



Mission Statement

To graduate academically accomplished students, grounded as advocates for social justice, determined to intentionally change the world for the better.

ABOUT PHILANDER SMITH COLLEGE

In 1877, Walden Seminary was established in Little Rock, Arkansas. It was created under the auspices of the Methodist Episcopal Church (the forerunner of today's United Methodist denomination) and was dedicated to the education of freed slaves with a specific purpose of educating black ministers. Renamed Philander Smith College in 1882 recognizing a financial contribution of Mrs. Adeline Smith, widow of Philander Smith, the school was chartered as a four-year College. It has served for over 130 years as a center for teaching and a source of pride and guidance for generations of students. Today, Philander Smith College is a private, residential, co-educational, historically black, four-year liberal arts institution.

While at its beginning the school offered elementary and secondary classes, even then its 1883 charter emphasized that it was to be a four-year College, offering both the Bachelor of Arts and Bachelor of Science degrees. The first bachelors degree was conferred in 1888. The College offered "classical" and "scientific" degrees with courses in Greek, Latin, algebra, and natural philosophy. Moral and religious education, including prayer meetings and Bible studies, were required.

Six years after its founding with the base of operation at Wesley Chapel Methodist Church, the College purchased property and moved to Eleventh and IZard Streets at the edge of downtown Little Rock in the historic Quapaw Quarter. The Philander Smith College campus is still located on those 25 tree-lined acres. It also owns additional properties at the periphery of the campus that offer opportunities for future expansion.

Throughout its long history, Philander Smith College has been guided by the leadership of twelve presidents:

The Rev. Thomas Mason	1881 to 1896
The Rev. James Monroe Cox	1896 to 1924
The Rev. George Collins Taylor	1924 to 1936
Dr. Marquis LaFayette Harris	1936 to 1961
Dr. Roosevelt David Crockett	1961 to 1965
Dr. Earnest Dixon	1965 to 1969
Dr. Walter R. Hazzard	1969 to 1980
Dr. Grant S. Shockley	1980 to 1983
Dr. Hazo W. Carter	1983 to 1987
Dr. Myer L. Titus	1987 to 1998
Dr. Trudie Kibbe Reed	1998 to 2004
Dr. Walter Kimbrough	2004 to 2012

More information about the history of Philander Smith College is available at, <http://www.academic-search.com/images/uploads/PhilanderStoryfinal.pdf>.

PHILANDER SMITH COLLEGE TODAY



During the tenure of the current president, Dr. Walter Kimbrough, the College has gained immense, positive regional and national attention. Under his leadership, the mission of the College has been sharpened with the launching of its Social Justice Initiative, “Think Justice,” a program unique in all of higher education. While the means of fully embedding the Social Justice Initiative into the academic, co-curricular, and extra-curricular activities of the College are still being developed, the power of this initiative is felt throughout the campus and it is expected the new leadership of will embrace and further this initiative.

In many ways, this initiative is not new to Philander Smith. Social justice has always been a part of the culture of the College and of The United Methodist Church; however, in 2007 the Board of Trustees acted to confirm the centrality of social justice to Philander’s mission and revised the mission statement as stated above. <http://www.philander.edu/social-justice>

Since that time, the College has added a Center and program activities that teach, mentor, and engage every student in this important concept built on inclusion and racial harmony. At Philander Smith College, students, faculty and staff welcome diversity and it is demonstrated in their choices and decisions.

While Philander's constituencies are predominantly African-American, currently there are faculty members, staff, or students from China, Haiti, Kenya, Liberia, Mexico, Namibia, Sierra Leone, Spain, Jamaica, Nigeria, Cameroon, Trinidad-Tobago, Palestine, Rwanda, the Bahamas and South Korea. There is an interest and intentionality in increasing the diversity of each constituency.

STUDENT PROFILE

Philander Smith College has a population of 700 students working toward the degrees of Bachelor of Arts, Bachelor of Science, Bachelor of Social Work, and Bachelor of Business Administration. In recent years, the incoming classes have shown consistent growth, with the most recent class having 276 students, an increase of 40 percent over the 2004 entering class of 196 students. Academic qualifications have also improved, with the ACT average for the 2011 entering class at 18.6, as compared with 15.6 in 2004. Minimum requirements for full admission are a 2.5 GPA and an ACT of 19. Ninety-eight percent of students from the United States are African-American. Fifty percent of the students are from outside Arkansas, including international students mostly from the Bahamas and Africa. Philander recruits heavily in the Bahamas and participates in the Rwandan Presidential Scholars Program.



In recent years, a return to higher admission standards that were the norm in the early history of the College has produced both an increase in freshman class enrollment and an improvement in persistence and achievement. Retention percentages are rising with the freshmen to sophomore rates in the past two years being 75 and 60 percent, respectively. Thirty-two percent of the 2006 cohort graduated in six years and 39 percent of graduating students enter graduate school within six months of leaving Philander Smith. College personnel are working through various programs to retain more students to graduation and to guide them toward appropriate graduate programs and careers. While many continue their education at Arkansas universities, a few of the out-of-state institutions that have attracted recent graduates are Howard University, University of Arizona, University of New Mexico, Clark Atlanta University, Adelphi University, University of Pennsylvania, and City University London.

FACULTY PROFILE

Faculty members speak with enthusiasm about their teaching responsibilities and their engagement with students. Often the terms used are the same as those that describe a good family—a caring environment, mentoring, encouragement to participate and succeed, knowing

and being known, and challenging. Currently, there are 49 full-time and 33 adjunct faculty members. Forty-seven percent of the full-time faculty members hold terminal degrees from such universities as the Universities of Arkansas, Illinois, Missouri, and Miami; Vanderbilt University; University of California at Berkeley; Harvard University; New York University; and Yang Institute of Theoretical Physics. Among the faculty, 67.3 percent are African-American, 24.5 percent are Caucasian, and 8.2 percent are Asian; 55.1 percent are male and 44.9 percent are female. Faculty members teach 12-hour semester loads and have class sizes that average 15. Students speak proudly of the difference the faculty members are making in their lives.

ACADEMIC AND STUDENT LEADERSHIP OFFERINGS

The College offers undergraduate degree programs with 22 majors, plus minors and co-curricular offerings designed to meet the needs of its student population. Recently, an Honors Program and a Black Family Studies program have been added. Among the opportunities provided to help students adjust to and thrive at college are the Pathfinders Mentoring Program, the Student Leadership Development Program, and the Black Male Initiative. Among the numerous clubs and organizations open to students, are eight Greek organizations, four for women and four for men, and five intercollegiate sports under NAIA, Division II rules.



FINANCIAL PROFILE

The finances of the College are stable and the audits are unqualified. Total assets of the College are \$52M, net of \$14.6M accumulated depreciation and amortization. Long term debt is \$11.5M and short term debt is \$5.5M, including \$4M that will be converted to long term debt. The current operating budget is \$15.5M with 43.5 percent derived from tuition and fees. Tuition is \$11,910 and the discount rate is 21.54 percent. While the endowment has increased to \$11.9M, it is clear this fund needs to grow for the future health and mission of the College.

During the previous administration, grants of \$37.6M fully funded the construction of a dormitory complex, the Kendall Science and Health Mission Center, and the Reynolds Library and Technology Center. Plans are underway for the ground breaking of a state-of-the-art campus center in the spring of 2012. This facility will offer a variety of spaces for student activities, dining, meetings, presentations and performances and access by community organizations.

The College is supported annually by The United Methodist Church's Black College Fund, the Arkansas Annual Conference, and The United Negro College Fund.

A very positive aspect of the College's finances is the increase in alumni giving. During the 2004-05 academic year, 196 alumni (4.3 percent) provided gifts totaling \$73,000. In 2010-11, 713 alumni (15.5 percent) provided gifts totaling \$550,000. A great deal of emphasis is being

placed on attracting individual gifts and the recent success indicates the College can achieve even greater success by focusing on this effort.

RECOGNITION

A front page article and photograph in *The Chronicle of Higher Education* on May 2, 2010, drew positive national and international attention to Philander Smith College. The article, titled “Hip-Hop Prez’ Rejuvenates a College, Using a Personal Touch,” highlighted President Walter M. Kimbrough’s leadership style and praised the dramatic turn-around he and his colleagues have achieved at Philander Smith College. <http://chronicle.com/article/Hip-Hop-Prez-Rejuvenates-a/65350/>

The College has been named a finalist for the 2012 Arkansas Business of the Year Award, a good indication of the reputation of Philander Smith College in the State’s business community.

Philander Smith College recently was praised by authors Marybeth Gasman and Nelson Bowman III in their research-based book *A Guide to Fundraising at Historically Black Colleges and Universities: An All-Campus Approach*. The College ranked in the top ten for a program focused on issues that are often glossed over at HBCUs, such as HIV/AIDS, STDs, sexual harassment, and relationships.

BOARD OF TRUSTEES

The Board of Trustees is comprised of 24 persons. The members include the Arkansas Bishop, a District Superintendent, a clergyperson of The United Methodist Church, alumni and leaders representing business, education, government, plus civic and charitable organizations. The Board of Trustees is engaged and thoughtful in its guidance of the present and future goals of Philander Smith College.

ABOUT THE COMMUNITY AND AREA



The city of Little Rock, the capitol of the state of Arkansas, is located on the Arkansas River and near the foothills of the beautiful Ozark Mountains. It is in the center of the state and also near the geographical center of the United States in an area known as the Sunbelt. The city, with a population of 184,055 and a metropolitan population of 580,625, provides wonderful opportunities for business, education, recreation, and entertainment. Its downtown encompasses the thriving cultural and River Market District and the William J. Clinton Presidential Center. The Center, in connection with the University of Arkansas system, offers a Masters Degree in Public Service, an outstanding lecture series, and opportunities for internships. <http://www.clintonschool.uasys.edu/> Outdoor recreation choices are numerous and include such activities as trout fishing, canoeing, hiking

mountain trails, horseback riding on local working ranches, and enjoying beautiful local parks. Faculty and staff report that the quality of life is high and the cost of living is comparatively low. <http://www.littlerock.com/>

ABOUT THE ROLE OF THE PRESIDENT

The President of Philander Smith College is elected by and serves at the pleasure of the Board of Trustees. The President is the Chief Executive Officer of the College, responsible only to the Board of Trustees and the Executive Committee. He or she, or a representative, is an ex officio member of all Standing Committees of the Board of Trustees. All administrative officers, faculty and staff members are responsible to the President for performance of their duties. The President performs the duties that are traditionally the responsibility of a church-related college president as well as other duties delegated by the Board of Trustees, among those duties for example, are an active role in fund raising, leadership in the development of policies concerning educational programs of the College; recommendation of administrative plans, structures, and personnel needed to achieve goals adopted by the Board of Trustees; enforcement of rules and regulations; preparation and management of budgets; representation of the interests of faculty, administrators, staff, students, and alumni to the Board of Trustees.

THE LEADERSHIP AGENDA

The College's constituencies look to the next President to maintain and enhance the College's current momentum, building on its regional and national reputation to increase the size, academic qualifications, and diversity of its student body; increase the effectiveness of the institution's fundraising function; enhance and expand the academic offerings and delivery systems; and promote a collegial environment of trust and openness.

To meet those challenges, the Search Committee seeks candidates who have the following experience and qualifications:

1. Visionary leadership that understands and embraces the core values and goals of Philander Smith College; builds on its rich traditions; and vigorously promotes academic excellence, social justice, and student development.
2. Successful fundraising experience that will enable expanded, effective development to provide the resources needed for the present and future of the College.
3. A minimum of five years of administrative responsibility including successful senior-level experience that assures the ability to plan and manage the academic and financial affairs of the College, as well as create and empower leadership roles throughout the campus.
4. Appreciation for the heritage, mission and Christian values of this United Methodist Church-related Historically Black College.



The following attributes have also been identified by the Search Committee:

1. An earned doctorate from an accredited university is preferred.
2. The ability to work effectively with faculty, staff, students, and alumni.
3. Excellent communication skills of listening, speaking, and writing.
4. The ability to develop productive relationships with governmental, business, community, religious, school, and higher education organizations.
5. The ability to work constructively with the Board of Trustees to assure the College's mission is effectively advanced and the future of the College is secure.
6. An understanding of and respect for the College's relationship with The United Methodist Church.

THE SEARCH

The search committee is being assisted by Senior Consultant, Dr. Wanda Durrett Bigham, of Academic Search, Inc. a firm with 30 years of successful experience of serving colleges and universities in their search for executive leadership.

Nominations and applications are encouraged. A complete description of the position detailing requirements and preferences can be found at www.academic-search.com under current searches or at www.philander.edu. The position, which is available July 1, 2012, will remain open until filled; however, for best consideration applications should be received by March 1, 2012.

Applications should include a curriculum vitae, a thoughtful letter addressing requirements and preferred qualifications, and a list of five references with e-mail and telephone numbers. All applications and expressions of interest will be treated in confidence. References will not be contacted without the candidate's permission.

The search committee is led by Ms. Lynda Byrd, Vice Chair of the Board of Trustees. Nominations and applications should be addressed to her and submitted electronically in MS Word format to philandersmithcollege@academic-search.com. Confidential discussions regarding this opportunity may be arranged by contacting Dr. Wanda Durrett Bigham at wdb@academic-search.com or by calling her at 334-425-6865.

Philander Smith College is an Equal Opportunity Employer and does not discriminate against applicants or employees based on age, race, color, religion, or national origin.

Academic Search: Three decades of dedication to strengthening leadership in higher education through searches for college and university presidents and senior administrators.