



UNIVERSITY OF
South Carolina



**Vice Provost for Faculty Affairs
and Dean of the Faculty**

University of South Carolina

Founded in 1801 as South Carolina College, University of South Carolina (USC) is the flagship of the University of South Carolina System and the largest university in the state by enrollment. At a time when institutions are challenged in finances, enrollment, and public trust, USC is thriving under the leadership of [President Amiridis](#) and [Provost Arnett](#).

This Fall, enrollment topped 38,000 for the first time in history and the University is excited by the new faculty hiring initiative that resulted in 49 new tenure-track faculty for the current academic year along with another 50 new tenure-track faculty to be hired in the coming year. The 2023-24 academic year also set a new record for research funding surpassing the 300-million-dollar mark for the first time in sponsored awards.

The University of South Carolina is a storied setting where academic and professional ambitions come to life every day. Among America's oldest and most comprehensive public universities, it's the flagship university of the state of South Carolina, as well as the major research institution of the university system and its largest campus. The university is in the heart of South Carolina's capital — Columbia, named a top college town in the U.S. by [livability.com](#). Residents enjoy dynamic cultural happenings, bountiful outdoor recreation, and a vibrant way of life.

The Carnegie Foundation has recognized the university with top classification — R1 university — for “very high research activity.” In addition, South Carolina is one of few public universities that has also earned Elective Community Engagement Classification, a prestigious designation recognizing universities with strong community relationships. This remarkable level of research enterprise is one reason university researchers attracted \$309 million in sponsored awards in FY24 in areas ranging from instruction to academics to public service.

USC has the highest number of nationally ranked programs in South Carolina — in areas such as the health sciences, engineering, law and the arts — according to U.S. News & World Report, and is known for world-class research, a committed faculty and exciting athletic and cultural events. With more than 2,500 faculty members, the university offers over 350 degrees at the bachelor's, master's, doctoral, and professional program levels, affording students the most comprehensive array of educational programs in the state. Palmetto College, which encompasses campuses at Lancaster, Salkehatchie, Sumter and Union as well as online bachelor's degree completion programs, provides critical opportunities to receive an exemplary college education from anywhere in the state and beyond. Conferring over 30% of all bachelor's and graduate degrees awarded at public institutions in South Carolina, the university has a profound relevance, reach, and impact on the people of the state.

The Opportunity

Reporting to the Provost, USC seeks a Vice Provost for Faculty Affairs and Dean of the Faculty (VPFA). The Vice Provost for Faculty Affairs serves on the senior leadership team of the university, providing strategic and operational guidance on matters related to faculty affairs and policy. The VPFA will manage a staff of six direct reports including the Director of the Center for Teaching Excellence, Director of Faculty Affairs, Director of Policy, Associate Provost for Faculty Development, Faculty Civility Advocate, and the Faculty Ombudsman.

The VPFA is the heart of faculty success at the University of South Carolina and will have the opportunity to build, contribute, and exercise creativity in that role. External benchmarking along with an enterprise level perspective for success will be needed.

A talented faculty leader can thrive at USC. To do so, they should bring to the role a deep understanding of higher education and the important role that faculty play in the success of the institution and its graduates. That success will also require the VPFA to serve as an advocate for the faculty. There is a community of scholars and teachers who are willing to collaborate across the campus in an environment of shared responsibility in that work.

The growth in research and innovative educational ideas across USC is notable. Embracing the diversity of disciplines is key to that innovation and the VPFA has a significant responsibility spanning 16 colleges, four 2-year branch campuses and two medical schools. Thus, recognition of the varied nature of faculty work across the disciplines is essential to effectively supporting future growth. The next VPFA should not only appreciate the diversity of the fields and disciplines, but also understand how that translates operationally into expectations for productivity as well as stature and influence in the fields.

Nurturing new faculty members and cultivating new leaders is another opportunity for leadership. A newly revamped 1st Year Faculty program as well as a new associate provost for faculty success for mid-career faculty are important contributions to that work. In addition, the Center for Teaching Excellence recently hired three new instructional designers to support faculty in their important work of teaching. In the future, even greater focus and concentrated efforts are needed to support the faculty's professional growth and career progression.

The University has realigned the evaluation process for faculty, helping both existing and new faculty to succeed in their emerging roles and responsibilities. Major revisions have been made to the Faculty Manual, formalizing a process for promotion and retention of professional track faculty. There is an opportunity to develop academic leadership with training and professional development opportunities, especially as the University invests in the vital role of the department chair.

The President and Provost have launched major new initiatives to foster increased collaboration across the University, building new interdisciplinary institutes and centers as

well as providing new funding for cluster hires. The VPFA will be instrumental in building bridges for faculty to collaborate more easily, breaking down barriers and silos. This work will require a vision for change as well as innovative thinking to accomplish and maintain that change. As importantly, they will need to be effective at supporting the grassroots efforts that are already underway.

Essential Functions Include:

- Management of all of University of South Carolina faculty matters
- Supervision of the Center for Teaching Excellence
- Coordination of the Faculty Civility Advocate and the Faculty Ombuds
- Deputy Title IX Coordinator for Faculty
- Direction of planning and implementation of new programs and initiatives to support faculty career and leadership development
- Chair of the USC Policy Advisory Committee
- Approval of faculty credentials for SACSCOC and CHE Accreditation and Compliance

Required Qualifications

The ideal candidate will have a demonstrated record of academic excellence in scholarship/research, teaching, and service appropriate for appointment at the rank of full professor at a research university. A minimum of seven years administrative experience is required leading transformational change at the department, college or university level, preferably in a complex system. Examples of such leadership include that of Vice Provost, Dean, or Associate Dean.

Skills and Attributes:

- Deep knowledge of current best practices for faculty development and recognition including career development for multiple faculty pathways.
- Demonstrated commitment to access and opportunity for all faculty.
- Demonstrated record of experience managing faculty recruitment, appointment, review, promotion, and retention processes across both tenure-track and professional-track faculty ranks.
- Demonstrated ability to manage a team and empower academic stakeholders and staff.
- Demonstrated record of successful participation in shared governance processes.

- Demonstrated ability to navigate conflict management, grievance processes, and work through difficult issues.
- Innovative thinking capable of envisioning and generating solutions.
- An understanding and respect for the diversity of disciplines across the university and the impact of working synergistically.
- Exceptional communication and organizational skills.

Nominations and Applications

For best consideration, applications should be submitted by **January 3, 2025, to the AGB Search portal at: [University of South Carolina Vice Provost for Faculty Affairs and Dean of the Faculty](#)**. Candidates are requested to submit the following: a curriculum vitae; a letter of interest that addresses the leadership opportunities and your experience relative to the minimum qualifications and attributes in the profile; and contact information for five references (to be contacted with candidate's permission at a later date).

Nominations and expressions of interest in the Vice Provost for Faculty Affairs and Dean of the Faculty opportunity are encouraged. Please direct them to the AGB search consultants listed below or to USC_VPFacultyAffairs@agbsearch.com.

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