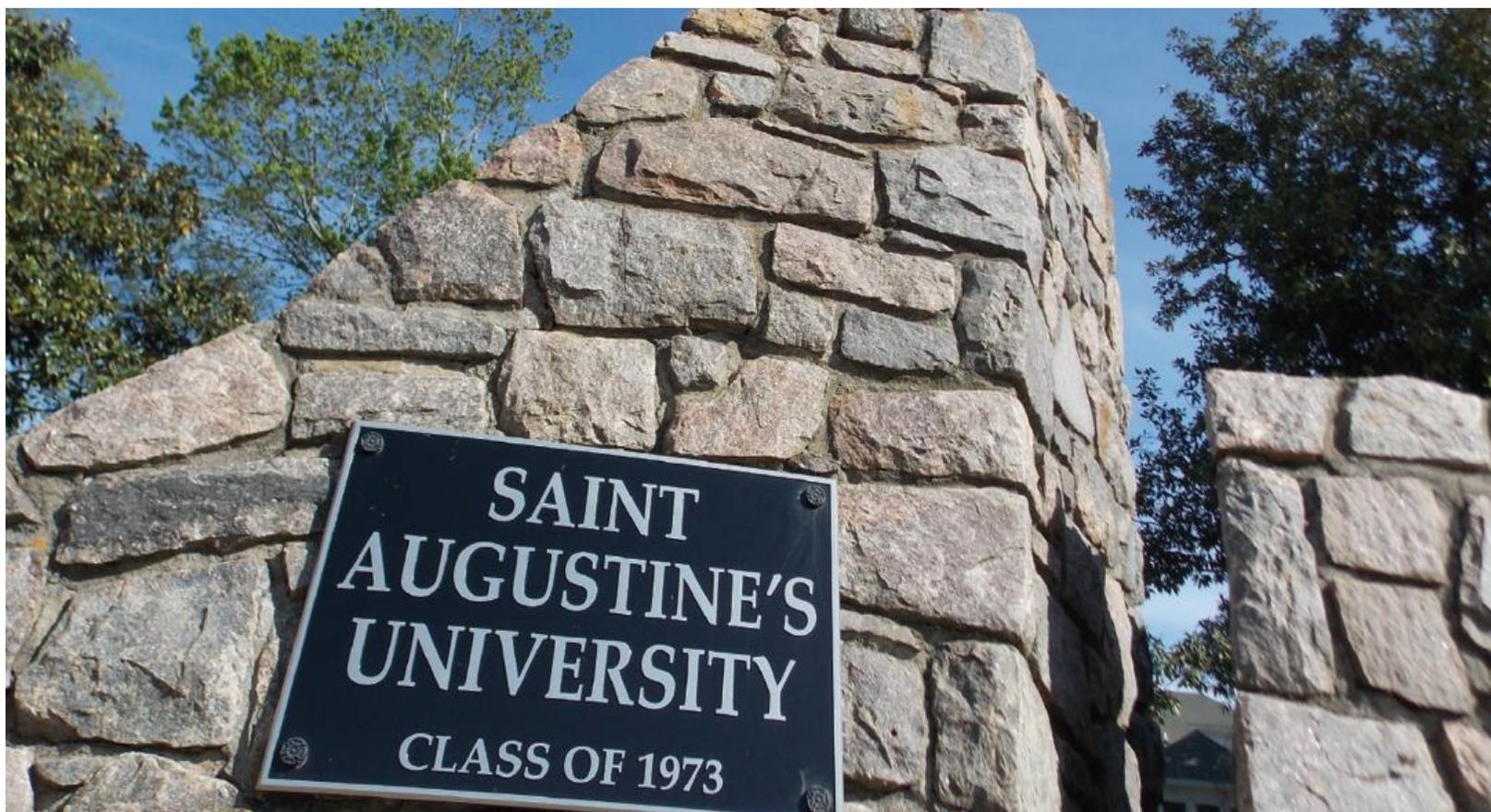
In 1893, the School's name changed from Saint Augustine Normal School to Saint Augustine's School. In 1919, the name changed to Saint Augustine's Junior College, the first year in which postsecondary instruction was offered. The School became a four-year institution in 1927. In 1928, the institution was renamed Saint Augustine's College. Baccalaureate degrees were first awarded in 1931.

The College further extended its mission by establishing St. Agnes Hospital and Training School for Nurses to provide medical care for and by African Americans. It was the first nursing school in the state of North Carolina for African American students and served as the only hospital to served African Americans until 1960.

Another "first" Saint Augustine's University is especially proud of is that the University was the nation's first historically black university to own an on-campus commercial radio station (WAUG-AM Power 750) and television station (WAUG-TV 168).

Today, Saint Augustine's University is proud of preserving its legacy by continuing to ensure scholars are academically equipped to be the global change agents of tomorrow. Falcons not only soar in academics but also in athletics. The men's track and field team has experienced the victory of being Number #1 on numerous occasions. Saint Augustine's University alumnus, legendary head track and field coach and athletic director, **George "Pup" Williams**, has built a dynasty in track and field and cross country at the University. Since he began coaching in 1976, his track and field programs have won an astounding 39 national championships. Williams has also coached 39 Olympians including three gold medalists.

On August 1, 2012, Saint Augustine's College transitioned in name and status to Saint Augustine's University. Saint Augustine's University has a strong tradition of excellence and a rich legacy that bonds thousands of Saint Augustine's University sons and daughters from across the globe.



## **About Saint Augustine's University**

Saint Augustine's University (SAU) was established in 1867 in Raleigh, NC by the Episcopal Diocese of North Carolina. A four-year liberal arts university with an average enrollment of approximately 750, SAU sits on 105 lush acres just north of Downtown Raleigh.

The institution offers more than 20 undergraduate degree programs and is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

### **Mission Statement**

The mission of Saint Augustine's University is to sustain a learning community in which students can prepare academically, socially and spiritually for leadership in a complex, diverse and rapidly changing world.

### **Vision Statement**

Saint Augustine's University will be nationally recognized as a comprehensive institution with high performing students, renowned faculty, focused community engagement and a

# SAINT AUGUSTINE'S UNIVERSITY

## Total Economic Impact for Graduates



### SAINT AUGUSTINE'S UNIVERSITY GENERATES

\$72 million in total economic impact for its local and regional economies. This estimate includes direct spending by SAU on faculty, employees, academic programs and operations--and by students attending the institution, as well as the follow-on effects of that spending.

### EVERY DOLLAR SPENT

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**\$1.41** in initial and subsequent spending for its local and regional economies.

Communities and regions hoping to foster a more robust and diversified economic climate find HBCU-connected spending a critical component of that effort.



SAINT AUGUSTINE'S  
UNIVERSITY  
*School of Theology and Educational Sciences*



UNCF  
A mind is a terrible  
thing to waste™

Source:

## Saint Augustine's University Economic Impact

Saint Augustine's University is a valuable economic engine in its community, generating substantial economic returns year after year. The benefits flow to Saint Augustine's University's graduates, of course, who'll enter the workforce with sharper skills and vastly enhanced earning prospects. But, as a landmark study commissioned by UNCF—HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities—makes clear, the benefits also flow to the local and regional economies that are connected to Saint Augustine's University. The presence of an HBCU means a boost to economic activity, on and off—and even well beyond—campus. Stronger growth. Stronger communities. More jobs. And a more talented workforce.

The study's key findings (based on 2014 data) make a persuasive case:

**Total Economic Impact:** Saint Augustine's University generates **\$72 million** in total economic impact for its local and regional economies. This estimate includes direct spending by Saint Augustine's University on faculty, employees, academic programs and operations—and by students attending the institution, as well as the follow-on effects of that spending. Every dollar spent by Saint Augustine's University and its students produces positive economic benefits, generating \$1.41 in initial and subsequent spending for its local and regional economies. Communities and regions hoping to foster a more robust and diversified economic climate find HBCU-connected spending a critical component of that effort.

**Total Employment Impact:** Saint Augustine's University generates **684 jobs** for its local and regional economies. Of this total, 301 are on-campus jobs, and 383 are off-campus jobs. For each job created on campus, another 1.3 public- and private-sector jobs are created off campus because of Saint Augustine's University-related spending. Looked at in a different way: Each \$1 million initially spent by Saint Augustine's University and its students creates 13 jobs.

**Total Lifetime Earnings for Graduates:** Saint Augustine's University plays a major role in the economic success of its graduates by enhancing their education, training and leadership skills. A college degree opens the door to economic prosperity through greater employment and earnings potential. In fact, the 226 Saint Augustine's University graduates in 2014 can expect total earnings of **\$574 million** over their lifetimes—that's 77 percent more than they could expect to earn without their college credentials.

Or viewed on an individual basis, a Saint Augustine's University graduate working full time throughout his or her working life can expect to earn \$1.1 million in additional income due to a college credential.



## Academic Programs and Courses of Study

### School of Business and Technology

#### Mission

The mission of the School of Business, Management and Technology is to prepare students to compete in the global world of work through effective instruction, technology application relevant curricula, and professional development. The School consists of the Departments of: Business Administration, Accounting and Sport Management; Computer Information Systems; and Extended Studies.

#### Major Objectives

The major objectives of the School of Business, Management and Technology are:

- To help each student attain his/her career goals;
- To enable and encourage each student to become an effective leader;
- To provide a foundation for graduate and professional studies;
- To promote professional development through the use of library resources, computer technology, and experiential learning;
- To promote the ethical and moral development of each student; and
- To help each student develop the ability to recognize, analyze, and solve problems.



## School of Humanities, Education, Social and Behavioral Sciences

The School of Humanities, Education, Social and Behavioral Sciences endeavors to provide every student in our courses with an emphasis of critical thought and analytical skills appropriate to the course level. From the Social and Behavioral Sciences, we seek to build major and minor programs in Criminal Justice, Homeland Security and Emergency Preparedness, Political Science, Public Policy, Psychology, Sociology, and Social Work in which students are prepared for graduate and professional school.

As well, from the Liberal Arts and Education disciplines, we have three interrelated departments - Humanities, Media & Communications, and Education. We foster student inquiry and learning through various avenues, including research, artistic expression, internships and multimodal instruction. Because Saint Augustine's University was founded with a purpose of teaching freedmen, our Department of Education continues the practice by preparing effective teachers for future generations of learners. Our future teachers explore educational pedagogy as well as educational policies and reform before they even enter the classroom as student teachers. Regardless of academic program, in each discipline, we promote the creation and exchange of knowledge about humanity and the human experience.

## **The School of Humanities, Education, Social and Behavioral Sciences Student Focused Goals**

The School of Humanities, Education, Social and Behavioral Sciences has several major goals (core values). They are to:

- Equip students with a strong foundation in critical analysis, technology, critical writing, and oral communication skills;
- Develop mastery in research and inquiry in preparation for graduate study and/or the workplace;
- Empower students to develop ethical and moral standards through critical analysis of contemporary global issues;
- Provide opportunities for creative learning through scholarship, internships, civic engagement, and study abroad experiences;
- Encourage students to evaluate the consequences and implications of social, cultural, and political phenomena and affect change.



## School of Sciences, Mathematics and Public Health

### **Mission**

The mission for the School of Sciences, Mathematics and Public Health is to prepare all science, mathematics, and public health majors to become knowledgeable agents of change as well as capable, creative and responsible citizens of independence and integrity. Furthermore, the School seeks to provide an atmosphere in which each science, engineering, public health science, exercise science, and mathematics major can develop his/her intellectual capacity to a maximum by sharing in learning experiences, which result in the acquisition of scientific knowledge, techniques and skills.

### **Major Objectives**

The School of Sciences, Mathematics and Public Health offers programs of study designed to provide fundamental training in the life sciences, physical sciences, public health and engineering mathematics for students planning careers in industry, medicine, allied health, dentistry, pharmacy, government, computer science, environmental sciences, engineering and research.

Moreover, students develop an appreciation of the scope of the living world and the laws that govern it, the interrelationship of all knowledge, and the development of scientific concepts, the scientific method, and the contributions of science to the betterment of all mankind.



## Military Science

### U.S. Army Reserve Officer Training Corps Program (ROTC)

The mission of the Military Science Department is to commission the future officer leadership of the United States Army and motivate young people to be better Americans. We accomplish this mission through recruiting, selecting, motivating, training, and retaining students who possess leadership potential. Army ROTC develops self-discipline, responsibility and the confidence necessary to succeed in the Army or in a civilian career.

#### Major Objectives:

ROTC graduates are leaders, thinkers and decision-makers. They meet problems head-on and solve them quickly. They know how to adapt to situations and take charge. They will find that their background and experience in ROTC can be a valuable asset if they decide to pursue a civilian career or a career in the Army. The practical experience they gain by completing the Leader Development and Assessment Course (LDAC) and the advance course will determine their placement in active duty or reserve and the branch they will receive in the Army. The Military Science Program of Instruction is structured to develop and assess the following characteristics within students:

- A strong personal integrity, and a sense of duty;
- A strong sense of individual responsibility and accountability;
- An understanding of the principles of leadership, time management, and organizational structures;

- The ability to communicate effectively both orally and in writing;
- A general knowledge of the historical development of the U.S. Army and its role in support of national objectives;
- An understanding of military life as a commissioned officer to include opportunities and obligations;
- Promote the development of cadets' ethical and moral perspective;
- The ability to apply principles of leadership, management, and tactics.



## Athletics

The mission of the Saint Augustine's University Department of Athletics is to ensure that its sport programs are operated in conformance with the overall institutional mission. We are committed to the highest standards of sportsmanship, teamwork, scholarship and citizenship.

Intercollegiate athletics enhances the college experience of all students, participants and non-participants alike, by developing school spirit and creating a sense of community. Athletics, thus, serves the university's mission of enhancing the quality of the student experience.

The Mission Statement of Saint Augustine's University Athletics is based on a commitment to the following Core Principles: Academic Responsibility and Scholastic Achievement, Student Athlete Personal Growth and Development, Safety and Welfare of Student-Athletes Fairness Sportsmanship and Citizenship.

### Core Objectives:

- Provide equal opportunities for female and male student-athletes of good character and academic performance to compete in organized intercollegiate athletics while pursuing a baccalaureate degree.
- Provide an opportunity for each student-athlete to grow as a total person by enabling involvement in other areas of student life and by providing the tools that will aid the student-athlete after graduation.

- Provide financial opportunity through scholarship assistance to diverse and deserving student-athletes of local, regional, national and international origins.
- Utilize intercollegiate athletics as a means to reach and draw together the college community and alumni, and to provide a source of institutional pride to alumni, faculty and students through athletic competition and academic integrity.
- Understand that in all areas of intercollegiate athletics, Saint Augustine's University demands and functions with integrity, social responsibility, ethical standards and strict adherence to the spirit and letter of all Saint Augustine's University, Central Intercollegiate Athletic Association (CIAA) and NCAA rules.



## Central North Carolina and the City of Raleigh

**City of Raleigh Mayor:** Nancy McFarlane

**Population:** Raleigh (2017): 464,758; Wake County (2017): 1,072,203; Raleigh MSA (2017): 1,335,079

**Land Area:** Raleigh (2014): 146 square miles; Wake County: 857 square miles

**Geography:** 434 feet above sea level, Raleigh lies in east-central N.C., where the hilly Piedmont region meets the flat coastal plain.

**Visitors:** 16.45 million to the Raleigh area (2017)

**Raleigh Facts:** Raleigh was founded in 1792 as N.C.'s capital city. It was named for Sir Walter Raleigh, who attempted to establish the first English colony on the shores of the new world in the 1580s. It is the only state capital to have been planned and established by a state as the seat of state government, and it is the largest city in a combined statistical area known as Raleigh-Durham-Chapel Hill (the Research Triangle Region). The city's founding fathers called Raleigh the "City of Oaks" and dedicated themselves to maintaining the area's wooded tracts and grassy parks. Home of the N.C. State Fair, N.C.'s largest annual event.

**Wake County Facts:** Includes Raleigh and 11 other Wake County municipalities. Sometimes referred to as Raleigh, N.C., Greater Raleigh or the Raleigh area. Home to RDU International Airport and a portion of internationally renowned Research Triangle Park. Accessed by I-40 and four major U.S. highways; I-85 and I-95 pass nearby, with I-95 connected to Raleigh by I-495. Home to 11 principal colleges and universities.

**Climate:** Springs and summers range from the upper-60s to the upper-80s (degrees Fahrenheit); fall averages in the 70s; winters hit the high-20s to mid-50s.

**Mean annual rainfall (inches):** 45.23. Annual average temperature (°F): 71 (high), 50 (low). Annual average snowfall (inches): 4.7. Average relative humidity (%): 71.3.

**Parks and Recreation:** Raleigh boasts more than 9,000 acres of parkland and almost 1,300 acres of water, offering recreational activities year-round. A nationally acclaimed greenway system spans more than 180 miles, providing walking, jogging and hiking trails that connect many of the City of Raleigh's 200+ parks and Town of Cary's 30+ parks. Surrounding towns have even more parks and recreational opportunities.

**Arts and Culture:** Raleigh has an exceptionally diverse art scene. Visitors can see a touring Broadway show, view original plays in theatres and outside in the parks, listen to the North Carolina Opera or North Carolina Symphony or watch the Carolina Ballet. The Duke Energy Center for the Performing Arts has a suite of facilities for almost any size performance, including a state-of-the-art symphonic music hall.

**Museums:** Raleigh is home to three major state museums--of art, history and natural sciences (all are free). The North Carolina Museum of Art celebrated its 50th anniversary in April 1997 and opened a \$75 million expansion of iconic gallery and public spaces in April 2010. The North Carolina Museum of History, which moved to its current facility in 1994, provides innovative exhibits that tell the state's history. Across the Bicentennial Plaza, the North Carolina Museum of Natural Sciences moved into a beautiful new facility in April 2000 becoming the Southeast's largest natural history museum: it opened the state-of-the-art Nature Research Center, a new wing of the museum in April 2012. Marbles Kids Museum also gives kids a chance to be hands-on with role-playing and special exhibits. Marbles is also operating N.C.'s only large-screen 3D IMAX theatre next door.

### **Major Historic Sites in Raleigh**

- The North Carolina State Capitol, a National Historic Landmark.
- The North Carolina Executive Mansion, home to more than 25 governors and their families since 1891.
- Historic Oakwood, a neighborhood of 19th-century Victorian homes listed on the National Register of Historic Places. SAU is located in this part of Raleigh.

**Cuisine:** Raleigh's array of cuisine serves up something to satisfy almost any craving. Menus range from upscale fine dining to brewpubs to traditional Southern cooking. The area is also home to three wineries, two distilleries and nearly 30 craft breweries.

**Transportation:** Raleigh is easily accessible by car, bus, rail or airlines.

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