



Associate Provost and Dean of Admission and Financial Aid

The University of the South seeks nominations and applications for the position of Associate Provost and Dean of Admission and Financial Aid.

The University of the South: An Overview

The University of the South (familiarily known as Sewanee, the town in which the University is located) is one of the nation's finest universities. An institution of the Episcopal Church, it has a distinguished undergraduate College of Arts and Sciences, a leading graduate School of Theology, and an innovative School of Letters offering summer master's degree programs in English literature and creative writing. In an environment of intense intellectual engagement, Sewanee students are challenged to live the life of the mind and to apply their education to the complexities of our time through civic leadership. Sewanee has produced 26 Rhodes Scholars, a Pulitzer Prize-winning author, a U.S. Senator and other elected officials, critically acclaimed poets and writers, leading academics who became college presidents, and three of the last five Presiding Bishops of the Episcopal Church.

The University of the South campus comprises 13,000 contiguous acres, known as the Domain. The University's landholdings are the second largest among institutions of higher education in the United States. Situated between the Tennessee cities of Nashville and Chattanooga, the Domain occupies the western face of the Cumberland Plateau and includes a 20-mile perimeter trail providing scenic overlooks and wooded paths to bluffs, caves (some with cave-paintings), lakes, waterfalls, pasture, woods, and meadows. About one-third of this land makes up the campus, business, and residential area; the remaining two-thirds is the University Forest, managed for recreation, research, and teaching. The Domain offers recreational experiences unparalleled on any other campus in the country.

Leadership

Reuben E. Brigety II became the 17th Vice-Chancellor and President of the University of the South in June 2020. He previously served as the dean of the Elliott School of International Affairs at the George Washington University and former U.S. ambassador to the African Union. As Dean of the Elliot School of International Affairs, Brigety led a school of international affairs that consistently ranked among the nation's 10 best and is one of the largest by enrollment. Under Brigety's leadership, the Elliott School created research institutes for every region of the world, launched an incubator for applied ethics education and leadership training, and increased support for student research travel and internships.

Prior to becoming dean in 2015, Brigety served as U.S. ambassador to the African Union for two years. In that role, he managed the strategic partnership between the United States and the African Union with an emphasis on democracy and governance, economic growth, and development. He also served as the permanent representative of the United States to the UN Economic Commission for Africa; and, earlier, as deputy assistant secretary of state in the Bureau of African Affairs, with responsibility for Southern African and regional security affairs.

The Offices of Admission and Financial Aid

Sewanee is a leader in contemporary enrollment offering a straightforward admission process with no application fee, test-optional admission for the past ten years and a commitment to meeting full demonstrated need of all admitted first-year students who qualify for financial aid. The total team of 22 work in close partnership to advance the institutional enrollment goals.

The Office of Admission

Sewanee has a history of enrolling academically well-prepared and well-rounded students with increasingly diverse backgrounds. For the Fall 2020 term, nearly 1700 students from 42 states and 28 countries enrolled in the College. The entering freshman class for 2020 totaled 521 with a gender breakdown of 49% male and 51% female. The average weighted GPA of the 2020 entering class was 3.78 with a middle 50% range ACT of 28-30 and SAT of 1240-1370. Sewanee offers early decision, early action, and regular decision application plans.

The Office of Financial Aid

With institutional financial aid expenditures totaling over \$34 million annually, the University demonstrates its commitment to helping families invest in a Sewanee education. The Office of Financial Aid works to support the University mission facilitating the delivery system of funds from federal, state, university, and external financial assistance programs to prospective and currently enrolled students. Beginning in the Fall of 2020, Sewanee expanded its financial aid program to meet the full need of first-time, first-year, admitted students who qualify for financial aid. Average financial aid awards total nearly \$25 thousand with 97% of first year students receiving merit or need based assistance. The financial aid staff includes an Associate Dean, an assistant director and two financial aid counselors.

The Role of the Associate Provost and Dean of Admission and Financial Aid

Reporting to the Vice Provost for Student Success, the Associate Provost is the chief admissions officer for the institution, member of the Vice-Chancellor and President's cabinet, and has full oversight of the admission and financial aid strategy for the University. Direct reports to the Associate Provost and Dean include the Associate Dean of Admissions Operations & Communications, the Associate Dean of Admission for Financial Aid, the Associate Dean of Admission for Recruitment, and the Assistant Visit

Specialist/Division Receptionist. The Division has a total team of 22. The Associate Provost and Dean will oversee an operations budget of \$1,026,276 and financial aid expenditures exceeding \$34 million annually.

Position Priorities for the new Associate Provost and Dean of Admission and Financial aid include:

Significant Contribution to a Diverse and Inclusive Community

On September 8, 2020, the University's Board of Regents released a [statement](#) recognizing the University's long entanglement with, and role in, slavery, racial segregation, and white supremacy, and committing the University to an urgent process of institutional reckoning. The Vice-Chancellor has further [outlined](#) several steps to move the university toward this goal.

The Associate Provost and Dean will lead efforts to identify, attract, recruit and enroll students from a diverse array of domestic racial, ethnic, economic and first-generation backgrounds, as well as a diverse mix of international students, representing the global community. They will work to ensure the Offices of Admission and Financial Aid are engaged partners in creating a welcoming campus environment where all students can thrive.

Drive Enrollment Strategy

The Associate Provost and Dean will partner with leadership and offices across the University to ensure an all-inclusive, seamless approach to admissions planning. They will be a key leader in the University's ongoing strategy to increase the academic profile and diversity of future classes.

Working with the Vice Provost, the Associate Provost and Dean will assist with the development of a comprehensive strategic enrollment plan that both aligns with and supports the University's larger mission and goals. They will be a strategic and vocal leader on the Vice Chancellor and President's Cabinet, providing the necessary data and enrollment expertise to educate the Sewanee community regarding trends and challenges facing admissions and financial aid and engage the full community in outreach efforts. They will monitor the rapidly changing regional and national higher education landscape to ensure Sewanee proactively prepares for these changes and moves the institution forward.

Advance Technology and Data Informed Decision Making

The Associate Provost and Dean will lead efforts to integrate systems data, leading to the development of a more robust, targeted approach to better coordinate and inform recruitment and financial aid strategy. They will lead metrics-driven efforts to identify and measure the most desired qualities for students enrolling at the University, with the goal of meeting or exceeding annual enrollment and revenue goals with the optimal mix of students. They will manage external partnerships, ensuring maximized efforts in system utilization and predictive modeling to inform enrollment decision making. They will lead and partner in system audits of current platforms that include SLATE CRM for enrollment, CampusLogic for financial aid and Ellucian's Banner ERP and help to ensure maximization of system capabilities.

Manage and Develop Talent

The Associate Provost and Dean will recruit, hire, develop and retain a talented and diverse staff. They will cultivate a team culture that aligns with, reflects and supports Sewanee's values and aspirations. Through strategic planning and goal setting, the Associate Provost and Dean will lead a team with clear and measurable objectives, uniting the offices of Admission and Financial Aid in achieving the University's enrollment goals.

They will evaluate the staffing needs of the division and be a tireless advocate at the institutional level for building and supporting a staffing model to achieve institutional enrollment goals. They will partner closely with staff to identify individual and team opportunities for growth and professional development in the creation of a high functioning division. In addition, the Associate Provost and Dean will lead the division's succession planning to ensure the strength of the team for the foreseeable future.

Articulate the Sewanee Story

In close partnership with the Office of Marketing and Communication, the Associate Provost and Dean will align the division in the ongoing evolution of a compelling Sewanee story. A story that resonates with future students and families, inspires faculty, staff and alumni to engage in recruitment efforts and evolves markets to expand the Sewanee reach. They will also advance market segmentation and messaging aimed at delivering a targeted, personalized approach to Sewanee recruitment.

Desired Qualifications and Characteristics

The Associate Provost and Dean of Admission and Financial aid plays an important leadership role on the Sewanee Campus. The successful candidate will be an approachable and collaborative leader, able to serve as a creative and nimble expert in design, implementation and administration of a comprehensive strategic recruitment, admissions, and financial aid plan.

The ideal candidate will possess:

- a bachelor's degree, advanced degree preferred;
- significant experience in leading and managing a complex enrollment management division or admissions/financial aid units;
- the ability to help position the University to meet the changing demographic trends and financial realities of prospective students;
- expertise and record of achievement in championing a University-wide commitment to diversity and inclusive excellence;
- ability to articulate passionately the value of the Sewanee liberal arts education and its accessibility to broad range of students and their families;
- deep understanding of current trends and best practices in admission and financial aid;
- familiarity with financial aid policies and practices;
- ability to leverage data and metrics to inform and shape enrollment strategy on a continuous basis;
- strong ethical grounding with a track record of visionary and responsible leadership;
- experience developing and executing comprehensive marketing and communications plans, including leveraging social media;

- a demonstrated ability to develop and support a strong office culture and lead effective and cohesive teams;
- a track record of building strong systems and processes to enhance long term enrollment strategies;
- familiarity with external vendors and management and evaluation of those relationships to maximize their service and benefit to the institution;
- strong communication and presentation skills;
- ability to serve as a face of the University, building strong relationships with high school counselors and external influencers;
- a transparent management style that builds on a strong organization and team, while requiring accountability and measurable results;
- an entrepreneurial nature and a willingness to take calculated risks;
- strong listening skills, comfortable and effective at all levels of the organization; and
- the ability to advocate for resources, with a keen focus on demonstrable return on investment.

Please send all nominations, inquiries, and expressions of interest, in confidence and electronically, to:



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The University of the South, commonly known as Sewanee, comprises a nationally ranked residential College of Arts and Sciences and a School of Theology. The University is strongly committed to the values of intellectual inquiry, diversity, equity, and inclusion, and living and serving in community. Situated on 13,000 acres atop Tennessee's Cumberland Plateau, Sewanee is known for its stunning natural beauty while providing easy access to Chattanooga, Nashville, and Huntsville. The University is affiliated with the Episcopal Church and seeks to help employees of all backgrounds and identities flourish.