

Position: Vice President for Student Development

Emmanuel College, located in northeast Georgia, invites applications for a Vice President for Student Development.

The Vice President for Student Development (VPSD) reports to the president and serves as a member of the College's senior leadership team. The successful candidate will demonstrate abilities in strategic thinking and planning, policy formation and implementation, and budget planning and management. In addition, the VPSD must demonstrate at least ten years of successful experience in progressively responsible leadership positions.

The VPSD has responsibilities for the development and administration of the College's student development programs. As chief student development officer, the VPSD ensures the quality and effectiveness of programs designed for the growth and development of college students.

The successful candidate must be able to collaborate with other departments and personnel to reimagine the College's student development programs for relevance and effectiveness. Demonstrated innovations in programs and initiatives will be an asset.

The new VPSD will take office at an opportune time in the life of Emmanuel College. Among the priorities is the implementation of a new five-year strategic plan and the execution of recently revised mission and core values statements. The institution is poised for expansion of the College's curriculum and for the growth of the student body.

The VPSD will face a number of institutional challenges that will require vision, planning, collaboration, transparency, decision-making, and advocacy. Among them are the following:

- Part of Emmanuel's mission as a Christian college is to integrate faith, living, and learning. Modern culture increasingly resists the Christian message. An ongoing challenge is filling open student development positions with committed Christians who are experts in their respective fields and who creatively integrate faith, living, and learning.
- Developing resources is a critical need in the student development arena. Working in collaboration with the Office of Advancement, the VPSD will shape a robust plan to attract financial resources to enhance quality and desired outcomes within the Office of Student Development.
- In recent years, the College has increased its efforts to improve student retention and persistence. The VPSD will collaborate with other offices of the College to evaluate and enhance the persistence framework and will work to improve and extend it for greater effectiveness.

- Significant progress has been made in diversifying the student body; however, the diversity of the staff and faculty lags behind. The VPSD will collaborate with others to address this issue effectively.

The Portfolio

The portfolio of the VPSD includes the following:

- Reports to the president and serves on the Senior Leadership Team.
- Provides vision, leadership, and strategic direction for the Office of Student Development.
- Serves as Chief Student Development Officer of the College and provides oversight of the staff of the Office of Student Development.
- Creates the annual operational plans and budgets for the student development division.
- Provides leadership to ensure that the student development division aligns with the Emmanuel College mission statement, core values, statement of faith, lifestyle expectations, and civic values.
- Provides oversight of the Director of Spiritual Life/Campus Pastor and ensures the effectiveness of spiritual formation and spiritual life plans and actions.
- Provides oversight of the Mental Health Counselor and the Student Development Advocate and ensures that counseling and advocate resources are available to students.
- Provides oversight of the Director of Residence Life and ensures the effectiveness of residence life staff in meeting the need of students.
- Provides oversight of the Director of Student Conduct and ensures that redemptive discipline is at the core of student conduct policies and sanctions.
- Provides oversight of the Campus Life Coordinator and ensures that student activities are relevant and meet the needs of students.
- Provides oversight of the Intramurals Coordinator and ensures that the scope of intramural athletics meets the interests of students.
- Ensures that the College's student development operations meet the accreditation requirements of SACSCOC.
- Coordinates with the various directors of student development in the hiring of new student development personnel to ensure all new hires are qualified, competent, and a good fit with the mission and values of Emmanuel College.
- Leads the systematic and routine assessment of all student development areas and makes appropriate changes for continuous improvement.
- Collaborates with various directors of student development, the senior leadership team, the president, and the Emmanuel College Board of Trustees regarding the formation and implementation of student development policies.
- Serves as the College's liaison to the Student Development Committee of the Emmanuel College Board of Trustees.

- Facilitates the implementation of the co-curricular priorities as documented in the College Strategic Plan.
- Serves as sponsor for the Student Senate.
- Provides oversight of the preparation of the College's student handbook.
- Reviews the student development program mix periodically to determine how well programs are meeting student needs.
- Collaborates with the Vice President for Academics and the faculty to create plans and programs that result in greater levels of student persistence and completion.
- Participates in college enrollment activities, which include orientation and registration.
- Assesses current usages and conditions of residence halls, common areas, and other student development spaces and makes recommendations for improvements to the Senior Leadership Team.
- Participates in professional organizations and in personal professional development activities.

Professional Qualifications and Skills

The successful candidate will meet the minimum requirement of possessing a master's degree and will have extensive experience in student development. A deep personal faith and commitment to Jesus Christ is essential. The views and values of the candidate must align with the College's published mission statement, core values, statement of faith, lifestyle expectations, and civic values.

The new VPSD will demonstrate an extensive understanding of current students and the issues they face in American higher education. The successful candidate will be comfortable and conversant across a wide variety of student development areas. Excellent fiscal skills are required. The VPSD must be a good communicator and be able to lead open, collegial discussions of difficult, and sometimes, divisive topics.

Integrity, outstanding judgment, a commitment to excellence, and perseverance are a given. The successful candidate will be a proven leader who is flexible, open, solution-oriented, and decisive even in the face of calculated risk. In addition, skills in organizational leadership, team building, and staff development are expected. Knowledge of student development theory and practice as well as experience with student success strategies will be an asset.

Application Process

Applications will be considered as they are received. The application window will close on April 30, 2021. Please forward the following (via email preferred) directly to the contact person listed below.

- **Cover Letter**

- **Resumé**
- Unofficial **transcripts** from all graduate schools attended (scans of “student issued” copies are acceptable for the application phase)
- **Personal testimony from the applicant:** An explanation of the applicant's relationship with God, including a brief account of accepting Christ as personal savior, church membership, and involvement in church and Christian service.
- **Pastor’s letter of recommendation:** Needs to be from a current pastor and to include a verification of current church attendance and/or membership, a description of the applicant’s involvement in the local congregation, and an evaluation of the applicant’s personal commitment to Christ. (Upon request, this may be supplied later in the application process.)

Application Contact:

Joann Harper, Director of Human Resources

Email: jharper@ec.edu

Position Contact:

If you have any questions regarding the position requirements, please contact Dr. Ron White, President, via email at rwhite@ec.edu .