



**LIMESTONE
UNIVERSITY**

Dean College of Business

LIMESTONE UNIVERSITY

Limestone University, located in Gaffney, SC, invites nominations and applications for the appointment of Dean, College of Business.



BUFFKIN / BAKER
Recruiting Leaders. Impacting Organizations.

History

Limestone University has been a pioneer in providing access to higher education. In 1845, when higher education was only a dream for many young women, Limestone was founded as the first women's college in South Carolina and one of the first in the US. It is the third-oldest higher education institution in South Carolina. In the early 1900s, when young men from the local area sought higher education, but could not afford to attend distant universities, Limestone admitted men as commuting students.

In the 1960s, Limestone became fully coeducational. In the 1970s, when many institutions had no interest in educating working adults, Limestone established the Block Program, one of the pioneer programs for non-traditional students. The Block Program allowed students to complete their bachelor's degrees entirely through evening classes, using a one-course-at-a-time accelerated format. In the mid-1990s, through the establishment of the Virtual Campus, Limestone emerged as a national leader in applying computer technology to teach students who could not utilize traditional classroom settings. In 2005, the Block Program and the Virtual Campus were combined into the Extended Campus Program and in 2018, the program was renamed the Online & Evening Program. Providing higher education access to those needing it the most has been a proud theme throughout the history of Limestone. Starting with the 2019-2020 academic year, Limestone began a new "Global Experience" that sends undergraduate Day Campus students to study around the world. Finally, after preparing for the move for over two years, Limestone College officially changed its name to Limestone University on July 1, 2020.



Dr. Darrell F. Parker, Limestone's 22nd President, has led the University since January 2018. Shortly after assuming the Presidency, Dr. Parker established several faculty and staff led task forces to study various aspects of the University. The Marketing & Enrollment Task Force, and others, suggested the change from college to university. As a result, unanimous approval was given by the Board of Trustees for Limestone to begin taking steps to move to the status of a university in the fall of 2020, which coincided with the institution's 175th anniversary. Because it offers both undergraduate and graduate programs, Limestone was well positioned to change its status from a college to a university. Per Dr. Parker: "The move from a college to a university more accurately reflects who we are, affirms our strategic direction, and positions us for long-term success. There have been vast changes in student population and demands over the past several years and we must adapt our programs and services to the needs of the students.

Our move to a university will align our name with our academic offerings and enable us to attract and recruit more students. It also reflects the success the school has had expanding graduate programs and its plans to develop new programs in the coming years. Being a university speaks of the breadth and depth of learning already happening for both undergraduate and graduate students, and of the direction charted by Limestone's strategic plan. A lot of momentum is building at Limestone, and we believe our change to a university will be one of the driving forces to our continued growth."





Mission

The mission of Limestone is to educate students from diverse backgrounds in the liberal arts and selected professional disciplines. By providing degree programs throughout the state and online, the College offers opportunities for personal and professional growth to individuals who may find access to higher education difficult. In a nurturing, supportive environment based on Christian ideals and ethical principles, students are challenged to become critical thinkers and effective communicators who are prepared for responsible citizenship, successful careers, and graduate study. As such, the University's faculty and staff, academic and co-curricular programs, financial resources, and support services are dedicated to an educational climate that upholds high academic standards and fosters respect for learning and beauty, creativity and hard work, tolerance and personal integrity, vigorous activity, and spiritual reflection.

Institution

Today, Limestone is an accredited, independent, coeducational, residential, four-year liberal arts institution, and a non-denominational Christian university. Limestone is one of the three largest private accredited institutions in South Carolina with approximately 3,000 students. Limestone's traditional Day Campus is located in Gaffney, which is in the Piedmont region of South Carolina and within an hour's drive of the Greenville/Spartanburg and Charlotte metropolitan areas. Limestone established The Virtual Campus in 1996 and became a leader in offering college classes via the Internet. The off-campus and Internet programs became known as the Online & Evening Program which changed to "hybrid" classes in 1996. Today there are five Online and Evening sites available, as well as Internet programs serving over 1000 students per semester. Its online program makes the University truly a worldwide institution.

Limestone offers academic programs leading to the Bachelor of Arts, Bachelor of Fine Arts, Bachelor of Science, Bachelor of Social Work, Bachelor of Science in Nursing, Associate of Arts, Associate of Science, Master of Social Work and Master of Business Administration degrees. Athletically, the University participates in the NCAA Division II as a member of the South Atlantic Conference (SAC). For more information about Limestone, please visit the Limestone University website: www.limestone.edu

The President

Dr. Darrell Parker, Limestone University's 22nd President, began his term on January 3, 2018.

Dr. Parker had been serving since 2012 as the Dean and Professor of Economics for the College of Business at Western Carolina University. Western Carolina University is a Regional Public Comprehensive University in the University of North Carolina System. Located in Cullowhee, North Carolina, Western Carolina enrolls approximately 11,000 students.

A native of Buncombe County, Dr. Parker grew up in Weaverville, North Carolina and graduated from North Buncombe High School. He received his bachelor's degree in mathematics and economics at the University of North Carolina Asheville before going on to earn his master's and doctoral degrees in economics from Purdue University.

Dr. Parker is no stranger to the Upstate area of South Carolina. He also served for six years as the Dean and Professor of Economics for the Johnson College of Business and Economics at the University of South Carolina Upstate in Spartanburg.

From 2001 until 2006, Dr. Parker was at Georgia Southern University where he served numerous roles, including Professor of Economics, Director of the Center for Economic Education, Acting Associate Dean, and Director of the School of Economic Development in the College of Business Administration.

He previously was a professor of economics at Winthrop University, where he was named Winthrop University Distinguished Professor in 1999; awarded the First Union Excellence in Teaching prize in 1991; and received the 1988-89 Phi Kappa Phi award for Excellence in Teaching.

From 1990 until 2001, he served as director of the Winthrop Economic Development Center, which he founded.

Dr. Parker has also enjoyed professional roles at Clemson University and at Purdue University.





Dean, College of Business

Limestone's College of Business (the College) enrolls nearly 800 students in a wide range of associate's and bachelor's programs, offered both on the main campus and online, as well as an online M.B.A. program with concentrations in Management and Leadership and Healthcare Administration.

The Bachelor of Science in Business Administration and Master of Business Administration programs have been accredited by the Accreditation Council for Business Schools and Programs (ACBSP) since 2017. ACBSP is a specialized global business accreditation body following the Baldrige model focused on teaching excellence and continuous improvement. ACBSP evaluates business programs in areas of leadership, strategic planning, stakeholder relationships, quality of academic programs, faculty credentials, and quality improvement.

Reporting Relationships and Responsibilities

Reporting to the Provost, the Dean will have three direct reports: Chair, Department of Accounting, Economics, and Finance; Chair, Department of Management; and Chair, Department of Marketing and Administration. There are 21 full-time faculty in the College.

The Dean has three broad areas of responsibility: leadership, management, and advocacy.

Leadership

- Provide leadership in fostering academic excellence in teaching, service, and professional activities.
- Ensure academic programs, both current and future, that challenge and encourage students in inquiry and application.
- Assist with the development and implementation of strategic plans of the institution.
- Allocate resources and responsibility to manage the College to meet institutional goals and academic program expectations.

Management

- Be responsible to the Provost for effective operations of the College (to be inclusive of, but not restricted to, annual academic reporting, appropriate delegation of responsibilities, performing select duties during summer months, resolution of student and/or faculty complaints, consultation with the Provost on grade appeals and other issues as needed, etc.).
- Prepare and implement short- and long-term goals of the College to meet the University's mission, including enrollment growth.
- Oversee the management of college-level and department-level budgets.
- Oversee recruitment, selection, promotion, and retention of faculty based on criteria established through consultation and cooperation with the faculty and administration.
- Develop and utilize a communications system to assure intra-college information exchange.
- Create conditions conducive to the improvement of instruction and scholarly activity.
- Cooperate and collaborate with various constituents within the University.

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- Maintain the currency of the College and its ability to meet changes in the needs of students and of society. Institute periodic studies of curriculum in relation to the College's objectives, and initiate improvements of the curriculum in all areas (general and advanced education) as needed.
 - Represent the College in/with professional associations, accrediting agencies, government entities, and the surrounding community. Support faculty participation with/in professional organizations.

Advocacy

- Serve as an advocate for the College and as a liaison between the College and the administration.
- Assist with developing case documents that explain the College's resource needs to potential donors. In collaboration with the Office of Institutional Advancement, engage and communicate with donors when appropriate.

Candidate Qualifications

- Ability to set and achieve visionary goals that align with the University's strategic direction and expand the College's educational initiatives.
- Strong preference for a minimum of three years academic administrative experience.
- Record of academic excellence that merits appointment as a tenured full professor in a department within the College of Business; strong preference for an earned doctoral degree.
- Proven record of involvement in fundraising and revenue generating activities.
- Ability to build relationships with alumni and cultivate partnerships with the business community.
- Demonstrated commitment to promoting student success through undergraduate and graduate education.
- Demonstrated commitment to faculty excellence, supporting and promoting innovative, culturally responsive teaching, and impactful academic scholarship.
- Excellent leadership, communication, relationship building, and interpersonal skills.
- Commitment to shared governance with the ability to promote collegiality among an increasingly diverse workforce.
- Ability to engage and work collaboratively with the wider university community.
- Ability to foster equity, diversity, and inclusion, with an ability to work effectively in a community setting.



Compensation

Commensurate with experience and includes competitive base salary, stipend as Dean, and benefits.

To make a nomination, provide a referral, or for additional information please use the contact information below. While applications and nominations will be accepted until a successful candidate has been appointed, interested parties are encouraged to submit their materials as soon as possible for immediate review. Ideally, the selected candidate's employment will commence by the start of the Fall 2022 semester, with a preferred start date of July 1, 2022. Successful completion of a background check is required for employment at Limestone

To apply, please submit a resume and/or vita, and cover letter, to:

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Buffkin / Baker

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Limestone University is an equal opportunity institution of higher education. The University does not discriminate in employment, educational services, or academic programs on the basis of an individual's race, color, religion, religious creed, ancestry, national origin, age (except minors), sex, gender identity, gender expression, sexual orientation, marital status, medical condition (cancer-related and genetic-related) and disability, or any other basis prohibited by law. The University reasonably accommodates qualified individuals with disabilities under the law.