

# POSITION DESCRIPTION

## FOR THE POSITION OF PRESIDENT



**July 2022**

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## POSITION DESCRIPTION

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<b>POSITION</b>	President
<b>ORGANIZATION</b>	Sherman College of Chiropractic
<b>REPORTS TO</b>	Board of Trustees
<b>LOCATION</b>	Spartanburg, South Carolina
<b>WEBSITE</b>	<a href="https://www.sherman.edu/">https://www.sherman.edu/</a>

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## SHERMAN COLLEGE OVERVIEW

Since its founding in 1973, Sherman College of Chiropractic has nurtured a reputation for graduating industry-leading professionals who are unparalleled in their technical knowledge of chiropractic and in their commitment to the philosophy of sharing chiropractic worldwide for the good of humanity. Today, Sherman is undergoing transformational change that is attracting students from around the world, equipping graduates for long-term career success and positioning the institution to continue its trajectory as the preeminent chiropractic college.

The mission of Sherman College of Chiropractic is to educate and prepare students to become doctors of chiropractic focused on the analysis and adjustment of vertebral subluxation. This mission is based upon the College's core values and is delivered through activities in the areas of education, research, and service:



- ▼ **Education** -- Students are taught and learn the most current knowledge and understanding of the philosophy of chiropractic, the basic and clinical sciences, the research and science of vertebral subluxation, and the clinical practice of chiropractic so they may perform the professional obligations of a doctor of chiropractic with competency, compassion and integrity;
- ▼ **Research** -- Faculty members engage in research and scholarly activities that contribute to the body of pedagogical and clinical knowledge, which advances chiropractic education and the chiropractic profession; and,
- ▼ **Service** -- The College serves the profession by offering continuing education programs to doctors of chiropractic and by participating in professional and educational organizations. The College serves the community by providing quality chiropractic care and partnering with community organizations.

Sherman College prepares its students for success outside of the classroom by equipping them to lead lives of service and for a career in a fast-growing field that is pioneering vitalistic healthcare:

- ▼ **A Life-Changing Career** -- Sherman College educates, graduates, and supports successful doctors of chiropractic who serve humanity with competency, compassion and integrity. Graduates bring the message and valuable service of principled chiropractic care to their practice members, contributing to the advancement of our profession and the world;
- ▼ **A Bright Future** -- Aside from the personal satisfaction of helping people, a chiropractic career provides a stable and financially rewarding career. Projected job growth for the chiropractic profession stems from increasing consumer demand for a more natural and less invasive approach to healthcare;



- ▼ **Diverse Opportunities** -- Chiropractic career opportunities include solo practice, associate doctor, clinic team member, sports team chiropractor, fitness facility chiropractor, educator, administrator, researcher and more. Graduates can explore further study and specialize in certain areas such as working with children, athletes, military personnel or animals;
- ▼ **A Lifelong Family** -- When students enroll at Sherman College, they become part of a close-knit community of students, staff and faculty. As they go through the program, small class sizes allow students to develop friendships and professional relationships that will last a lifetime;
- ▼ **Practice and Success Readiness** -- Sherman College offers the most comprehensive business curriculum among chiropractic colleges, preparing graduates for success as practitioners and entrepreneurs. It also provides a game plan for eliminating student loan debt within the first 10 years after graduation;
- ▼ **Globally Recognized Graduates** -- Sherman College's doctor of chiropractic program is unique in its approach to healthcare and known globally for producing doctors who are highly skilled in their delivery of chiropractic care; and,
- ▼ **Community Impact** -- Sherman College seeks to be a positive force for the region, for the communities served by graduates, and for the overall advancement of the chiropractic profession.

## Board of Trustees

Sherman College of Chiropractic is led by a visionary group of chiropractors and other professionals who are dedicated to carrying out the College's mission, goals, and objectives to educate chiropractors, to conduct chiropractic research, and to serve humanity with high-quality chiropractic care.

Per the College's bylaws: "The Board shall be vested with all duties and responsibilities of governing the College. The Board shall be responsible for formulating policies consistent with the Charter, the Bylaws, and the mission of the College; monitoring the implementation of such policies; allocating resources in ways consistent with those policies; and ensuring that the financial resources of the College are adequate to provide an educationally and fiscally sound educational program, ensuring the overall fiscal stability of the College."

## Executive Team

The Executive Team reports directly to the President and is composed of the Chief Operating Officer/Chief Financial Officer, Senior Vice President for Presidential Affairs, Vice President for Academic Affairs, and Vice President for Student Affairs. These leaders have a team of 23 direct reports, who are tasked with all aspects of the College's operations.

## Faculty & Staff

Sherman College of Chiropractic is incredibly lucky to have a dedicated and long-tenured staff who are experts in their field. Currently, there are over 42 faculty and 58 staff employed at Sherman College.



Members of the faculty senate organize and monitor faculty governance and represent the faculty to the administration. It advises the administration on faculty meetings, governance and planning.

## Students

Sherman College of Chiropractic currently enrolls 368 students who come from all over the U.S. and across the world. The gender split is 49 percent male and 51 percent female. Since 2017, over 85 percent of graduates have passed all four parts of NBCE exams within six months of graduation.

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## Strategic Plan

Sherman College's current strategic plan was approved in 2020 and focuses on five key objectives: Employees; Students; Community; Curriculum; and Facilities:

- ▼ **Objective One** -- Sherman College will recruit, hire and develop a workforce which is self-reflective, team-oriented, collaborative and innovative;
- ▼ **Objective Two** -- Sherman College will recruit, enroll and develop students who are self-motivated, servant-minded leaders who demonstrate respect for the College, the profession and their peers;
- ▼ **Objective Three** -- Sherman College will build a community that is locally engaged, professionally active, and loyal to and supportive of the College;
- ▼ **Objective Four** -- Sherman College will develop an LACVS-centered curriculum that incorporates vitalistic concepts while preparing graduates for practice success leading to financial freedom; and,
- ▼ **Objective Five** -- Sherman College's facilities will support its internal and external constituents by garnering community relationships, supporting student learning and enhancing employee engagement.

The next President will, in conjunction with the Board of Trustees, have an opportunity to lead a robust discussion on the changing strategic needs of the organization.

## Location

Sherman College of Chiropractic is located just outside of Spartanburg, South Carolina. It is one of seven colleges and Universities located in the area, which adds significantly to the intellectual opportunities for Sherman's students. Spartanburg is the ideal place to learn and live with great weather, plenty of outdoor activities, community events and a low cost of living. Located in South Carolina's Upstate region, Spartanburg is the sixth largest city in the state. The city of 40,000, which is part of a larger metropolitan area of 300,000, is known for its beauty, quality of life and friendly people.



## ROLE OF THE PRESIDENT OF SHERMAN COLLEGE

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The President of Sherman is the executive leader of the College and reports to the Board of Trustees. The President will be expected to lead with discernment, empathy, and a sense of determination that will propel the College's trajectory of excellence and academic distinction and affect even greater financial sustainability. In close collaboration with the senior leadership team, the President will have overall strategic, financial, and operational responsibility for the College. Moreover, the President will enhance the existing platform to attract a diverse community of outstanding students, faculty, and staff while developing effective programs to support their retention and success. The next President of Sherman College will join a community passionate about and dedicated to the College and its distinctive place in the landscape of chiropractic education. Excellent programs led by an engaged and loyal faculty and staff have led to lifelong relationships between students, faculty, staff, alumni, and friends. The warm collegiality of the community, the beauty of the campus, the institution's sound financial health, and the deep loyalty of the chiropractic community are all sources of enormous pride for Sherman College.

### Agenda for Leadership for Sherman College's Next President

The mission of Sherman College of Chiropractic is to educate and prepare students to become doctors of chiropractic focused on the analysis and adjustment of [vertebral subluxation](#). Among the most important priorities for the next president are:

- ▼ **Demonstrating Inspiring Leadership, Vision, and Ambitious Strategic Planning Execution** -- The President will be a courageous and inspiring leader who will contribute ambitious long-range strategic planning skills to an already outstanding academic enterprise. The President will be charged with working with the Sherman College community, including the Board of Trustees, to lead a thoughtful and compelling strategic plan (to further enhance Sherman's mission). In doing so, the new President must be willing to take calculated risks while being anticipatory and proactive in identifying issues that may arise as the landscape evolves.  
<https://www.sherman.edu/about/strategic-plan/>;
- ▼ **Building Community and Investing in People** -- The next President will be a visible and engaging presence on and off campus. The ability to collaborate, unify, and instill confidence in all constituents, including students, faculty, staff, administrators, Board, alumni, and community partners will be crucial. The President will honor shared governance and employ inclusive and transparent methods in decision-making and information sharing. The President will also think strategically about resources to invest in faculty and staff in meaningful ways;
- ▼ **Enhancing Fundraising and Building Financial Capacity** -- Sherman College enjoys financial strength and has a history of careful fiscal management that has served it well over the years. The President must be a strong financial manager, knowledgeable about academic business models, keenly aware of the broader higher education landscape, innovative in forging new revenue streams, and capable of adjusting the business plan to enhance the College's financial



security. An ongoing commitment to building the endowment will help Sherman College thrive in the current climate. As Sherman College's chief fundraiser and ambassador, the next President will spend a significant percentage of time on fundraising and "friend raising" to help ensure that Sherman College has the resources needed to thrive in pursuit of its many goals;

- ▼ **Raising Sherman College's Profile Nationally and Internationally** -- The next President must be able to communicate the uniqueness of Sherman College to all constituencies, ensuring that the public perception and profile unites with its goal to continue to attract students, faculty, and staff of the highest caliber. With an excellent foundation on which to build, Sherman College is eager to and deserves to have its reputation better known locally, nationally, and internationally. Sherman College's next President will be a thought leader and will find ways to shine a light on the institution by contributing to important conversations about the nature of chiropractic education. The President will be an ardent champion of the rigorous educational experience Sherman offers;
- ▼ **Empowering Diversity, Equity, and Inclusion Efforts** -- As the leader of Sherman College's distinctive and intentionally diverse academic home, the next President will be uncompromisingly committed to fostering an inclusive, culturally competent community that will engage and uplift all types of diversity. The President will lead the College as it seeks to foster excellent and transformative experiences and outcomes in an inclusive community where students, faculty, and staff alike can thrive and find meaningful belonging. The President will lead by example by actively inviting dialogue, listening, cultivating a growth mindset, respecting those with different views, being informed by data, and understanding that the work is ongoing, collaborative, organic, and ever evolving;
- ▼ **Preparing Sherman College for the Education of the Future** -- In partnership with the Board and faculty, the next President will guide a comprehensive consideration of the academic programs, ensuring that the offerings remain excellent, rigorous, and sustainable. Sherman College will seek to foster curricular innovation and prioritization and seek to develop new markets that are mission-consistent. Additionally, the President will ensure that technological infrastructure is in place to deliver a 21st Century education and to ensure the greatest potential for community and student success. With the goal of developing the whole person, the President will work to ensure a dynamic program with strong impact that will ensure retention, student success, and preparation for a successful career in the field of chiropractic;
- ▼ **Focusing on Enrollment Strategies and Retention** -- The next President must be student-centric and understand the needs of the current and future generation of learners. The next President must have a firm understanding of enrollment management strategies and the ever-growing challenges surrounding recruitment and retention at a school such as Sherman College and be able to balance the tensions between access, affordability, and financial sustainability; and,
- ▼ **Engaging Externally and Internally in Meaningful Ways** -- The President will be eager to work closely with the Sherman College and Spartanburg communities, which includes neighboring



academic institutions, and provide leadership to ensure the well-being of these entities, recognizing the symbiotic relationship between them. Additionally, the President will actively seek, evaluate, and pursue new partnerships that broaden Sherman College's reach and impact. The President will foster partnerships and collaborations with foundations, community-based organizations, businesses, governments, nonprofits, and other colleges and institutions in the region and beyond.

## CANDIDATE PROFILE

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### Desired Attributes for Sherman College's Next President

Sherman seeks a President who will embrace the distinctive mission and core values of the College, who embodies a courageous spirit, demonstrates the depth and breadth of knowledge associated with a chiropractic community, and has the capacity both to consult with and lead such a community with conviction. The President will possess significant administrative experience and the ability to attract new resources and collaborative partners to the college.

The candidate of choice will be a servant leader with a highly relational approach, outstanding communications skills, humility, authenticity, self-confidence, integrity of the highest order, a strong work ethic, and a clear understanding of higher education. While the Presidential Search Committee is eager to consider many possible pathways to the Sherman College presidency, candidates possessing a proven commitment to traditional, conservative chiropractic focused on vertebral subluxation will be preferred.

The candidate of choice will be:

- ▼ A strategic and visionary leader and systematic planner with a proven ability to develop a shared vision, articulate a clear and coherent plan, implement the plan, and unify constituents behind it;
- ▼ Deeply committed to and possessing a broad record of achievement in a range of initiatives that prioritize diversity, equity, inclusion;
- ▼ A genuine, enthusiastic, and highly visible leader who is interested in interacting with the various members of the Sherman College community and participating in the intellectual and daily lives of the students, faculty, and staff;
- ▼ An outstanding communicator able to listen carefully and synthesize ideas shared by members of the Sherman College community, as well as to speak boldly and eloquently about the College to a wide range of constituencies;
- ▼ A forthright, balanced, accessible, and committed supporter of the principles of shared governance, transparency, and inclusive decision-making;



- ▼ A gifted fundraiser with experience finding traditional and non-traditional sources of funding, including but not limited to individuals, foundations, corporations, and government sources;
- ▼ A strong manager with the capacity to make timely and sometimes difficult decisions and to communicate those decisions with clarity and care;
- ▼ An entrepreneurial individual with financial acumen who will aid the College in matching ambitions with available resources while thinking innovatively about growth opportunities;
- ▼ An affirming team builder who will empower others and optimize the effectiveness of a talented and seasoned leadership team; and,
- ▼ An energetic, optimistic, authentic, relational, compassionate, and ambitious individual with good humor who will provide respected, long-term leadership.

## Nomination and Application Process

The Presidential Search Committee of Sherman College invites applications, expressions of interest, and nominations of candidates in its search for the College's next President. Nominations and applications should be submitted electronically as soon as possible. Applications should include a letter of candidacy that responds to the agenda for leadership and the desired attributes for the President and a complete résumé or vita. All application materials will be considered in full confidence. Please send all nominations, inquiries, and applications, electronically to: [President, Sherman College of Chiropractic - Diversified Search Group](#).

## SEARCH TEAM

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