

# The Search for a Chief Academic Officer



A search committee chaired by President Gayle D. Beebe is seeking a Provost for Westmont College. The second highest-ranking administrator at the college, the Provost serves as a member of the Executive Team. As the senior administrator of the entire educational program of the college, the Provost is also Dean of Faculty, with primary responsibility for the academic program, and, in coordination with the Vice President for Student Life, ensures a vibrant partnership between the curricular and co-curricular programs of the college.

The Provost must embody and articulate the character of the college as stated in our [mission statement](#) and lived out within our community. This individual must be animated by an authentic and vital personal Christian faith and an excitement about the quest for truth pursued through a traditional liberal arts curriculum.

The successful candidate will be a mature Christian who:

- Affirms joyfully and in full Westmont's [Statement of Faith](#);
- Affirms fully in word and deed Westmont's [Community Life Statement](#);
- Models a passion for the unity and diversity of the body of Christ as expressed in Westmont's [Biblical and Theological Foundations of Diversity](#) statement; and
- Demonstrates a deep understanding of and commitment to the classical Liberal Arts.
- Has a minimum of five years of academic leadership experience in a Provost, Associate Provost, Dean, Department Chair or other significant leadership role in higher education.

**Submit applications by March 15, 2021, on the Westmont website using the [Westmont College Staff Online Application Form](#).**

# AN INTRODUCTION TO WESTMONT

Westmont, a nationally ranked liberal arts college, offers a personalized, residential Christian undergraduate experience and a rigorous academic program on an ocean-view campus in Santa Barbara. In addition to Bachelor of Arts and Bachelor of Science degrees in 30 majors, the college offers a fifth-year education credential program. At Westmont, we seek to help students grow intellectually, socially and spiritually. Students may study on our Santa Barbara campus or participate in a variety of cross-cultural experiences, study programs at home and abroad, internships with businesses, leadership development, and volunteer activities in the community.

Approximately 1,350 undergraduates (including 150 in off-campus programs) enjoy a student-to-faculty ratio of 11-to-1, and an average class size of 18, which allows them to develop close relationships with outstanding faculty who are committed to teaching, scholarship, research, service, and involving undergraduates in research.

Beyond the classroom, students may participate in a vibrant creative and performing arts program, give time to more than 40 student-led ministries, work for one of four campus media outlets, and compete in an extensive intercollegiate and intramural athletics program. Westmont's intercollegiate teams have won eight NAIA national championships, most recently the 2013 women's basketball title.



Westmont consistently ranks among the top colleges and universities in the nation and the state of California: Top-Tier Liberal Arts College (*U.S. & World Report*); College with a High Return On Investment, Most Entrepreneurial Colleges, and Best Value Colleges of 2019 (*Forbes*).

Founded in 1937, the college is located on a beautiful 111-acre hillside campus with adjacent housing for 41 faculty on 29 acres. In addition, the college owns 13 townhomes in downtown Santa Barbara. The annual operating budget is \$80 million. Funds serving as endowment total nearly \$100 million.



# ROLE AND MISSION

Our mission statement indicates that “Westmont College is an undergraduate, residential, Christian, liberal arts community serving God’s kingdom by cultivating thoughtful scholars, grateful servants and faithful leaders for global engagement with the academy, church and world.” Westmont is a strong, academic institution, considered to be one of the best national liberal arts colleges; we are categorized by the Carnegie Foundation for the Advancement of Teaching as an institution of Arts and Sciences Plus Professions. At the same time, we are also one of about 180 institutions holding membership in the Council for Christian Colleges and Universities (CCCCU). Our commitment to a vibrant Christian faith and the liberal arts informs and enlivens everything we do at Westmont.

## THE CONTEXT OF LEADERSHIP

The Provost at Westmont College has an uncommon opportunity to provide leadership within American higher education. To provide potential applicants with some context, the descriptions that follow reflect our perceptions of who we are today and who we seek to be in the near future; they are listed alphabetically for ease of reference.



**ACADEMICS:** The academic program at Westmont implements our distinctive mission through an integration of course work, spiritual life, and student activities. We expect all members of our community to value and participate in the realization of this mission in both their academic and personal lives. The Provost must therefore provide the leadership necessary to guarantee that this distinctive academic program retains, and improves upon, the high quality we have already achieved.

As a leading national liberal arts college, a top priority for us is the quality of our academic program. One of the most important factors influencing our collective future is maintaining the strength of our curricular offerings. For this reason, it will be important for us to place continuing emphasis on this agenda in terms of personnel, program and facility. We have sharpened

our processes of assessment and program review, and have made significant improvements in the facilities in which the instructional process occurs.

Our ongoing focus on a high-quality liberal arts education is fostered in part by the good work of Westmont’s Gaede Institute for the Liberal Arts, which connects the college nationwide with the best thinking about the liberal arts. The institute offers a conference each year, the Conversation on the Liberal Arts, and has received major grants to run programs for high school students exploring God’s calling in their lives and for pastors at various stages of their ministry. The Institute hosts scholarly conversation on the present and future of the liberal arts, provides liberal arts



opportunities to area communities outside the academy, promotes educational access for first-generation and underserved populations, and fosters interdisciplinary contact between faculty and students through extracurricular events on campus.

Other centers and institutes at Westmont include:

- the Eaton Center for Entrepreneurship and Innovation, which explores the often-challenging intersection of faith, learning and business;
- the Goble Center for Diversity and Global Learning, which encourages all students to benefit from diversity within the U.S. context as well as study abroad and cross-cultural experiences;
- the Hughes Center for Neuroscience and Leadership, which helps leaders develop emotional intelligence and qualities such as empathy and human rapport;
- the Martin Institute for Christianity and Culture, which places an enduring emphasis on spiritual formation;
- the Montecito Institute, which provides a world-class executive education for leaders from a variety of fields and nations;
- the Mosher Center, which seeks to influence a national dialogue on the critical significance of moral and ethical leadership;
- the Center for Social Entrepreneurship, which hosts a range of interdisciplinary initiatives and programs in social change, problem solving and community engagement in downtown Santa Barbara;
- the Center for Applied Technology, which gives student researchers opportunities to create solutions through technology that help shape the Westmont experience and serve the admissions and advancement offices;
- the Decision Lab and the Center for Technology, Creativity, and Moral Imagination;
- and the Westmont Center for Dialogue and Deliberation, which works with neighbors to speak and listen well together about challenges facing the Santa Barbara community for our common good and human flourishing.



**CHRISTIAN FOUNDATION:** Westmont is one of a select group of national liberal arts colleges holding membership in the Council for Christian Colleges and Universities. A reflective examination of personal faith in conjunction with rigorous academic pursuit and the integration of faith and learning are central to the college's mission.

**COMMUNITY LIFE:** Westmont is a caring residential community of faculty, students, staff and administrators, living and working together in an atmosphere of respect and common purpose. We will expect our provost to provide a style of

leadership in which the continued building of campus community is one of central importance; that vision of community is elaborated in our [Community Life Statement](#).

**DIVERSITY:** An area in which we have made limited but consistent progress is the racial and ethnic diversity of our student body, faculty, staff and trustees. People of color now comprise 42.6% of our student body and 17.3% of our faculty. However, in a state with a widely diverse population, one of Westmont's strategic priorities is to increase diversity, social and racial justice, and global awareness in all college sectors. In order to carry out our mission more effectively, and to prepare our students for the environment in which they will function in the 21st century, efforts to enhance and value diversity must be continued. Significant efforts must be made to recruit students, faculty, administrators and trustees from varied backgrounds, and to develop our programs in accordance with the college's mission and goals. We have revitalized our Ethnic Studies Minor, and the faculty continues to expand the study of race and ethnicity throughout the curriculum.

**ENROLLMENT:** A conditional use permit, issued and administered by Santa Barbara County, establishes the conditions under which we can use and operate our campus in a residential area. This permit caps on-campus enrollments at 1200 students. A persistent challenge will be how we compose that total number—while considering academic ability, socioeconomic status, race, gender, etc. Our pattern in recent years has been to become more selective. Because of the size of our endowment, tuition and fees represent a major portion of our revenue budget. As a result, it is an ongoing challenge for us to provide sufficient financial aid to ensure that a Westmont education remains available to all socioeconomic groups.

**FINANCE:** Our annual operating budgets have been conservative and responsible. As a result, carefully managed budgets have resulted in 36 consecutive years of operating surpluses, including this past year during the onset of the global pandemic.

**GLOBAL IMPERATIVE:** A Westmont education is geared toward cultivating graduates who can engage and interact effectively with people and cultures throughout our world. The rising tide of globalism is making it imperative that we develop a worldview that can move easily within and between





the various cultures and societies that make up our world community. In the years ahead, we anticipate the various expressions of Westmont around the world to take on an even greater importance.

**MASTER PLAN:** The campus master plan, initially approved in the mid-1970s, has been updated and contains the blueprint for the completion of the campus. Following approval by Santa Barbara County officials in 2007 of an updated master plan, Westmont embarked on a new phase of construction. In the past 10 years, the college has opened a new observatory; a center for the visual arts; a new facility for physics, psychology, mathematics and computer science; the Global Leadership Center and Residence Hall; Tejado Grove Downtown Housing; and construction of athletic facilities totaling more than 400,000 square feet of new and renovated building space. Subsequent construction phases will provide two additional academic buildings, a chapel, and expansions of the student center and the library.



**RESOURCE DEVELOPMENT:** Fundraising is of vital importance to the college. Of utmost priority is securing the funds required for recent construction and program development. Though the last two campaigns secured future gifts that will allow the endowment to triple in value, continuing to build the endowment remains an imperative.

**SANTA BARBARA COMMUNITY:** Few private colleges in the nation are as accountable to local government as is Westmont, the direct result of the parameters of a conditional use permit with 50 pages and 130 conditions under which the college operates. The college and its leadership have done an exceptional job in building relationships with the communities of Montecito and Santa Barbara, as well as Santa Barbara County, and these must continue.

# ADDITIONAL POSITION INFORMATION

A complete description of the Provost's responsibilities and qualifications is available at [www.westmont.edu](http://www.westmont.edu). **The Responsibilities of the Provost include the following:**

## ***MEMBER OF THE PRESIDENT'S EXECUTIVE TEAM:***

1. To advise the President in matters of College policy in general, and educational programs in particular.
2. To report regularly to the President on the status of all aspects of the College under his or her administrative supervision.
3. To assist the President in presenting to the Board of Trustees and its committees matters relating to educational programs and personnel.

## ***LEADING THE FACULTY***

1. To be a thought leader with a demonstrable commitment to cultivating and enhancing the collaboration between the administration and the faculty.
2. To coordinate and provide resources and support to enable the faculty, both individually and collectively, to achieve excellence in teaching, scholarship, research, and service, as well as in related pursuits in the arts;
3. To oversee the recruitment, retention, and professional development of our teaching faculty as well as other professional personnel necessary for the academic mission of the college;

## ***GUIDING THE ACADEMIC PROGRAM***

1. To articulate the vision of a Christian liberal arts college of excellence in a manner that is compelling both internally to the members of the college community and externally to the various constituencies of the college;
2. To oversee the continued development of a comprehensive undergraduate curriculum strongly built upon the traditional liberal arts and informed by a Christian worldview;
3. To promote the appropriate adoption of effective educational methodologies, technologies and innovative programs compatible with our mission;
4. To oversee (in partnership with Dean of Curriculum and Educational Effectiveness) the ongoing assessment of student learning and periodic review of all academic programs; and
5. To prepare, administer and supervise (in partnership with the Vice Provost) the management of the budget for all educational programs of the college.

## ***SERVING AS LIAISON***

1. To integrate and coordinate academic programs with Student Life and the Campus Pastor's office programs to promote the intellectual development, spiritual growth and character formation of all our students;

2. To maintain appropriate contact with the broad constituencies of the school, to be aware of needs and trends, and to make appropriate policy and program recommendations to the president;
3. To work with the other vice presidents on the Executive Team in assisting the president in his work with the Board of Trustees by preparing progress reports in program areas, making recommendations for the approval of the president and board, and by serving as a resource for the Board and its related committees; and
4. To represent the interests of the college in work with educational and professional associations to which the college belongs.

### **ADDITIONAL QUALIFICATIONS:**

1. Holds a Ph.D. or equivalent terminal degree from an accredited university in a field relevant to our Christian liberal arts mission.
2. Has a minimum of five years of academic leadership experience in a Provost, Associate Provost, Dean, Department Chair or other significant leadership role in higher education.
3. Demonstrates a proven track record in higher education administration.
4. Has experience working in a higher education context reflective of a deep commitment to the liberal arts.
5. Manifests a personal understanding of and commitment to the liberal arts.
6. Has a proven ability to inspire and work well with faculty.
7. Is willing to invest at least seven to ten years in the role of Provost.
8. Displays an adept ability to handle conflict and build collegiality.
9. Is technologically-inclined and interpersonally-savvy.
10. Displays an active commitment to a leadership team and demonstrates a loyalty to the endeavors of the mission of the college.
11. Has a keen sense of humor, a compelling passion for living, and an infectious personality.

## THE PROCESS OF CANDIDACY

The search committee will begin reviewing candidates this winter and will continue until the time of selection. Applicants should fill out the [Westmont College Staff Online Application Form](#) on the college's website by March 15, 2021. They should also submit a **letter of interest** that reflects upon this position announcement; a **resume**; and the names, addresses, and telephone numbers of **five references** to: Dr. Tim Loomer, Director of Research, Planning and Implementation and Assistant to the President, at Westmont College, 955 La Paz Road, Santa Barbara, CA 93108-1089 or at [tloomer@westmont.edu](mailto:tloomer@westmont.edu).

*Westmont is an Equal Opportunity Employer and encourages the nomination and candidacies of women and minorities.*

