
VICE PRESIDENT OF ARTS AND ACADEMICS/DEAN

SC Governor's School for the Arts and Humanities

Greenville, South Carolina

July 2012

www.scgsah.state.sc.us



Summary

Southern Teachers Agency has been retained by the South Carolina Governor's School for the Arts and Humanities (SCGSAH) to lead the search for their next Vice President of Arts and Academics/Dean. Founded in 1999, SCGSAH is a public boarding school serving a maximum of 242 students in grades eleven and twelve (with a few in tenth, all of whom must be residents of South Carolina to attend). The mission of the school is to serve the artistically talented high school students of South Carolina through programs of pre-professional instruction in an environment of artistic and academic excellence. The school is a resource for all teachers and students in South Carolina.

Located in the Upstate region of South Carolina, Greenville is the North American headquarters for Michelin and home to the BMW NA Visitor Center, the International Center for Automotive Research, and the Lockheed Martin Aircraft and Logistics Center. The campus of the school borders the pristine Falls Park on the Reedy and is within a short walk of the retail center of downtown and a variety of arts venues.

Candidates should share the values of SCGSAH, namely educating the whole child, creating a diverse community characterized by civility, and teaching and learning utilizing a collaborative approach. The school believes that students should share responsibility for their learning, that they are best prepared to meet life's challenges by becoming critical and creative thinkers and problem solvers, and that they benefit from extending what they learn in the classroom to the arena of the larger community. Finally, the school seeks to provide a solid foundation for continued artistic and academic development.

SCGSAH seeks candidates with the ability to effectively lead all three programs of the school: academics, the arts, and residential life. The best candidates will have some combination of school experiences, in public, private, residential, arts, and college preparatory environments. He or she should enjoy working with an accomplished and dedicated faculty and a talented and diverse student body.

To Apply



SCGSAH has selected Southern Teachers Agency to lead the search for their next Vice President of Arts and Academics/Dean. For application instructions, please see page 8 of this Position Profile.

The Opportunity

The South Carolina Governor's School for Arts and Humanities derives its success from accomplished and motivated students, experienced and committed faculty, and a beautiful and functional campus. All constituencies at the school are committed to excellence, and share in the goal of producing exquisite art and outstanding students. The school is committed to the idea that students learn best with artists/scholars/teachers as role models and mentors, in an open exchange of ideas and a passion for their area of study. Faculty members use an innovative curriculum, individualized instruction, and program integration to provide students with a superior educational experience.



By serving only one state, South Carolina, SCGSAH enjoys a focus and shared culture that one does not typically see in a school that recruits nationally or internationally. At the same time, as a public school, SCGSAH has much more economic and ethnic diversity than most traditional boarding schools.

The school enrolls no more than 242 students in grades eleven and twelve, and all students must board. Students are admitted primarily for their artistic talent in one of five areas: creative writing, dance, drama, music, and visual arts. Though the school exists for the arts, great attention is given to the three components of the school—arts, academics, and residential life. No one area is above the others in terms of human and financial capital. Though faculty members do not cross over from one area to the other, all agree on the goal—producing excellent, well-adjusted, healthy students. That the school is successful can be measured by many metrics, perhaps none greater than the tremendous success their graduates enjoy their first years of college and beyond academically and in the arts. Alumni have great pride for having graduated from SCGSAH, and, anecdotally, students routinely come back during holidays to tell their former teachers and classmates about their achievements.

The school's small size gives its stakeholders the opportunity to share their voices. Though there is a clear administrative structure, input and feedback is encouraged by various systems, formal and informal. The leadership of SCGSAH provides resources so their faculty can develop professionally, pedagogically, and artistically. The longevity of its staff indicates that this is a healthy place to work and grow.

The Vice President for Arts and Academics/Dean has many responsibilities, detailed below. However, fulfilling those responsibilities is made easier by the tremendous energy and positive feeling that one gets walking the halls of the school. Hearing music from practice rooms, power tools from the jewelry workshop, and laughter from young people learning and growing in a truly unique environment is not a series of isolated incidents, but rather the pulse of the school. For someone energized by this kind of environment, the opportunity here is tremendous.

Performance Objectives

The South Carolina Governor's School for the Arts and Humanities provides a unique opportunity for a creative and accomplished individual. The mission of the school is to serve the artistically talented high school students of South Carolina through programs of pre-professional instruction in an environment of artistic and academic excellence. As a tuition-free, public, residential high school, it employs an experienced and highly qualified faculty and staff who, when possible, serve as a resource for the teachers and students throughout South Carolina. Outstanding artistic talent is the primary criterion for student acceptance, yet the school's academic success places it among the finest high schools in the country. The Vice President of Arts and Academics/Dean provides the day-to-day leadership for the five arts programs, traditional academic programs, library, and students services. The Dean will be expected to:

- Hold excellence as the standard
- Advance the school's reputation as one of the very best residential arts high school in the country
- Embrace and represent the concept of a welcoming community where diversity, civility, and responsibility are essential values

These expectations can be measured each year by the use of the following:

- Maintaining graduation and retention rates at 90% to 100%
- Ensuring college acceptances and scholarship awards at 90% to 100%
- Enhancing regional and national arts recognition through high placement in numerous competitions, performance, and presentation opportunities in significant venues
- Sustaining at least the 3rd highest SAT scores among public schools in South Carolina
- Providing professional development activities and recognition of faculty so that 80% to 100% earn appropriate recognition or participate in development opportunities



The expectations listed below will also be measured by the observable interactions among members of the campus community:

- Quality of instruction
- Relationships between students, faculty, and staff
- Quality of campus student life

The following expectations have standards which are regulated by law or well established practice:

- Adherence to accepted standards of management
- Adherence to accepted financial practices
- Adherence to laws and regulations related to public schools and students

The Position

Job Purpose

Under the supervision of and in shared governance with the President of the SCGSAH, the Vice President of Arts and Academics/Dean is an administrative position that develops and implements pre-professional arts and challenging academic programs for the school by providing leadership and supervision to Academic and Arts Department Chairs, Faculty, Administrative and Support Staff.

Job Functions

- Plans and implements pre-professional arts and challenging academics programs
- Provides leadership, strategic planning, and management of day-to-day operations
- Utilizes collaborative problem resolution techniques when applicable
- Analyzes program needs and establishes priorities that fulfill the school's mission, goals, and objectives
- Oversees research relative to best teaching and learning practices and strategies and implements research results
- Administers the scheduling of all academic and arts courses and the development and distribution of the school calendar
- With department chairs, faculty, and staff, assesses the quality of academic, arts, library/media, guidance, registrar, and student service programs
- For faculty and staff:
 - establishes work standards
 - provides direction and motivation,
 - utilizes established human resource processes,
 - evaluates work performance,
 - reinforces positive efforts and addresses disciplinary needs
 - guides and facilitates resolution of employee work problems
 - exhibits integrity and sensitively with respect to needs of employees
 - conducts staff meetings
 - encourages and provides for professional development activities
 - maintains regular in-service days for planning and professional development activities
 - develops strategies to establish and build collaborative partnerships throughout the school
- In coordination with the Director of Human Resources, maintains appropriate staffing levels including adjunct faculty, substitute teachers, and support personnel

- With support of the Director of Student Services, develops and maintains a comprehensive student services program that promotes student character
- In conjunction with the Vice President of Finance and Administration and under the supervision of the President, develops, prepares, and administers annual budget and long-range budget plans following school and state processes
- Maintains positive community relations with school districts, schools, parents, and members of the public for the purpose of raising awareness of school outreach activities relative to arts and academic programs
- Serves on the President's Cabinet and the President's Council representing the Office of the Dean and collaborating with other members of administration on matters brought before the Council or the Cabinet
- Coordinates, reviews, and revises written communications pertaining to assigned areas
- Serves as chief liaison with accrediting bodies and manages processes and procedures to assure quality and compliance with accreditation standards and state federal guidelines
- Performs other related duties as required.

Qualifications and Skills

- Experience as an administrator at either the high school or college level
- Experience as an educator at either the high school or college level
- Experience with or affinity for the arts, whether as an educator, artist, or patron
- Great communication skills and strong interpersonal ability
- Flexibility and a strong work ethic
- Comfort working as part of a community with highly motivated, talented, and accomplished individuals
- Ability to collaborate with various constituencies around the state and to build bridges with those groups for the betterment of all
- Experience working with diverse students academically, socially, ethnically, culturally, economically

The School

History

The central figure in making the South Carolina Governor's School for the Arts and Humanities a reality is its first President, Dr. Virginia Uldrick. The story, however, does not begin in 1999 when she first opened the school. Rather, it dates back Uldrick's days teaching music in South Carolina public schools starting in 1950. Her commitment to the arts, to education, and to providing as many opportunities as possible for young people to explore their creativity drove her to develop and then fight for an idea 50 years in the making.



In 1981, Uldrick was able to convince Governor Richard Riley to establish a summer program called the South Carolina Governor’s School for the Arts and hosted by Furman University. This five-week program not only offered arts education to talented students but also professional development opportunities for South Carolina’s arts educators. The program was hugely successful. In its tenth year, over 1,000 students from 45 of the state’s 46 counties applied for just 260 spots. Though the summer program aided countless students in their pursuit of the arts, it also had the added benefit of proving to Uldrick and her supporters that even more was possible.

AT A GLANCE
School-Year Program
Founded: 1999
Grades: 11-12 (a very few 10)
Total Enrollment: 242 maximum
Boys: 37%
Girls: 63%
Diversity: 33%
Faculty: 31 full-time, 28 part-time
Female Faculty: 45%
Male Faculty: 55%
Average Faculty Experience: 20 years
Average Faculty Tenure: 8 years
Faculty with Postgrad Degrees: 100%
Annual Budget: \$7.6M
2011 Mean SAT: 1692
Accreditations: 2003/2008 (ACCPAS/SACS)
Board of Trustees: 16, Governor appointed
Summer Program
Founded: 1981
Grades: 8-12
Total Enrollment: 300
Boys: 40%
Girls: 60%
Diversity: 33%
Faculty: 20 part-time

The summer program was started with just \$115K. Starting a nine-month residential program would cost considerably more, but Uldrick was undaunted. One of her early supporters was Verne Smith, an influential state senator. The governor was Carroll Campbell, who had been an art student of Uldrick’s as a high school freshman. With these and other allies, Uldrick’s proposal was approved in 1996. A major hurdle was crossed, but the state agreed to pay approximately half of the \$24M price tag to build the school. Having come this far, Uldrick redoubled her efforts to see it through. Ground broke in May 1998, and the school opened its doors on its brand-new Greenville campus in the fall of 1999.

Virginia Uldrick served as the President of SCGSAH from 1999 until 2003. She was succeeded by Dr. Donald Beckle, who served from 2003 until 2007. Dr. Bruce Halverson has been President since 2007. In those 13 years, the school has had countless successes. The school has graduated over 1,100 students who have earned approximately \$135M in college scholarships. Students routinely win regional, national, and international competitions in the five art areas. *Newsweek* magazine ranks SCGSAH in the top 1% of public high schools in the United States. Many of the school’s graduates have gone on to successful careers in the arts, and many others have started successful careers in education, business, and social sectors.

Student Profile

Students of SCGSAH must be residents of South Carolina and all reside on campus for the full program. Students come from all areas of the state and are admitted primarily on their artistic ability, though all students must have a minimum GPA. There is no tuition, and the school’s foundation pays the

food fee for those students whose families cannot afford it, making this school uniquely accessible. The pre-professional training students receive has enabled students to enroll at some of the most prestigious universities, conservatories, and art schools in the nation such as The Juilliard School, Harvard University, Eastman School of Music, Yale University, Duke University, Northwestern University, the Royal Academy of Dramatic Art, and Carnegie Mellon University.



Students have garnered tremendous accolades. In all five arts areas, SCGSAH students have excelled, winning numerous awards in their respective disciplines. Perhaps most impressive in 2010-11, two students were selected as Presidential Scholars in the Arts, an honor bestowed on only twenty students nationally. However, their achievements in the classroom are equally noteworthy, as three students in the class of 2011 were named National Merit Scholarship Finalists.

Faculty Profile

The SCGSAH faculty consists of practicing artists and active scholars who provide individual attention and specialized instruction to encourage and support the artistic and intellectual growth of its students. Faculty work in one of three elements of school life. The academic faculty consists of professional educators certified in South Carolina to teach in their content areas. All have graduate degrees and a commitment to helping students reach their academic goals. The arts faculty is committed to Virginia Uldrick's vision for providing pre-professional education in a master/apprentice environment. All arts faculty members are practicing artists themselves, and the list of their recent accomplishments is long and impressive. Finally, the residential staff is dedicated solely to the safety and social/emotional well-being of students, most of whom are living away from home for the first time in their lives. Residential staff lives in dorm apartments and have no other duties besides residential life.

President's Profile

Dr. Bruce Halverson joined the South Carolina Governor's School for the Arts and Humanities as its President in 2007. He came to Greenville after serving six years as President of his alma mater, Augustana College (Sioux Falls, SD), where he was named President Emeritus upon his retirement. Previously, he served as the Dean of the School of Theatre at Florida State University and Chair of the Theatre Departments at the University of Illinois, Ithaca College, and several other universities. In addition, he has worked professionally with such theatres as A Contemporary Theatre (Seattle), Black Hills Playhouse (Custer, SD), and The Great Lakes Theatre Festival (Cleveland). He has served on several national boards, including NAST, ATA, and ASITEJ/USA. Dr. Halverson earned a Ph.D. in theatre history from the University of Washington (Seattle).

The Community

Greenville, SC, the largest city in the Upstate area, was once known as "The Textile Capital of the World." Today, however, international business and educational institutions drive the city's vibrant economy. The city of Greenville has a population of just over 60,000, but is part of a larger metropolitan area of over 600,000. Greenville's award-winning revitalized downtown has been featured by Southern Living Magazine, driving increased residential and business presence. Land and structures that were formally part of the textile industry have been converted into parks, performing arts centers, and museums, preserving Greenville's history while the city excels in the global economy. Greenville also boasts a minor league baseball team, a 15,000 seat sports and entertainment arena, and a zoo.

The role of SCGSAH in the downtown revitalization is significant and forever ties the school with its community. The school borders the award-winning Falls Park on the Reedy. Nearby, city planners added a signature element to Greenville's downtown, the Liberty Bridge, a one-of-a-kind pedestrian bridge suspended over the waterfalls. Like the school itself, public/private partnerships such as River Place along the Reedy River and Fluor Field have become key anchors for the downtown, all of which creates an environment with dynamic opportunities for office, entertainment, dining, residential, and commerce.



Application Process and Timeline

For most thorough consideration, applicants for the Vice President/Dean position should submit the following:

- A Southern Teachers Agency application, available at www.SouthernTeachers.com
- A cover letter describing their interest in pursuing this position at SC Governor's School
- A current resume
- A statement of educational philosophy
- A list of references, including present and recent administrators

Applications should be sent via email to

Mr. Jamie Estes
Estes@SouthernTeachers.com

Timeline

Initial interviews with the consultant at Southern Teachers Agency will be ongoing. Semifinalists will interview in February, and finalists will interview in March. Selection of the Vice President/Dean will be made by mid-March. The new Vice President/Dean will begin work on July 1, 2012.