

NATIONAL SEARCH PROSPECTUS

President



UWA

The UNIVERSITY of
WEST ALABAMA



THE POSITION

The Board of Trustees for the University of West Alabama (UWA) is searching for a dynamic, effective, and forward-thinking leader to serve as its next president.

As the university's chief executive officer, the President is responsible for the overall management and oversight of the University's vision, strategy, and operations. The President reports directly to the Board and works closely with them to develop strategy, key initiatives, programs, and policies. The President delegates and monitors administrative and operational functions to the executive leadership team.

The President is not only the leader of the campus community, but also the visible representative of UWA in the local community, organizations of higher education, and the face of the organization for alumni, parents, and friends of the University. The President conveys the voice of UWA and its mission, raising its profile in the community, state, and nation to enhance recruitment and continue financial support necessary to sustain and build the future of the University.

With this profound and unique opportunity, the next President must bring and demonstrate the leadership skills necessary to advance the mission, vision for UWA, and in concert with others, create a bright and vibrant future for the University and the students it serves.

A supportive Board and resilient campus community will ensure the President is well-positioned to successfully lead UWA as it thoughtfully navigates the challenges of higher education while furthering efforts to grow enrollment and innovate for sustainability.

The Next President Should Possess:

- A record of successfully leading a complex organization through change.
- Demonstrated exceptional leadership and integrity in an academic and/or service environment.

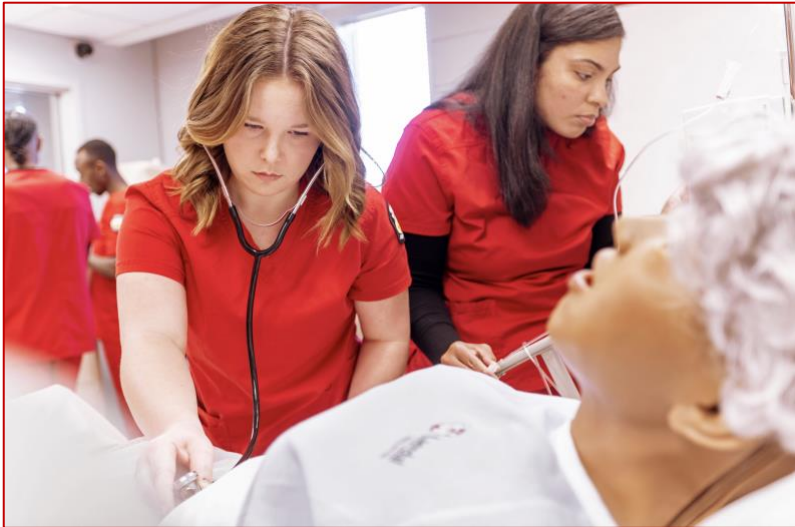
- An established record of forward-thinking vision and innovation with proven record of growth and success.
- A record of generating resources through means such as enrollment growth, creation of innovative programs, and fundraising.
- A record of creating organizational distinctiveness and sustainability - evidence of creative problem solving, successful entrepreneurial activities and initiatives.
- High emotional intelligence, and strong interpersonal skills, with an inclusive, transparent communication style, both written and spoken.
- The ability to build deep and lasting relationships with donors, the philanthropic community, and business and industry, articulating the case for supporting UWA with enthusiasm.
- A commitment to a proven record of community partnership and interprofessional collaboration.
- An earned doctorate, a comparable terminal degree, or an equivalent combination of education and experience.

Responsibilities

The President is responsible for providing transformative leadership, focus, and strategic vision. The primary duties and responsibilities of the President position include the following:

- Oversees the development, administration, and coordination of all operations and programs of the institution.
- Establishes a clear vision for the institution and outlines appropriate strategic objectives and priorities, as well as the means to successfully achieve goals.
- Serves as an academic leader for UWA, with support from the university's provost, to ensure that UWA provides a high-quality educational curriculum and talented faculty for the benefit of its students and teaching mission.
- Develops and implements plans and policies to ensure that UWA remains in compliance with any accreditation requirements appropriate to the university.
- Provides leadership in growing the university's student enrollment while maintaining excellence in teaching and advancing creative scholarship.
- Champions innovative student learning and student success across the academic enterprise and university experience, including making meaningful, engaging connections with students.
- Fosters a sense of belonging through a commitment to a diverse student body, faculty, and staff.
- Actively works to ensure that the institution acquires the necessary public and private resources for successful achievement of the university's goals and objectives.
- Drives fundraising activities by cultivating and stewarding donors that increase the university's philanthropic support and address the needs of UWA's colleges and programs.
- Works closely and fosters relationships with internal and external stakeholders including students, faculty, staff, alumni and donors, community leaders, and regional partners.

- Understands the importance of the governmental process and possesses the skills to ensure that legislative goals on the local, state, and federal levels are identified and met.
- Carries out other leadership duties and responsibilities as assigned by the Board of Trustees.



Traits and Abilities Key to the Success of the President

- Unquestioned integrity, high energy, and demonstrated leadership and administrative abilities to can shape, articulate, and implement the dynamic mission of UWA.
- Understands, embraces, and can represent the unique and ideal culture of UWA and the community.
- Compelling and energetic personality with a demonstrated history of strategizing, charting a vision, engaging multiple stakeholders, setting appropriate and reasonable fundraising goals, and meeting those objectives with personal integrity and sound financial management.

- An outstanding reputation for executive-level management with documented ability to administer and coordinate all operations and programs of the institution and to lead and manage change and growth.

Desired Leadership Attributes

- Merits broad-based respect to inspire institutional accountability, efficiency, fiscal responsibility, and the ethical and effective performance of all leaders and divisions of UWA.
- Ability to communicate clearly and effectively to ensure efficient operations throughout the organization while fostering growth in enrollment, supporting creative and scholarly productivity, and upholding high academic standards.
- Successful record leading a financially complex institution to ensure proper administration of the financial affairs of UWA.
- Understanding of the workings of a university along with knowledge of and/or experience with the business operations of large and comprehensive organizations.
- Innovative and forward thinking with the ability to bring the right people to the table, from all levels of the organization, to focus on successful achievement of common goals and objectives.
- A sincere commitment to student engagement, student life, and student success.
- A deliberate, approachable consensus builder with a broad vision, and the ability to move to action and be an active and engaged listener.

THE UNIVERSITY

The University of West Alabama was chartered in 1835 as a church-related female academy and remained primarily a school for girls until the twentieth century.

In 1883, the institution obtained a small appropriation from the State of Alabama to establish normal school training for women at Livingston Female Academy. This marked the first appropriation from any Southern state or from the federal government for the education of women. Livingston Female Academy/Alabama Normal College, however, continued as a private institution with some State support until 1907, when the State assumed active control. It remained under its own Board of Trustees until the Legislature created a State Board of Trustees for all normal schools in 1911.

In 1919, this board was abolished, and all State normal schools were placed under the supervision of the State Board of Education. During these early years, the school offered both secondary education and normal school programs for the training of teachers. In 1929, the school became State Teachers College, Livingston, Alabama, with the authority to confer the degree of Bachelor of Science. The Bachelor of Arts degree was authorized in 1947. Although the institution had begun accepting male students soon after 1900, the student body remained predominantly female through the 1950s. In 1957, the name was again changed by an act of the Legislature—this time to Livingston State College, and the following year the mission of the institution was broadened when the Graduate Division was

established, and the College was authorized to confer master's degrees in the field of professional education.

In 1967, an act of the Legislature created Livingston University, with its own Board of Trustees, an action which was implemented by the State Board of Education in 1968.

On March 6, 1995, the Board of Trustees changed the name of the institution to the University of West Alabama, primarily to reflect the heightened regional commitment of the University. The training of teachers has been a major emphasis for many years, and professional education programs continue to be a significant part of the curriculum, but the changes in name—to Livingston University in 1967 and to the University of West Alabama twenty-eight years later—signify the broadening of the mission and role of the institution in recent years. This broader mission as a regional university, serving the postsecondary educational needs of all the citizens of the area, has motivated the recent development of the institution. Currently, UWA offers associate's, bachelor's, master's, education specialist and doctoral degrees. This year marks the 189 years of proud tradition and educational excellence with more than 38,000 graduates.

Mission

Enriching lives through education, service, and outreach.



Vision

To offer quality education and effective services while establishing a model for leadership in our region and beyond.

The Framing Question

UWA has used a framing question as a guide for the last two years in order maintain its focus on current strategic plan goals.

Imagine UWA as an inclusive, safe, student-centered institution in a rural environment committed to providing a high-quality educational and social experience through community engagement to improve the quality of life. What would it look like?

Strategic Plan

UWA has developed a five-year strategic plan that supports its mission and values. [View the full plan.](#)

The key pillars of the plan are promoting high-quality, relevant academic programs and faculty that ensure student transitions to career or graduate school; growing enrollment; increasing retention and persistence to graduation; pursuing an institutional identity that exemplifies effective communication, inclusiveness, collaboration, and outreach; and increasing operational efficiency and fiscal responsibility.



The University's strategic plan is steered by input from throughout campus to serve not simply as a road map but as a compass, so that UWA may not only be guided in its efforts, but that UWA may continually be responsive to the needs of those it serves.

Designations

US Department of Education – Predominantly Black Institution (PBI) 40% or more undergraduate enrollment are Black.

US Department of Agriculture – non- Land Grant College of Agriculture (NLGCA) – able to compete for grant funds with other regional NLGCA's that typical Land-Grant Colleges and Universities not eligible to apply for. UWA is able to compete for Agriculture, Conservation, Natural Resources grants with peer institutes and not Research Tier 1 institutes.

Alabama Black Belt National Heritage Area Designation - In January 2023, 19 counties in Alabama's Black Belt were designated as a National Heritage Area by the US Congress. There are 61 other NHAs in the nation and only one other in the state of Alabama –the Muscle Shoals National Heritage Area. UWA's Center for the Study of the Black Belt serves as the management entity. NHAs support economic development and promote the positive leverage of cultural, natural and historic resources for the betterment of the region.

Innovate Alabama Network Designation - serves as a comprehensive resource that connects communities, nonprofits and higher education institutions across the state who are fostering innovation in their own backyard. The program aims to catalyze innovation throughout the state by:

- Increasing innovation-related activities in local communities.
- Creating a broader network of innovation-related programming and assets in urban and rural areas.
- Providing access to innovation-related seed funding for localities and communities.
- Encouraging partnership and coordination among partners.

Grant Spotlights

Small Business Development Center – over 15 consecutive years subaward from the University of Alabama for Small Business outreach programming. Approximately \$70k per year funding.

WIOA – Certified Nursing Assistance Program – Program has been awarded competitive grants from ADECA approximately \$225k per year.

Partners for Agricultural and Innovative Sustainability – Originated in the College of Natural Sciences and Mathematics, this USDA program has been awarded for two – three-year projects totaling over \$1M. It has established the West Alabama Center for Conservation and Agriculture under the Office of Sponsored Programs, Research, and Outreach. This project was essential in strengthening relationships with the State of Alabama’ Association of Soil and Water Conservation Districts award application. This also was awarded and brought an additional \$1M of outreach support to landowners in Sumter County and west Alabama to assist in the control of feral swine.

NSF – Biology Opportunities and Scholarships for Success. \$8,500 annual scholarships for Science majors. Funded twice over 8 years \$3M in scholarships

HRSA – Educating Alabama Rural Nurses \$2.4M – 50 qualified nursing students receive up to \$3,000 per semester up to four consecutive semesters.

US Dept of Labor & Delta Regional Authority – Leveraging Interconnected Networks for Change and Sustainability is a \$2.5M grant to enhance workforce development and industry partners in Alabama’s Delta Region.

US Dept of Ed – UWA Project Reach is a \$6.5M over 5 years to recruit, train, and graduate 60 diverse, highly effective teachers who will be prepared to teach in Alabama’s high need schools.

US Dept. of Commerce and NTIA – Connecting Minority Community \$1.65M grant to enhance campus and community outreach broadband and digital literacy.

NSF Robert Noyce Teacher Scholarship program INSPIRE funded twice in 10 years \$2.4M in scholarships.

Other Points of Interest

Special Recognition:

- UWA has been consistently recognized as one of the safest, most diverse, and best value of any public university in the state
- Governor's Seal of Excellence in Work-Based Learning for its Integrated Marketing Communications Program
- The Division of Economic & Workforce Development received the *American Association of State Colleges and Universities (AACSB)* Excellence and Innovation Award for Regional and Economic Development
- In 2023, Alabama Black Belt National Heritage Area Designated and UWA's Center for the Study of the Black Belt named management entity
- Multiple national rankings for best online college, especially at the master's level in education (e.g., 3rd in the nation for "Best Online Master's Degrees in Secondary Education")

Recent Initiatives:

- UWA Cahaba Biodiversity Center
- Black Belt Teacher Corps Teach for Alabama
- Black Belt STEM Institute
- Center for Rural Workforce Development
- Respiratory Therapy Track (B.S. in Health Sciences)
- Concurrent RN – BSN Online, and BSN On-Campus
- A.S. in Forestry Technology
- Project REACH (Teacher Quality Partnership Grant)

Academic Programs:

- A total of 22 new academic programs have been added over the past five years, including 2 doctoral programs (Ed.D. & D.B.A.)

International Programs:

- Over 100 international students on campus from 41 different countries

Economic and Workforce Development:

- Enviva Pellets Epes, LLC (Enviva), the largest wood pellet producer in the United States -\$5M in grants
- Youth Career Pathways - \$245,000 award to serve 45 participants in Greene, Sumter & Marengo Counties (8th consecutive year)
- Awarded a \$1.65 million NTIA federal grant (Connecting Minority Communities) over two years from the US Department of Commerce for improving and expanding broadband service in our region
- SKILLS ON WHEELS STEM lab provided STEM resources and career exploration to 32 schools in 10-county area in the Black Belt for a total of 9,066 learning hours that served 6,958 students and 208 teachers

Athletics:

- Close to 400 student-athletes
 - For 2023-24 athletics GPA 3.01 (or better) GPA
 - ✓ 149 GSC Honor Roll and 8 Academic All Conference
- Women's rodeo were national champions (2023)
- Men's basketball has won two consecutive GSC regular season championships

- Women's tennis has won five straight GSC championships
- Softball recorded 41 wins in just the second year for Coach Stephanie DeFeo and the team earned an at-large berth in the 2024 NCAA Division II Championships.
- Men's basketball, women's tennis, and softball qualified for NCAA postseason last year

Capital Projects:

Investing \$20 million in capital projects and deferred maintenance, including:

- Pruitt Hall – Expansion
- Julia Tutwiler Library – Renovation
- Foust Hall – Renovation
- Chapel Complex
- Black Belt Development Center
- Tiger Stadium – Renovation
- Academic Buildings – Upgrades
- New Amphitheater
- New Track Facility and Soccer Field
- New Student Recreation & Fitness Center

Academics

College of Business - UWA's College of Business is dedicated to producing innovative and productive business professionals capable of changing their own lives and the lives of others. For generations, UWA's business graduates have secured major positions across our state, nation, and our world, and continue to do something that matters on a daily basis. Departments include:

- Accounting, Finance & Economics
- Business Administration, Management & Marketing

Julia Tutwiler College of Education - Education is essential, not just to the success of the individual, but to the success of our community, our state, and our country. And the key to education is, without question, in the hands of our teachers. Teaching is more than a job - it's a calling. And more than ever, we need smart, compassionate, and motivated teachers. At the College of Education, that's our mission, and our graduates have been doing with distinction the work that matters for generations. Departments include:

- Teaching & Learning
- Instructional Leadership & Support



College of Liberal Arts - A degree in the liberal arts is more valued in the job marketplace than ever. Companies and organizations of every type want people who can analyze data, work in creative teams, think critically, interpret messages, and communicate ideas. They want contributors who can solve the kinds of problems that can't be fixed with rote thinking. And that is exactly the kind of person that a degree in one of the liberal arts from UWA can help one become. Departments include:

- Psychology & Sociology
- English & History
- Communications & Creative Arts

College of Natural Sciences and Mathematics - The universe is a mystery - a vast, sweeping, unending stream of questions. It is up to the scientists and the mathematicians to pursue the answers. UWA helps students join the inquiry. UWA's offerings will complement one's passion for knowledge with the skills and experiences one needs to pursue their love of science and math to the limits. Departments include:

- Biological & Environmental Sciences
- Mathematics

- Physical Sciences
- School of Health Sciences and Human Performance (Department of Kinesiology)

Division of Engineering and Technology - Some people identify problems and others thrive on solving problems. UWA degrees provide the specialized knowledge and skills needed to identify needs in a wide range of industries and fields and develop the systems or equipment to meet those needs. The future depends on engineering and technology.

Division of Nursing - The degree options in the Division of Nursing are designed to provide students with the knowledge, skills, and abilities to seek a career as a registered nurse. Programs in the Division of Nursing are granted approval by the Alabama Board of Nursing and accreditation by the Accreditation Commission for Education in Nursing (ACEN).

School of Graduate Studies - The mission of the School of Graduate Studies is to provide a platform for advanced academic exploration and professional development. We are committed to fostering a dynamic learning environment that empowers individuals to excel in their chosen fields through rigorous research, innovative thinking, and specialized expertise.

On-Line Programs – Students can choose from more than 70 degree and certification programs at the University of West Alabama Online.

International Programs - UWA Education Abroad programs range in duration from two weeks to one semester at one of UWA's partnership institutions. Programs are designed to accommodate student's program of study and interest.

Student Life

At the University of West Alabama, there are over 60 student clubs and organizations, providing opportunities for students of every interest. A college education starts in the classroom, but the opportunities students seek out their spare time can balance their academics, serve as a means for connecting with other students, provide leadership development and opportunities, encourage civic engagement and enhance the college experience. Some organizations are organized to meet the interest of a few students, while others are established to fulfill a long-term role with the university.

At UWA, there are countless opportunities to be a part of something great — from service organizations and Greek Life to clubs and organizations. Students can also choose to lead their fellow students, cheer the Tigers along, make music, sing, dance and more. The more involved a student becomes, the richer and more rewarding their college experience will be.

UWA campus activities strives to provide meaningful experiences through programs and services to the campus community. From group fitness classes and outdoor adventures and aquatics to intramural sports, there's something for every student no matter their level of ability or expertise. Students are encouraged to invest in themselves, and take advantage of what campus recreation offers.

THE LOCAL COMMUNITY



Sumter County lies in the heart of Alabama's Black Belt, at the intersection of history, culture, and a future as bright as the chalky limestone bluffs on the nearby Tombigbee River. The warmth of its people trumps the warmth of the weather. It is a place that you instantly connect with upon arrival. You feel at home.

Sumter County was established on December 18, 1832. From 1797 to 1832, Sumter County was part of the Choctaw Nation, which had four main villages. The first settlers in Sumter County were French explorers who had come north from Mobile. They built and settled at Fort Tombigbee, near the modern-day town of Epes. In 1830, with the Treaty of Dancing Rabbit Creek, the Choctaw Indians ceded the land that is now Sumter County to the government. Its name is in honor of General Thomas Sumter of South Carolina. The county seat is Livingston.

The Tombigbee River runs along Sumter County's eastern border. The river is one of the most biologically diverse in the nation and is home to a number of at-risk species. A series of locks and dams constructed beginning in the 1930s along the Tombigbee River facilitate river traffic and provide scenic views and recreational opportunities. It serves as a hub for the tens of thousands of outdoors enthusiasts that come to hunt and fish in Sumter County.

Livingston's strategic location, proximity to the Port of Epes on the Tenn-Tom Waterway, mainline rail service from Norfolk-Southern, and positioning amongst the timber and cattle industries creates a perfect storm for growth potential.

Livingston is halfway between Atlanta and New Orleans, Jackson and Birmingham, and Dallas and Charlotte. Four of the South's key auto manufacturers lie within a two-hour drive: Mercedes-Benz (Vance, Alabama), Toyota (Tupelo, Mississippi), Hyundai (Montgomery, Alabama), and Nissan (Canton, Mississippi). Over 5 million people live within a two-hour radius of Livingston.

Credit: sumteral.com

KEY ATTRACTORS TO THE ROLE

- An opportunity to lead a distinctive university and have a meaningful impact on the lives of students, their families, employees, the greater community, the region, the state of Alabama, and beyond.
- Talented, caring, and cooperative faculty and staff who understand the need for continuous improvement and change.
- A diverse campus community where students feel seen and heard by faculty, staff, and peers; a community where there is a palpable sense of optimism and goodwill.



- A supportive Board of Trustees that appreciates the president's role.
- An involved and caring community that welcomes collaboration and supports the university and student success.

NOMINATIONS & APPLICATIONS

The Search Committee invites letters of interest and nominations to be submitted directly to the search firm, Anthem Executive. Correspondence should include a curriculum vitae and a letter of interest describing relevant experience and interest in the position. Submit materials to Michael Ballew, Scott Watson, JR Wheless, or Florene Stawowy at:

UWAPresident@AnthemExecutive.com

While applications and nominations will be accepted until a president is selected, interested parties are strongly encouraged to submit their materials as soon as possible to assure consideration. Expressing interest is the first step in receiving consideration and does not make one an applicant for the position.

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UWA is an Affirmative Action/ Equal Employment Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, age, disability, genetic information, status as a protected veteran, or any other as required by law.