LeMoyne Owen College is seeking a president to lead the institution through its next era of growth and development. The vision of LeMoyne-Owen College is to be an exemplary historically black college providing an excellent liberal arts education that transforms urban students, institutions and communities. LeMoyne-Owen College wishes to continue its tradition of responsive education meeting the needs of each student, applying specialized resources and personal attention. The college further desires to enhance its standing as a community-responsive institution bringing added value to the many needs of Memphis, its diverse communities and the region.

**MISSION**

LeMoyne-Owen College provides a transformative experience educating students for urban-focused leadership, scholarship, service, and professional careers.

**VISION**

To be an exemplary historically black college providing an excellent liberal arts education that transforms urban students, institutions, and communities.
In 1862, the American Missionary Association sent Ms. Lucinda Humphrey to Camp Shiloh to open an elementary school for freedmen and runaway slaves after the occupation of Memphis during the Civil War. The school, named Lincoln Chapel, was moved to Memphis in 1863 but was destroyed by fire in the race riots after the withdrawal of federal troops in 1866. The school was rebuilt, with the financial support of Francis Julius LeMoyne, M.D., a Washington, PA member of the American Missionary Association and reopened in 1867 with 150 students and six teachers. The first years were challenging due to the toll that the yellow fever epidemic took on school personnel. In 1914, the school was moved to its present site on Walker Avenue, and the first building, Steele Hall, was erected on the new LeMoyne campus. LeMoyne became a junior college in 1924 and a four-year college in 1930. Dr. Hollis F. Price became the first black president of the college in 1943. He was a founding member of the United Negro College Fund and the first black moderator of the United Church of Christ. In March 1957, Dr. Martin Luther King, Jr. paid his first visit to Memphis and to our campus.

Owen College was established in 1947, when the Tennessee Baptist Missionary and Educational Convention bought property on Vance Avenue to build a junior college. The school opened in 1954 with 33 students as S. A. Owen Junior College, in honor of a distinguished religious and civic leader. In 1958, Owen College secured accreditation by the Southern Association of Colleges and Secondary Schools and offered two-year associate degrees in general education, business, home economics and religious education. Owen students also became involved in Memphis’ civil rights movement; in 1960, a group of students launched sit-ins to desegregate public facilities in the city, including the library. Unfortunately, in the mid-1960’s, Owen College began facing fiscal challenges, including inadequate funding and lower tuition fees at the recently desegregated Memphis State University. In 1967, Roger Williams Hall was tragically destroyed by fire, resulting in a $500,000 loss, and adding to the college’s challenges.

Both LeMoyne College and Owen College had been in discussions about a potential merger and in 1968, both schools joined, symbolically linking their names together. In 1960, motivated by sit-ins and protests across the south, a group of LeMoyne College and Owen Junior College students organized sit-ins in Memphis on March 18, 1960. Their initial demonstration was at the main public library, where 40 students sat at tables. Later the protests spread to Memphis department stores. More than 300 demonstrators were arrested on charges of loitering. Lawyers representing the NAACP were able to get most of the charges dropped. The protests in Memphis continued throughout the summer of 1960 and resulted in the integration of buses and the city’s parks.
Throughout its history, LeMoyne-Owen College has educated teachers, doctors, judges, and leaders in the black community. Among notable alumni are Dr. Benjamin Hooks, former NAACP National President and first Black to serve on the Federal Communications Commission (FCC), the first black Memphis City Schools’ Superintendent and first Black elected mayor of Memphis, Dr. Willie W. Herenton, and Church of God in Christ Bishop G.E. Patterson.

In 2012, LeMoyne-Owen College began a $13.5M construction project to build a state-of-the-art residence hall, which was completed in 2013. The residence hall, known as the Saxon Dormitory, is a 336-room residence hall at the northwest corner of Saxon Avenue and Neptune Street and the primary residence of on-campus students. In November 2018, members of the last classes to graduate from LeMoyne and Owen Colleges celebrated the 50-year anniversary of the merger at the College’s Presidential Gala.

In April 2019, the Shelby County Historical Commission dedicated a marker in the center of campus honoring the class of 1968 which distinguished itself through leadership in civil rights advocacy on campus and around the region. Many members were behind Dr. Martin Luther King, Jr. during the march in Memphis which preceded his assassination in April 1968.

On July 2, 2020, LeMoyne-Owen College became the recipient of the largest beneficial gift in its 158-year history through a $40M endowment established by the Community Foundation of Greater Memphis. This gift will prove to be transformative for the future of LeMoyne-Owen College and its students for generations to come.

**ACCREDITATION**

LeMoyne-Owen College is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award the baccalaureate and the associate degree. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of LeMoyne-Owen College.

For more information, please call the Institutional Research department at (901) 435-1213.

Visit the SACS COC website: [http://www.sacscoc.org](http://www.sacscoc.org)

Specific programs at the College are accredited or approved by the following bodies:
- The Association of Collegiate Business Schools and Programs (ACBSP)
- The Council for the Accreditation of Educator Preparation (CAEP)
STRATEGIC PLAN
INSTITUTIONAL OUTCOMES

We are building a strategic roadmap, with a focus on excellence, which reaffirms the future of LeMoyne-Owen College for generations to come. We believe excellence will result from strategic, institutionally beneficial goals while also being innovative, intentional, and sustainable. LeMoyne-Owen is poised for growth, success, and economic impact; and now, more than ever, we are prepared to embrace our future.

DESTINATION 2023
INSTITUTIONAL OUTCOMES

FACULTY AND ACADEMIC PROGRAMMING
Retain and develop highly distinguished faculty and recruit new faculty who will create and implement innovative academic programming.

MANAGE ENROLLMENT
Renew efforts to ensure that best practices are being applied to attract, recruit, admit, and retain academically-ready and diverse students to increase enrollment while balancing liberal arts, professional, and career preparation.

IMPROVE RETENTION RATE
Employ best practices and strategies, campus-wide, to retain students with effective programs and high-impact interventions from the fall of their first year to the fall of their second-year.

INCREASE GRADUATION RATE
Ensure that the College is graduating students at a competitive rate as compared to other historically black colleges and universities (HBCUs).

IMPROVE POST-GRADUATE PLACEMENT
Ensuring the best post-graduation placements for our students in graduate school or careers.

INCREASE ENDOWMENT
Growing our endowment by building a vibrant culture of gratitude and giving among our students, alumni, faculty, staff and partners, as well as by engaging a wider audience in our mission by communicating our value to the Greater Memphis region and beyond.

POLICIES AND SYSTEMS
Review and revise policies to be aligned with institutional outcomes and increase the effectiveness of systems, structures, and processes to facilitate team communication and execution.
CAMPUS & COMMUNITY

LeMoyne-Owen College is a four-year liberal arts college that provides a transformative experience for students with a goal of preparing them for future professional endeavors. Our students become graduates--and achievers of the future. We are also a launching pad for success--no matter where a scholar is on their academic journey.

The LeMoyne-Owen College campus is located within the urban center of Memphis, Tennessee, yielding a rich cultural vibrancy to our institution. We are situated in the heart of the historic Soulsville district, where legendary artists once recorded soul classics at Stax Records. Our institution has been a part of the community since opening our doors on Walker Avenue in 1914, with a proud tradition of educating notable alumni, including doctors, lawyers, and politicians. Notably, we are also Memphis’ only historically black college with a history dating back to 1862 and are proud to be one of just over 100 such institutions remaining nation-wide.

Our lower enrollment, coupled with a one-campus academic footprint, allows for a “home away from home,” environment. Our students get to know one another--as well as College faculty and staff. Our students and faculty are also actively involved outside our campus community, through volunteer opportunities, including mentoring and student teaching. Memphis is a city that gives back both through time and treasure: the College instills this philosophy on campus.
In 1975, the LeMoyne-Owen College men’s basketball team won the NCAA Men’s Division III Basketball Championship. The College was then a member of Division III level of the NCAA. LeMoyne-Owen is the only HBCU to win a national championship at that level.

In 2019, LeMoyne-Owen College was designated a National Center for Academic Excellence in Cyber Defense Education (CAE-CDE) by the National Security Agency and the Department of Homeland Security.

LeMoyne-Owen College works to develop community partnerships to further the education experience for our students.

- The College partners with Shelby County Schools to host Hollis F. Price Middle College High School on our campus where high school juniors and seniors take college courses at LeMoyne-Owen to jump start their post-secondary education.
- The College also partners with St. Jude Children’s Research Hospital to host a student-run call center on campus which provides students with internships/work experience.
- In 2020, LeMoyne-Owen College began a partnership with Tech901 to help students learn innovative technological skills and graduate with both a degree and technology certification.
INSTITUTIONAL STRUCTURES

LeMoyne-Owen College is a private college governed by a Board of Trustees which is comprised of alumni, business, and community leaders. The Board of Trustees selects the President of the College and establishes the policies and direction for the College. The President is an ex-officio member of the Board.

In 2020, the Board voted to add 3 non-voting members to the board: the SGA president and two appointed faculty members.

The President of the college provides leadership and supervision to the following departments:

- Academic Affairs
- Communications
- Finance
- Human Resources
- Information Technology and Facilities
- Institutional Advancement
- Institutional Research and Planning
- Student Services

The College has 6 Academic Divisions:

- Business and Economic Development
- Education
- Fine Arts and Humanities
- Information Technology which includes the Center for Cyber Security
- Natural and Mathematical Sciences
- Social and Behavioral Sciences

OPPORTUNITIES

The current pandemic presents many opportunities for innovation and creativity as the college faces the likelihood of a continued and broader need to provide distance and other forms of online and remote learning. Securing buy-in from faculty and garnering support for further faculty and staff training in instructional technology and instructional design can be a significant aid to institutional growth.

The next president is expected to immediately begin the development and completion of the leadership team prepared to enable institutional stability, forward-moving planning and shared governance. This effort must include immediately addressing any key vacancies and interim appointments.

LeMoyne-Owen College needs an institutional growth mission. Primary in that mission is the need to pursue immediate growth in student enrollment. The plan must not only focus on increasing freshman admissions, but execute transfer enrollments and improve student retention. As it reassesses its mission, the College should also
be led by the president in defining its fit and service to the city and the region to become a force in economic and community development. Re-visioning its curriculum, building a better and more responsive portfolio of programs and new community partnerships are key to Improvements in enrollment. Greater presence and the success of new sustainable initiatives requires collective commitment and strong marketing efforts.

The next president will be expected to re-establish transparent and structured decision processes that can reduce internal conflict, disengagement and misinformation. LeMoyne-Owen campus culture has suffered during a period of declining enrollment and financial pressures and the instability that these pressures bring. The Board of Trustees and the student body are planning to support a president that will engage with the campus community in an effort to rebuild the culture of support, service and student development.

LeMoyne-Owen College is the only HBCU in Memphis. Every locality is discovering the need to respond to the new crises in society relative to justice and race. Its unique history and the generations of work by its alumni, faculty and staff on issues of race and justice can be galvanized as a singular point of leadership and development for these issues in Memphis. The president will have the opportunity to lead the college in strengthening and refining its definitional posture as an HBCU as the pivot point for its regional leadership in addressing these concerns.

The city of Memphis and the LeMoyne-Owen stakeholders anticipate that the incoming president of LeMoyne-Owen College will engage in a renewal or rebuild of the college’s relationship with many city entities and agencies. The need to build new partnerships with local government and PK-12 education is apparent and will inure to redefined outcomes for academic and professional preparation programs.
The next president of the college will have the opportunity to reach out to the business community of Memphis and design a new era of relationship effectiveness and mutual support. In that same context, LeMoyne-Owen College has the opportunity to forge new connectivity and collaboration with the other institutions of higher education in the city for the greater benefit of Memphis.

A critical component of the university community is its alumni. The onset of this presidency is an opportunity to rebuild a more productive relationship to alumni as a whole and certainly to all of its formal entities. The president will need to galvanize a strong relationship to the national alumni organization as well as to local chapters and significant members. Additionally, alumni need to be engaged as initiative supporters, fund raisers and donors.

Higher education has been undergoing disruptive change for over a decade. Institutions of every type and size have either suffered from the consequences of change or been called upon to transform in response to or in support of change that either addresses new clientele or addresses traditional clientele in improved, more responsive ways. The current pandemic and the crises in racial justice have further exacerbated these disruptions. Communities are seeking leadership and new ideas for moving forward. A new presidency enables a fresh opportunity to lead through global change and evolving regional needs.

Part of rebuilding the culture and efficacy of the college is the rejuvenation of the student culture and its relationship to college leadership. Students have been clear in their need for fuller engagement with their president and becoming involved in improvement of the affairs of the college. The LeMoyne-Owen college community requires deeper engagement with leadership and the cementing of a common vision. A vital part of this vision is the presence of a president prepared to be a defined educational leader in pursuit of renewal of LeMoyne-Owen’s role as an HBCU in the growth of its academic and student development strategies.
Foremost among the many challenges facing LeMoyne-Owen College and its next president is the current COVID-19 pandemic. Like most institutions of higher education, LeMoyne-Owen College successfully transformed to a largely remote instructional format in March of 2020. With a largely first-generation, Pell-eligible student population, not all students were able to access the technology and the equipment necessary for full engagement. Ongoing adaptations are still being engineered by faculty and administration to ensure student access. The uncertainty of conditions for the upcoming fall semester has placed the institution in the position of developing multiple scenarios for re-opening and continuation. LOC’s next president will need to become immediately engaged in the exploration of resolves for this most critical issue.

Consequent to the decisions made to assure student, faculty and staff safety in the face of COVID-19, LeMoyne-Owen College, like most other institutions of higher education, has suffered significant impact on its revenue streams without consequent capacity to reduce its expenses in the short term. The next president must enter the institution prepared to address a process for fiscal reconciliation and forward movement in collaboration with its board and faculty. Revitalization and rebuilding will be necessary themes for the work of the next president. Students, faculty and staff are expecting to be engaged in the rebuilding of the campus culture of LeMoyne-Owen College. A stronger culture focused on student development and the inculcation of a strong intellectual culture are expected. A stronger college culture will support increased retention and graduation rates. Fund-raising and revenue diversification represent critical and daunting challenges for the next president. The college must pursue a course that reduces the college’s reliance on Federal and other governmental aid to students as its primary source of revenue. As well, the college is aware that its service to a primarily Pell-eligible student population requires a diversity of student scholarship support sources and student cost-defrayal strategies. Additionally, job opportunities on and off campus, internships and other opportunities to work must be engineered.

Students now graduate with significant debt loads. The viability of its graduates, their ability to move more freely in addressing post-graduation opportunities and their capacity to become donors are all hampered by their debt loads. The next president must lead fresh efforts to address these serious revenue issues and reduce student debt without increasing the institutional discount rate.
Campus facilities and infrastructure are also in need of improvement. Fund raising and fund management will be key factors for the future of the college. The next president of Lemoyne-Owen College should have some facility and familiarity with mechanisms such as Public/Private Partnerships (PPP) that many campuses use to meet new needs.

In rebuilding the institutional relationship to the many communities served by the college historically, the president will need to be in a bridge repairing mode. Reasserting its position of leadership in the City of Memphis and enhance the institutional image will require careful mending work to re-establish credibility with some stakeholders.

LeMoyne-Owen College suffers from fractured relationships with some of its faculty members. Faculty salaries are among the issues on hand, but no less important is the need to re-establish shared governance and to improve communication. A salary study would need to be a part of the future plan for the college. Simultaneously, the college clearly needs to fully engage its faculty in the development of a new vision and plan. In addressing more fully the impact of the pandemic, faculty need additional training in instructional technology and instructional design for online work. The college also suffers from its inability to provide improved wages for staff commensurate with a living wage for Memphis. The quality of support staff work must also be addressed.

Leadership Attributes:

VISIONARY

LeMoyne-Owen College seeks a transformational leader with the vision, capability, and drive to inspire the college community to higher levels of eminence by weaving the threads of the past into a tapestry for the future. The next president of LOC will possess a record of successful past visionary leadership, demonstrative steps in achieving and advancing academic excellence, and a history of continuous advancement both personally and for the institutions served. The ideal leader will comfortably engage the college stakeholders in thoughtful conversation about its future with the ability to articulate an ambitious blueprint for LOC with mutually beneficial outcomes.

The next president should have a demonstrated record of understanding the importance and value of our historically black undergraduate liberal arts college and how to enhance its programs for educating and preparing today’s students for tomorrow’s professional positions and key leadership roles. She or he should also have an understanding of how well LOC has and should continue to document, analyze, understanding and strengthen African American and the Greater Memphis region’s culture. This person must possess the personal characteristics and interpersonal style and skills that would galvanize broad support for a realization of the shared version for LOC’s future as a higher education institution in Memphis.
MISSION-DRIVEN

The next president should understand, share and convince the public of LOC’s history and its value to Memphis and America, and have the capability to embrace and advance the historical significance, mission and core values of LOC as the only historically black higher educational institution in Memphis. As an individual with a commitment to social justice, equity, and access, who understands the importance of inclusion to this College community, the next president will lead by example. The next LOC president will embody unquestionable integrity in every aspect of his or her personal and professional life. The new leader must be a person of high energy, a strong work ethic, and a deep commitment to fulfilling the institution’s mission. The ideal leader should exhibit ease in the public sphere, the ability to represent LOC locally, nationally, and internationally and inspire respect within the ranks of American higher education.

STUDENT-CENTERED

At LOC, our students are at the heart of everything we do. The president must lead by example to guide policies and practices that enhance student life quality while also connecting academic learning to the full student experience. The ideal candidate is a proven community-builder who sees the education, safety, growth, and well-being of students as the utmost priority; and who has an understanding of the application of data and research in the development and advancement of student success. LOC seeks a president who will be visible and approachable, participating in activities on campus and the local community with genuine enjoyment.

SERVANT LEADERSHIP

The next president should exhibit a global mindset and a leadership style grounded in servant leadership and encompassing strategic thinking, problem-solving, and solution-oriented approaches. As a mindful educational leader, he or she will model stability, energy, safety, and empathy while balancing the needs of the college constituent groups, faculty, students, and staff with institutional sustainability and innovation. The ideal leader will cultivate a workplace where all feel a sense of belonging and appreciation for their contributions to a shared mission and vision.
LEADERSHIP DEVELOPMENT

The next president of LeMoyne-Owen College should have a deep understanding of higher education, especially that of an undergraduate historically black college. This person should have a demonstrated record of outstanding senior level educational leadership that includes building a successful academic and administrative team by attracting, hiring, developing, and retaining talented persons across all essential areas. The next president will have the opportunity to examine the current administrative and organizational structure to determine any changes and articulate the roles and responsibilities within the current or any new structure. The ability to value, motivate, and develop talented people while holding them accountable for their performance, accurately evaluating employees, and making personnel changes will be a priority. The ideal leader should possess a collaborative and consultative leadership style that embraces transparency, builds community, and fosters teamwork while making difficult decisions.

STRONG ACADEMIC LEADER

LOC seeks a president with a history of substantially advancing distinctive academic experiences, creating pathways for students to find their intellectual strengths and achieve rewarding outcomes in their lives and careers. The successful candidate will be an energetic innovator who can be a valuable resource in helping the College develop and market attractive new programs. With a broad knowledge of current and emerging issues facing higher education, the next president will seize the moment to articulate how LOC can be adaptive and resilient while meeting the college constituencies’ current and future needs. The ability to assess opportunities, promote and lead innovative and entrepreneurial planning and problem-solving are desired characteristics of the next president.

FINANCIAL ACUMEN

The next president must possess substantial management, planning, and financial skills, as well as an astute understanding of college finances and the relationships among academic priorities, budgeting, and fundraising. The current climate forecasts a great deal of financial uncertainty nationwide. The next president needs to bring a sense of diplomacy and innovation while managing budgets, increasing the endowment, and accomplishing objectives with limited resources.

ENROLLMENT MANAGEMENT

The next president should exhibit a demonstrated record of systematically increasing student enrollment, retention, and graduation rates. The ability to set the vision and advance leadership that is knowledgeable about the major issues facing higher education, including enrollment management, accreditation, technology, and academic best practices is required.
SHARED GOVERNANCE

The next president should be skilled at facilitating a collective meaning and application for shared governance to advance a culture of trust, individual accountability, and mutual respect. The ideal leader will possess a deep understanding of and appreciate the elements of excellent teaching, learning, and scholarship in an institution that is responsive to today’s students and society. An outstanding career of academic scholarship and achievement, along with a successful background in the academy, including the recruitment, retention, support of, and sustained trusted close relationship with qualified faculty and staff are highly desired characteristics.

STRATEGIC COLLABORATOR AND COMMUNITY-BUILDER

The next president must be a strategic thinker, able to lead the College in visualizing and implementing dynamic priorities. The ideal candidate should exhibit significant successful senior leadership experience with demonstrated ability to act decisively and effectively to bring about change that strengthens institutional reputation and position. The next president must possess a collaborative, consensus-building leadership style and be open to thoughtful and appropriate innovation. The ideal candidate must demonstrate experience in managing the complexities of institutional change and the interpersonal skills to make decisions and attain consensus thoughtfully and purposefully. A talent for bridging disciplines, building morale, leading across silos, harnessing and facilitating the potential for collaboration is essential.

FUND DEVELOPMENT

The next president should be a skilled narrator helping stakeholders envisage the LOC of the future with their support. The capacity to reinvigorate past relationships and build new relationships, nurturing alumni engagement, and fund-raising, particularly leading successful major gifts campaigns and increasing the College’s endowment, will be essential markers of success for the next president. The ideal candidate must demonstrate a commitment to, and passion for communicating with alumni, friends of the college, legislators, and corporate donors necessary to acquire the vital financial support needed to sustain LOC now and in the future. Bringing significant donors, the state legislature and the Federal government vital information about the faculty’s tremendous competencies to grow, refine, and innovate academic programs aligned with the emerging economic forecast will be essential.

The next president should have a record of successful working relationships with a broad range of external constituencies for philanthropic and community engagement, as well as strategic partnerships. The ability to articulate the dynamic capabilities of LOC represented by a legacy of excellence can help legislators and donors do the same.
EXCEPTIONAL COMMUNICATOR

The president should possess superior and persuasive written and verbal communication skills, be an active listener, and possess the skills to work one-on-one and in groups. As an engaged, approachable leader, the next president will model effective communication across multiple constituencies with ease. The ideal leader should possess a transformational leadership style and an authentic passion for motivating and influencing others to see themselves fulfilling the College’s mission and vision.

OTHER QUALITIES:
• Earned doctorate or terminal degree.
• Progressively responsible executive-level experience and demonstrated record of success.
NOMINATIONS AND APPLICATIONS

For full consideration, applications should be received by September 30, 2020. For further information and instructions to applicants, please review the prospectus available above.

All inquiries, nominations, and applications will be held in strictest confidence; references will not be contacted without the applicant's expressed permission.

Inquiries, applications, and nominations should be sent to LeMoyne-OwenPresident@agbsearch.com or directed to:

Kim Bobby, Ed.D. Carlton E. Brown, Ed.D.
Executive Search Consultant Executive Search Consultant
kim.bobby@agbsearch.com carlton.brown@agbsearch.com
(253) 861-7738 (912) 247-8661

LeMoyne-Owen College is an AA/EEO employer and does not discriminate against students, employees, or applicants for admission or employment on the basis of race, color, religion, creed, national origin, sex, sexual orientation, gender identity/expression, disability, age, status as a protected veteran, genetic information, or any other legally protected class with respect to all employment, programs and activities.