



# South Arkansas College EXECUTIVE SEARCH PROFILE



# Contents

3 The College

5 Strategic Plan

6 The Position

7 The Community

8 Key Indicators

9 Application Procedures



## College Profile

### College Mission

South Arkansas College promotes excellence in learning, teaching, and service; provides lifelong educational opportunities; and serves as a cultural, intellectual, and economic resource for the community.

### College Vision

South Arkansas College will strive to be the leading resource for accessible education, workforce training, partnerships, and economic development for our region.

### College Core Values

The college has identified six values statements that serve as guiding principles in fulfilling the Mission Statement.

#### 1. Excellence in Education

We are committed to providing students access to a highly competent, innovative, and supportive faculty and staff; modern facilities equipped with current technology; and high-quality academic and occupational programs.

#### 2. Student Learning

We are committed to providing support, respect, and encouragement, thereby enabling students to achieve their educational goals and develop skills for lifelong learning.

#### 3. Contribution to the Community

We strive to serve the academic, occupational, and enrichment needs of the community; enhance its quality of life; and support economic development in South Arkansas.

#### 4. Quality of Work Environment

Recognizing that everyone contributes to the learning process, we value each member of our college community; foster respect, trust, and support among faculty, staff, and students; encourage responsible, creative risk-taking and innovation; and recognize and reward exceptional performance and integrity.

#### 5. Respect for Diversity

Believing that everyone should have an opportunity to learn and succeed, we value intellectual and cultural diversity in the classroom, in the workplace, and in the community.

#### 6. Commitment to Accountability

We are committed to continuous evaluation of our institution to address the needs of the present and to meet the challenges of the future.

## Brief Description

South Arkansas College (SouthArk) is a public, two-year college, located in El Dorado, Arkansas, and serves the south Arkansas region, as well as border parishes in Louisiana. The college is an integral part of community life in the region through its educational and workforce programs, cultural events, and partnerships with K-12, higher education institutions, and industry. The college also supports area economic development.

SouthArk is an open admissions institution accredited under the Higher Learning Commission. The college was established by a vote of the citizens of Union County on March 31, 1992. Voters approved forming a community college district for the county, merging Oil Belt Technical College and Southern Arkansas University-El Dorado Branch, and approving a tax levy to support the new college. Since its establishment, the college has served a mix of traditional and nontraditional students with over 20 credit academic programs in three divisions: Arts and Sciences, Health Sciences, and Career and Technical Education. Extensive non-credit training options are offered through the college's Career Accelerator. Current enrollment is approximately 1,700 students annually (1,200 per term) with 42% of the students attending full time.

SouthArk's physical locations include a west and east campus. The West Campus is located in the downtown area and includes nine instructional and administrative buildings that serve as the home to programs in general education, business and computer information technology, and health care. SouthArk's East Campus, also in El Dorado, offers career technical programs for high school and college students. The college offers courses in person, fully or partially online, and through dual enrollment at local high schools. The college also operates two additional instructional sites outside of El Dorado and participates in unique partnerships, including management of the El Dorado Conference Center and the South Arkansas Arboretum.

SouthArk employs approximately 140 full-time staff and faculty members and has a leadership structure of three distinct functional groups: Academic Affairs (AA), Student Affairs (SA), and Finance and Administration (FA). Each of these areas is supervised by a Vice President who serves as a member of the Executive Cabinet along with an Associate Vice President for Administration reporting to the VPFA. As an independent two-year college in Arkansas, SouthArk serves under the oversight of a nine-member Board of Trustees, appointed by the Governor. SouthArk also houses the South Arkansas College Foundation, a non-profit, tax-exempt Arkansas corporation governed by a board of directors who represent the positive leadership of the community and support development at the college.

## Strategic Plan: THRIVE 2022-2027

### STRATEGIC INITIATIVE 1: TEAM

#### Participation, Cooperation, Progress

- Increase faculty and staff engagement.
- Improve employee retention.
- Optimize delivery of mandatory training.
- Cultivate, encourage, and support open and persistent communication across the institution.

### STRATEGIC INITIATIVE 2: HUB

#### Heart, Center, Core

- Expand outreach regionally.
- Strengthen connections with businesses and industry.
- Increase promotion of career services.
- Diversify community outreach.
- Improve response to regional workforce demand.
- Increase arts, entertainment, and multicultural opportunities on campus.

### STRATEGIC INITIATIVE 3: RESOURCES

#### Security, Provision, Expansion

- Optimize facilities, equipment, and resources.
- Increase funding through grant awards.
- Increase external funding through the Foundation.
- Maintain a safe educational experience.
- Outline a financial sustainability plan for the institution.
- Optimize utilization of existing technologies.

### STRATEGIC INITIATIVE 4: INCLUSION

#### Access, Awareness, Value

- Recruit a diverse student, faculty, and staff population that is reflective of SouthArk's community population.
- Increase interpersonal skills of faculty, staff, and students to enhance on campus and workplace interactions.
- Promote an inclusive environment through relationship building.
- Promote a sense of belonging through visibility and awareness of the diverse campus community.
- Increase the number and participation of community and multicultural activities and events.

### STRATEGIC INITIATIVE 5: VIABILITY

#### Quality, Relevance, Success

- Improve existing academic programs.
- Increase transfer opportunities.
- Increase concurrent/dual credit opportunities.
- Improve productivity metrics: credentials, progression, completion.
- Foster economic sustainability of quality programs.

### STRATEGIC INITIATIVE 6: EXPERIENCE

#### Engage, Support Grow

- Develop, maintain, and operate on-campus housing in accordance with student needs.
- Improve support for students.
- Increase engagement with students.
- Maximize affordability for students without compromising quality.
- Improve recruitment and retention of student population.



## Position Description

South Arkansas College is seeking its sixth president following the resignation of Dr. Bentley Wallace, who served from 2020–2023. The president reports to a nine-member Board of Trustees, appointed by the Governor of Arkansas, and is responsible for leading institutional operations as well as external legislative, fundraising, and community relations. The Executive Cabinet includes three vice presidents over the major operational areas of the college as well as an associate vice president reporting to the vice president for finance & administration. The director of the South Arkansas College Foundation also reports directly to the president.

## Qualifications

- A master's degree is required with a strong preference for a terminal degree, both from a regionally accredited college or university. Significant senior level progressively responsible leadership and administrative experience in higher education, preferably at a community college, may be considered in lieu of a terminal degree.
- A minimum of five-years senior level leadership in a higher education setting.
- Demonstrated commitment to the mission of a comprehensive two-year college.
- Demonstrated success in partnership development with the community, employers, and other educational institutions.
- Demonstrated ability in fundraising or advancement.
- A demonstrated commitment to communication and transparency with constituents.
- Demonstrated skill in overseeing a complex budget in the higher education landscape.
- Regional and specialized accreditation experience. Experience with the Higher Learning Commission is desirable.
- Knowledge of and experience with current higher education legislation.



## Community Description

El Dorado is a unique and dynamic town in Union County, Arkansas. While south Arkansas came into the spotlight with an oil boom in the 1920s, the region has continued to make its presence known through major industries, abundant natural resources, and economic development, all while maintaining the charm of a small historic community. In addition to the wealth of regional employment options, El Dorado has committed to culture and the arts through facilities and programming, thus contributing to the quality of life for its citizens. Furthermore, the support for education is evident through innovative, lifelong education opportunities as well as the El Dorado Promise, which provides college tuition for El Dorado High School graduates.

## Industries

Chemical, Oil, Gas	Advanced Manufacturing	Forest & Timber Products
The Chemours Company	Milbank Manufacturing	Canfor Southern Pine
Continental Carbonic	MJB Wood Group	PotlatchDeltic
Delek US – El Dorado Refinery	Nexans AmerCable	Watson Sawmill
Entergy – Union Power Station	Polyethylene Containers, Inc.	West Fraser Huttig Sawmill
LANXESS	Roseburg El Dorado MDG	Resolute Forest Products
Martin Operating Partnership		
Murphy USA		
LSB Industries		
Standard Lithium Ltd.		

## Setting

- Historic Downtown
- Felsenthal National Wildlife Refuge
- Quick access to multiple state parks featuring hiking, boating, and education
- The South Arkansas Arboretum, one of only two Arkansas state parks found within city limits
- Regional health care facilities
- Indoor and outdoor options for fitness and well-being

## Arts and Culture

- Murphy Arts District
- South Arkansas Art Center
- South Arkansas Historic Preservation Society
- South Arkansas Symphony Orchestra
- Festivals, including the annual Musicfest multi-day concert event and the Mayhaw Festival
- El Dorado Municipal Auditorium
- El Dorado Conference Center

# Key Indicators

[Back to Contents](#)

Facilities	Investment in Plant, less depreciation	\$23,354,994
	Cost of Operating Physical Plant	\$1,403,371
	Deferred Maintenance	\$385,000
Budget	Endowment Foundation	Endowed Funds: Value of Foundation Assets: \$3,828,778
	Total Operating Budget	Total Budget: \$21,896,617 E&G/Aux Only: \$14,738,831
	Revenue Mix	Tuition/Fees: \$3,819,306 (17.44%)
		Grants: \$4,892,564 (22.34%)
		State Funding: \$7,474,212 (34.13%)
		Other: \$5,710,535 (26.08%)
	<b>Current Tuition</b>	
Students	State resident from sponsorship area	\$89 per credit hour
	State resident not from sponsorship area	\$103 per credit hour
	And Non-Arkansas resident	\$179 per credit hour
	Fall 2022 FTE Student Enrollment	950
	Total Headcount	1,164
	<b>Student Diversity Statistics (Credit only)</b>	
	Hispanic/Latino:	6.4%
	Other	4.8%
	Black or African American:	36.1%
	White:	52.7%
Graduates	First-time entering enrollment	17.4%
	Transfer into SouthArk enrollment	12.7%
	Readmit undergraduate enrollment	9.5%
	Continuing undergraduate enrollment	37.4%
	High school enrollment	23.1%
Graduates	<b>Total Number of Degrees Awarded in AY 2023</b>	
	Certificates of Proficiency	321 (42.6%)
	Technical Certificates	278 (36.9%)
	Associate Degrees	155 (20.6%)
Faculty	Full-time Faculty:	44 (42 exclusively for academic credit)
	Tenured:	2 (discontinued in 1999)
	Tenure-track Faculty:	0
	Part-time Faculty:	37
	Student : Teacher Ratio:	20:1
Athletics	Men's Programs:	Basketball Baseball
	Women's Programs:	Basketball Softball



## Application Procedures

Completed applications are due by **February 5, 2024**.

Applicants must complete the South Arkansas College application form available at [www.southark.edu/app](http://www.southark.edu/app) and email to [hrapp@southark.edu](mailto:hrapp@southark.edu). Resumes, transcripts, and reference list may accompany, but will not replace the application.

Applications are subject to the Arkansas Freedom of Information Act. South Arkansas College is an Affirmative Action/Equal Opportunity Employer. South Arkansas College does not discriminate on the basis of race, sex, color, religion, national origin, age, handicap, or veteran status in the provision of educational or employment opportunities or benefits.

The college is in compliance with titles VI and VII of the Civil Rights Act of 1964; Title IX of the Educational Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; and the Americans with Disabilities Act of 1990 (ADA), and all other federal and state laws related to equal opportunity practices.

Chosen candidate will be required to submit to a criminal background check and have acceptable background results, provide any certificates of training (if the candidates possess any) or licenses, official transcripts (for positions requiring undergraduate or graduate education), must have a clean driving record and must complete all new hire paperwork prior to starting work.

## For Further Information

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