



# President Chowan University

Chowan University (Murfreesboro, NC) invites nominations and applications for the appointment of President.



**CHOWAN**  
UNIVERSITY



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# Chowan University

Chowan University (Chowan; the University) is a comprehensive, coeducational, residential, Christian university on a beautiful campus in the historic town of Murfreesboro, NC. The University was named Chowan – which means “people of the south” – to honor the Native American Algonquin Chowanook tribe. Grounded in its Christian faith and education, and the second oldest of North Carolina’s six Baptist colleges, the University has been transforming the lives of students of promise for 175 years. Chowan offers bachelor’s degrees in approximately 60 undergraduate degree programs, and three master’s degrees, in which students are encouraged, inspired, and empowered to do their best; to be their best; and to take what they have been given, and make the most of what can be.

## History of the University

Chowan University in Murfreesboro is located near the birthplace of American civilization and the beginning area of Baptist work in North Carolina. In the spring of 1848, a group of fathers gathered at “Mulberry Grove,” home of Dr. Godwin Cotton Moore, moderator of the Chowan Baptist Association. These men were determined to have an institution that would give their daughters a well-rounded education, and they presented a resolution to the Association. The Association appointed the first trustees for the “female high school” to be called Chowan Female Institute. Dr. Archibald McDowell of South Carolina was elected first principal, and the Institute opened in 1848 with eleven students.

The institution overcame gloomy prospects in its early years to survive the challenges of the Civil War period. During 1897-1914 the Institute was transformed into a standard Senior College. It was renamed Chowan College in 1910 and admitted male students in 1931. Due to financial pressures, the College changed from four-year to two-year status in 1937. The World War II years saw the closure of Chowan College. After being closed for six years, Chowan College reopened in 1949 as a two-year coeducational institution.

In 1992 Chowan College returned to its four-year status and has now developed a solid reputation for academic quality and leadership in the cultural and religious life of eastern North Carolina and Virginia. In September 2006, the name of the institution was changed to Chowan University.

Although there have been many changes over the years, Chowan University remains in a friendly relationship with the Baptist State Convention of North Carolina. The University holds in high esteem its commitment to intellectual, social, and spiritual growth. The



administration and faculty believe in and insist upon intellectual freedom, while continuing the commitment to Christian principles.

## Chowan University Today



Accredited by the Southern Association of Colleges and Schools Commission on Colleges to award the associate, baccalaureate, and master's degrees, Chowan currently serves approximately 800 undergraduate and graduate students in a student-focused, family, and community-oriented environment. The Music Department is also individually accredited by the National

Association of Schools of Music (NASM). Chowan is governed by a self-perpetuating Board of Trustees (BOT) that is ultimately responsible for hiring the President, and overseeing the strategic, financial, business, and educational policies and affairs of the institution.

The Chowan campus is beautiful, spacious, and filled with lakes and ancient pines and majestic oaks. A circular drive (seven-tenths of a mile in length) provides easy access to the campus facilities and includes a beautifully landscaped oval lawn. Almost 400 acres of rolling land provides more than adequate space for buildings, playing fields, and landscaped areas. The present residential facilities are designed to serve a student body of 1,563.

## Mission

Chowan University, grounded in its Christian faith, transforms the lives of students of promise.

The University fosters its mission by:

- ensuring its Christian character informs all its endeavors.
- equipping undergraduate and graduate students with the knowledge, skills, and ethical values necessary to flourish in a culturally diverse, global society.
- promoting active participation in discovery and creative activities.
- providing a supportive teaching and learning environment.
- enrolling and retaining promising students of all backgrounds.
- meeting the students' social and spiritual needs by affording personal attention in a caring community.
- cultivating relationships with students, alumni, churches, corporations, foundations, and other stakeholders.
- maintaining stewardship of its physical, financial, and human resources.
- offering intercollegiate athletic programs that enhance the academic and personal development of all student-athletes while promoting individual and team success.

## Vision

- Imagine a Christian university that is a national model of student success within an inclusive community.
- Imagine a Christian university that advances the calling of our students through teaching, learning, engaging, and serving.
- Imagine a Christian university that is defined by the opportunities we create, by the lives we transform, and by the futures we shape.
- You have imagined the university we seek to become.

## Core Values

- **Faith:** We honor our Christian heritage, embracing and sharing the light and truth of God. We believe that Faith in Your Future underscores all that we do.
- **Inclusion:** We value individuals with diverse backgrounds and points of view, appreciating that inclusion cultivates acceptance and encourages freedom of thought and expression. We believe our commitment to inclusion allows each member of our community to teach, learn, serve, and live in an atmosphere of respect and dignity.
- **Imagination:** We encourage a questioning spirit, understanding that scholarship and its quest for knowledge is the cornerstone of imagination. We believe a learning environment that promotes imagination leads to discovery and creates a culture of lifelong learning.
- **Engagement:** We foster a caring environment, engaging all members of the university community as active participants in service to one another and the greater world. We believe that a spirit of service is central to our faith and learning traditions.

## Academics, Student Life, and Athletics

Faith, inclusion, opportunity. The bedrock of Chowan University is to support each student at every level, academically, spiritually, and relationally. Together, we move forward, we thrive, and we provide a transformative experience for students. Chowan students find that “Faith in Your Future” is more than a motto. It’s a value that underscores everything we do. Our Christian faith commitment is what grounds us and motivates us—so we can help students discover all that they are meant to be at Chowan and beyond the University.

The approximately 800 students served by Chowan come from approximately 31 states and 24 countries. A significant number of the student population comes from North Carolina and Virginia. Of the total student population, approximately 40% are women and 60% are men, 60% represent diverse student populations, and approximately 65% are student-athletes. Chowan is proud to educate a high percentage of its students who will be the first in their family to earn a degree. 100% of Chowan students receive some form of financial aid.

In the summer of 2023, the Board of Trustees took a bold step in approving Chowan's new vision to become a *Life Skills University*. With this new focus, Chowan is positioning itself for future success with the creation of a new undergraduate value proposition that can be attractive to prospective students and their families who may be increasingly interested in career-oriented majors undergirded by the liberal arts.

Majors with clear career opportunities are often in demand and strongly populated. In addition, it is not uncommon for students to arrive on campuses with limited life skills defined as those competencies necessary to successfully participate in the workplace and in everyday life. There is a growing industry around the world that seeks to address these basic deficiencies at all levels of education. Although student’s have numerous

opportunities to develop life skills during their university experience, by changing to a *Life Skills* focus, Chowan will be one of the few higher education institutions that have openly embraced the life skills concept.

The major pillars that will support Chowan as a *Life Skills University* are anticipated to be:

**Career Driven Academics:**

Chowan will focus its academic programming on existing major courses of study that create clear career pathways. Likely to be included among these majors are: Exercise Science, Criminal Justice, Business, Biology, Psychology and Sport Management. Each of these majors helps create multiple avenues into meaningful careers for students.

**Life Skills Supported:**

Among the teachable life skills that will augment a solid academic preparation for the future are:

- Communicating Effectively
- Self-Care and Wellness
- Coachability
- Maturing Spiritually
- Problem Solving
- Financial Literacy
- Collaboration/networking
- Building Confidence
- Information Technology Competencies
- Developing Professionalism

These, and other life skills, will be taught through academic course work and reinforced in co-curricular, active learning experiences.

Currently, students at Chowan benefit from a student to faculty ratio of 16:1 and an average class size of 16, which allows Chowan to put every student first. Students at the University can now choose from more than 60 programs of study, including three master's degrees, offered thorough the following:

- School of Undergraduate Studies
- School of Graduate Studies
- Adult Degree Completion Program

Chowan University is blessed with dedicated staff and excellent faculty, a large percentage of whom have earned doctorates. The faculty has been chosen because of their academic preparation, Christian commitment, and desire for excellence in teaching. Many of the Chowan's faculty have blessed the institution with long years of service. The faculty is large enough to provide quality academic experiences for students. Yet a strength of the University is that it has remained small enough so that the relationship between faculty and students is friendly, in-depth, and potentially life changing.

Chowan University is strongly committed to educating the total person: mind, body, and spirit. Therefore, complementing the academic programs at Chowan is a comprehensive student life program with many activities designed to help students develop their personalities, enjoy the university experience, and make lifelong friends. Student activities and residence life complement the student's classroom experiences that lead to one's personal growth and development. Campus Life enables each student to develop social and interpersonal skills, foster leadership skills, cultivate sound ethical and moral principles, deepen spiritual commitments, formulate a philosophy of life, and explore career opportunities.

The University encourages and supports student life through a variety of student services provided by trained professionals in areas of: Student Life, Counseling, Campus Ministry, Wellness Center, Public Safety, Residence Life, Career Services, and Recreation and Intramurals. In addition to these areas, several other university departments sponsor programs that enhance the quality of student life at Chowan.

Students are strongly encouraged to get involved in any of the numerous off-campus community service opportunities. Student involvement is welcomed by the local community. The Ministers to the University coordinate many of these efforts, while others are coordinated through academic departments or student organizations.

Athletically, Chowan competes at the NCAA Division II level as a member of Conference Carolinas. The Chowan football team competes at the DII level as a member of the Gulf South Conference. Student-athletes participate in 19 DII varsity sports teams. Other athletic offerings include co-ed competitive cheerleading, co-ed esports, and a developmental men's basketball team.

For additional information about Chowan University, please visit the University's website at [www.chowan.edu](http://www.chowan.edu)



## Murfreesboro, North Carolina

Chowan University is located in the historic and picturesque town of Murfreesboro, North Carolina. Located in the old Albemarle region of North Carolina between the Roanoke and Chowan Rivers, the Murfreesboro area was first visited by John White of Roanoke Island in the sixteenth century and by an expedition from Jamestown, Virginia in the seventeenth century. During this era, the principal inhabitants were several Indian tribes such as the Nottoways, the Meherrins, and the Chowanokes.

Old deeds indicate that settlers lived on the site of Murfreesboro as early as 1710. William Murfree, an Irish immigrant, established a King's

Landing where exports and imports were inspected by a representative of the English Crown. The site was known as Murfree's Landing. In 1787 William Murfree donated 97 acres of land for the incorporation of the town, which was named for him.

Murfreesboro was the port of call for the eighteenth and early nineteenth century sailing vessels that brought New England, West Indian, and European goods in trade for the naval stores and agricultural products of eastern North Carolina.

Today, the stately old homes whisper of rich, romantic colonial and antebellum days. In historic Murfreesboro is the boyhood home of Dr. Walter Reed, discoverer of the cure for yellow fever. There are extensive museums of America's past, one of which is devoted to the inventions of Richard Jordan Gatling, inventor of the Gatling Gun, who was born near Murfreesboro.

The quaint village is currently undergoing an extensive restoration program. Hundreds of citizens and friends are working together to re-capture the flavor of a culturally minded colonial town. Students are encouraged to be part of these activities.

Chowan University is easily accessible. The University is located less than 30 miles from I-95, a one and one-half hour drive from the Outer Banks of North Carolina and Norfolk, Virginia. Less than an hour from campus are many recreational opportunities, including boating, fishing, hunting, and bicycling. The University enjoys the lifestyle of a relatively small institution in a small town yet has the advantage of being centrally located to urban resources and recreation.

For more information about Murfreesboro, please visit: <https://townofmurfreesboro.com/> and <https://www.murfreesborochamber.com/>.



# The President

The President serves as the Chief Executive Officer of the University with responsibility for ensuring the success of Chowan's mission, academic integrity, fiscal stability and sustainability, enrollment management, fundraising efforts, personnel development, and physical plant management. In doing so, the President works closely with the Board of Trustees in developing, communicating, and executing a strategy consistent with the overall mission and vision of Chowan. As such, the President serves a university community where people care. Professors care about their students. Staff and administrators care about each individual. Friends care about each other. And the greater Chowan community cares about making better tomorrows for the lives the University touches every day.

## Reporting Relationships & Responsibilities

The President of Chowan is appointed by, and reports directly to, the Board of Trustees. Positions reporting directly to the President include Provost and Vice President for Academic Affairs; Vice President for Business Affairs; Vice President for Enrollment Management; Vice President for Advancement; Vice President for Student Affairs; Vice President and Director of Athletics; Executive Director of Major Gifts and Planned Giving/Assistant to the President; and the Human Resources Director. Overall, the President provides leadership for the University's approximately 188 employees including faculty and staff.

In addition to fostering meaningful relationships internal to the University, the President is expected to develop and maintain productive relationships with a wide variety of additional stakeholders, including but not limited to alumni; donors; local and regional community leaders; state and local educational and governmental leaders; corporate partners; and foundations.

As the Chief Executive Officer of the University, the President, working in conjunction with the Board, will be responsible for leading Chowan's change in focus to a Life Skills University. As such, the President will be expected to promote the University, its mission and new vision, and its promises to students of: preparing them with teachable life skills that can augment solid academic preparation for the future, small classes, personal interactions with faculty, and commitment to individual academic and career-related achievements. In doing so, the President will provide innovative and visionary leadership in academic, fiscal, administrative, and professional matters, relative to all faculty, staff, and students at the University.

The President should become personally invested in the future of Chowan, the Murfreesboro community, and the northeastern region of North Carolina. Further, the President will be expected to develop, build/nurture, and maintain significant, productive, and trusting relationships with all stakeholders to appropriately advocate for resources, financial and otherwise, to meet the needs of the University.

In addition to the broad responsibilities listed above, specific responsibilities include, but are not necessarily limited to:

- Lead the Chowan community by fostering a Christian-based vision that is infused throughout the University's life so that all students, faculty, and staff, regardless of religious background, are respected, welcomed, and positioned to thrive.
- Provide strategic and operational leadership and direction to make Chowan's transition to a *Life Skills University* as efficient, effective, and seamless as possible.
- Provide exceptional, transparent leadership, including recruiting, retaining, managing, motivating, and evaluating a professional staff, which in turn provides leadership through all functional disciplines

associated with the University. Actively, meaningfully, visibly, and frequently engage with faculty and staff.

- Provide strategic, financial, and operational leadership and oversight in budgeting, fiscal management, and administration to maximize the effective and efficient acquisition and use of resources.
- Provide academic leadership, along with the Provost and Vice President for Academic Affairs, in recruiting, retaining, and motivating a high-quality faculty committed to the mission and vision of Chowan; promote and foster shared governance and academic excellence; and strive to build, realign, and/or strengthen academic programs to be responsive to the current and future needs of students and faculty.
- Commitment to recruiting and retaining diverse faculty, staff, and students.
- Aggressively champion the Chowan experience; promote initiatives to attract qualified students and meet enrollment goals, increase retention, and support completion of degree programs by students.
- Actively lead and participate in fundraising and development activities; major gift solicitations; grow the endowment; create, sustain, and build trusting relationships with multiple and diverse external constituencies to increase and diversify revenue streams; working in conjunction with the Board of Trustees, build a sustainable financial model for the University.
- Understand the importance of, and show support for, the arts, athletics, student activities, and student organizations; support activities consistent with helping students to have a transformational educational experience.
- Actively engaging with the student body (e.g., visible on campus; attend/participate in a variety of events on campus); serve as a role model for students.
- Serve as the face of the University and seek appropriate opportunities to promote and market the University in the community, the region, and nationally via the media, public relations activities, community activities, etc.; be active and visible in the local and regional community.
- Maintain regular and consistent contact with alumni, faculty, staff, and the student body to facilitate open communication; listen to ideas and concerns; collaborate in development of opportunities and solutions.
- Suggest, develop, and implement strategies and/or directives as approved or determined by the Board of Trustees.
- Seek professional development opportunities and encourage others to take advantage of opportunities to further enhance professional knowledge, skills, effectiveness, and competence.

## Requirements

Preferred qualifications include the following:

- Passion and enthusiasm for, and commitment to, the mission and vision of Chowan University and its identity as a Christian, *Life Skills University*.
- Espouse and model leadership principles based on integrity, honesty, trust, sincerity, inclusiveness, collaboration, humility, servant leadership, approachability, accessibility, and compassion; a leader who inspires individuals to be their best.
- Visionary, strategic, and creative thinker; able to think innovatively and explore new ideas especially in the areas of enrollment management, academic affairs, and fiscal affairs; understand the changing landscape in higher education, especially private higher education (ideally in rural and challenged socioeconomic locales).
- Ability to lead the University, strategically and operationally, through significant change and adaption to a *Life Skills University* focus; ability to articulate the University's vision, mission, strategy, and value proposition, especially in regard to the life skills transition.

- Proven record of successful leadership and managerial skills, whether within or outside of an academic environment; ability to give and receive constructive feedback and hold herself/himself and others accountable; understanding of shared governance and the importance of collaboration and buy-in.
- Exceptional people skills and interpersonal abilities; accessible; energetic and enthusiastic; able to build and maintain close relationships and engender trust; willing and eager to use these attributes for stakeholder relations and financial development.
- Excellent communication skills; listens well; appreciates and considers suggestions and ideas of others.
- Ability to be an effective fundraiser; preference for successful experience leading fundraising in support of endowment, programs, and/or facilities.
- Good business management skills along with a strong financial acumen.
- Appreciation for, and desire to be part of, a student-focused community that is focused on the quality and value of all students and their success.
- Appreciation, and understanding, of the significant role of intercollegiate athletics in the life of Chowan.
- Willingness to make decisions, including difficult but necessary decisions; willingness to take appropriate risks; ability to be a change agent.
- Desires to be involved in campus activities and participate in the activities of the greater Chowan community, the city of Murfreesboro, as well as the state and surrounding region.
- Appropriate academic credentials; strong preference for a terminal degree; however, interested individuals with outstanding success in business or a professional career, outside of academics, are encouraged to apply.

## Compensation

Compensation will be commensurate with experience including a competitive base salary, car allowance, benefits package, and an on-campus residence. The President will be required to reside on campus in the residence provided.

To make a nomination, provide a referral, or for additional information, please use the contact information below. Applications and nominations will be accepted until a successful candidate has been appointed. Review of applications will begin in late summer/early fall, with the expectation of an early 2024 start date. To apply, please submit a resume and/or vita, and cover letter, to: [Chowan@buffkinbaker.com](mailto:Chowan@buffkinbaker.com)

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*Consistent with federal law and its own Christian mission, Chowan University does not discriminate, nor tolerate discrimination, on the basis of race, color, gender, sexual orientation, age, religion, national or ethnic origin, marital status, veteran status, or disability.*

