OPPORTUNITY PROFILE

Sixteenth President of Union University
The Board of Trustees of Union University invites nominations, expressions of interest, and applications for the position of President. Following nearly two decades of service to the University, David S. Dockery will be stepping aside from the position. Union University is seeking its sixteenth President who will guide the University toward its third century of service.
The University

IDENTITY AND MISSION

Our Identity
Union University is an academic community, affiliated with the Tennessee Baptist Convention, equipping persons to think Christianly and serve faithfully in ways consistent with its core values of being excellence-driven, Christ-centered, people-focused and future-directed. These values shape its identity as an institution which prioritizes liberal arts-based undergraduate education enhanced by professional and graduate programs. The academic community is composed of quality faculty, staff, and students working together in a caring, grace-filled environment conducive to the development of character, servant leadership, and cultural engagement.

Our Mission
Union University provides Christ-centered education that promotes excellence and character development in service to Church and society.

Motto
Religio et Eruditio

Core Values
Excellence-Driven
Christ-Centered
People-Focused
Future-Directed
University Profile

- 2012 Fall enrollment: 4,262 from more than 40 states and 30 countries
- 2012 Non-duplicating annual enrollment: 5,301
- ACT range of undergraduates: 22-30 (25th/75th percentile)
- Faculty/Student ratio: 11 to 1
- Annual Budget: $90 million
- Net Assets: $110 million
- Permanently restricted endowment: $32 million

University Academic Structure

- College of Arts and Sciences
- College of Education and Human Studies
- McAfee School of Business Administration
- School of Nursing
- School of Theology and Missions
- School of Pharmacy
Accreditation and Memberships

Accredited By
Union University is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award associate, baccalaureate, master’s, education specialist, and doctoral degrees. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia, 30033-4097 or call 404-679-4500 for questions about the accreditation of Union University.

Normal inquiries about the institution, such as admission requirements, financial aid, educational programs, etc., should be addressed directly to the institution and not to the Commission’s office.

The University also has the following discipline-specific accreditation:
Accreditation Council for Pharmacy Education
Accrediting Board for Engineering and Technology, Engineering Accreditation Commission
American Chemical Society
Commission on Accreditation for Athletic Training Education
Council on Accreditation of Nurse Anesthesia Educational Programs
Commission on Collegiate Nursing Education
Council on Social Work Education
National Association of Schools of Art and Design
National Association of Schools of Music
National Council for Accreditation of Teacher Education
Teacher Education Program, Tennessee State Department of Education
Tennessee Health Related Boards

Candidate for Accreditation By
Association to Advance Collegiate Schools of Business

Member Of
American Association of Colleges of Nursing
American Association for Colleges of Teacher Education
American Association of Collegiate Registrars and Admissions Officers
Association to Advance Collegiate Schools of Business
Association of Baccalaureate Social Work Program Directors
Associations for Christians in Student Development
Association of Independent Liberal Arts Colleges for Teacher Education
Association of Southern Baptist Colleges and Schools
Commission on Collegiate Nursing Education
Concurrent Admissions Program
Council for Christian Colleges and Universities
Council of Colleges of Arts and Sciences
Council on Undergraduate Research
Council for the Advancement and Support of Education
Evangelical Council for Financial Accountability
National Art Education Association
National Association of College Admissions Counselors
North American Association of Christians in Social Work
Service Members Opportunity Colleges
Southern Council of Collegiate Education for Nursing
Tennessee Association for Counseling and Development
Tennessee Association of Collegiate Registrars and Admission Officers
Tennessee College Association
Tennessee Independent College and Universities Association
Union University's History

Union University is an heir of three antebellum Tennessee schools—West Tennessee College and its predecessor, Jackson Male Academy, both located at Jackson, and of Union University, located at Murfreesboro—and it is the inheritor of another college in 1927, Hall-Moody Junior College of Martin, Tennessee.

Jackson Male Academy, founded in 1823 shortly after the opening of West Tennessee for settlement, was chartered by the legislature in 1825.

**West Tennessee College**

West Tennessee College originated in the mid-1840s when supporters of the Academy secured a charter for a college and received an endowment from the state to come from the sale of public lands. Under its charter, the property rights and governance of the Jackson Male Academy were vested in the trustees of the College. The College offered three degrees—bachelor of arts, bachelor of philosophy, and master of arts—and had four departments: Moral Philosophy, Languages, Mathematics, and Natural Philosophy and Chemistry.

**Southwestern Baptist University and Tennessee Baptists**

West Tennessee College continued until 1874, when during a time of depressed economic conditions, the trustees offered the College’s buildings, grounds, and endowment to Tennessee Baptists in the hopes of attracting the southwestern regional university planned by the state’s Baptist leaders.

Meanwhile, after years of discussion and the raising of an endowment, the Baptists of Middle Tennessee (there were three separate conventions in Tennessee at that time) in 1848 established Union University in Murfreesboro, near the geographical center of the state. Union University came upon hard times when in 1859 its highly respected president, Joseph H. Eaton, died and when during the Civil War its campus was badly damaged. It reopened in 1868 only to close again in 1873, largely because of its financial condition and an epidemic of cholera.

Southwestern Baptist University, the immediate predecessor of the present Union University, originated because of a desire by Tennessee Baptists, who still had a separate convention for each of the state’s three Grand Divisions, for greater unification. Education became the core issue around which such unification was promoted. Committees of the three conventions met jointly in Humboldt in 1873 and
issued a resolution supporting the establishment of a first-class regional university. An Educational Convention met in Murfreesboro in 1874, at which time a committee was appointed to select a location for the proposed university. The committee recommended the acceptance of the offer made by the citizens of Jackson to assume ownership of West Tennessee College.

Southwestern becomes Union University

In September 1874, the new Tennessee Baptist-related institution opened in Jackson, and in 1875 it was chartered as Southwestern Baptist University. In 1907, Dr. T. T. Eaton, a trustee at Southwestern from its beginning, bequeathed his 6,000 volume library to the institution. He was a former professor at the Murfreesboro campus, where his father, Dr. Joseph H. Eaton, had been president. In 1907 the name of Southwestern Baptist University was changed to Union University to honor the Eatons and others from the Murfreesboro campus who had made a major impact on Southwestern as faculty, administrators, trustees, and contributors. In a further move to unify its educational efforts, the Tennessee Baptist Convention in 1925 secured a new charter for the University in conjunction with the adoption of the Cooperative Program and clarity regarding the election of the University’s trustees. Two years later, the Convention was able to consolidate Hall-Moody Junior College at Martin (1900-1927) with Union University. During the 1920s, Union discontinued its graduate program, its Law Department, and its high school and added a bachelor of music degree program.

After a major campus fire in 1912, several new buildings were constructed, including Barton Hall, the centerpiece of the Jackson campus for the next 60 years. In 1948, during the administration of President Warren F. Jones (1945-62), the Southern Association of Colleges and Schools granted Union University its original accreditation. In 1962, at the request of area healthcare leaders, Union developed a nursing program with the assistance of Jackson-Madison County General Hospital.

The Move to North Jackson Campus in 1975

Because of an aging and landlocked campus, Union, in 1975, moved from near downtown to a new campus located along Highway 45-Bypass in north Jackson. During the administrations of President Robert Craig (1967-85) and President Hyran Barefoot (1986-1996), enrollment increased from less than 1,000 students to nearly 2,000; the multipurpose Penick Academic Complex was enlarged several times; many additional housing units were erected; and the Blasingame Academic Complex (1986) and the Hyran E. Barefoot Student Union Building (1994) were constructed.
Union Since 1995

When David S. Dockery was elected as the 15th president of Union University in December 1995, he brought with him a compelling vision to build on a great tradition while taking Union to the next level of regional and national prominence in Christian higher education. Considerable progress has been made during this time.

In many respects, Union University is in the strongest position in its history.

Growth

Union’s annual non-duplicating headcount has increased from 2,183 in 1996 to more than 5,300 in 2012. Union has recorded 15 consecutive years of enrollment increases.

The campus master plan established early in the Dockery administration has progressed with the construction or rebuilding of more than 20 residence halls. In addition, major campus building projects have been completed, including Miller Tower, Jennings Hall, Hammons Hall, the Fesmire athletic facilities, White Hall, the Carl Grant Events Center, the Bowld Student Commons and Providence Hall.

Beyond Jackson, Union has expanded with extension campuses in suburban Memphis (Germantown) and suburban Nashville (Hendersonville).

Academic Advances

Union’s efforts to develop faculty resources serve as a model for many other institutions. There is a strong commitment to faith and learning efforts, as well as to teaching, scholarship and research among Union faculty through the Center for Faculty Development.

SACS Level VI accreditation was achieved, and many discipline-specific accreditations have been added across the campus. Significant progress has been made in developing research opportunities for undergraduate students.

Undergraduate majors have been added in political science, physics, theology, digital media studies, church history, ethics, sports management, sports medicine and engineering. Graduate programs added include education (M.Ed., M.U.Ed., Ed.S., and Ed.D.), nursing (MSN and DNP with tracks in education, administration, nurse practitioner, and nurse anesthesia), intercultural studies (MAIS), Social Work (MSW), in theology and missions (MCS and D.Min.) and Pharmacy (Pharm.D.).
Union established the Carl F.H. Henry Center for Christian Leadership, the Charles Colson Chair for Faith and Culture, the Stephen Olford Chair of Expository Preaching, the Hammons Chair of Pre-Medical Study and the Baptist Memorial Health Care Chair of Pharmacy Practice.

The University’s academic strengths have been recognized by a host of national publications, including First Things, which ranks Union among the top 12 protestant universities in the country.

**Fund-Raising Advances**

Giving to Union has increased significantly, including more than twenty of the largest financial commitments in the University’s history.

The University launched and completed “Building a Future,” a comprehensive, $110 million dollar capital campaign. It was the largest capital campaign in University history.

The highly successful annual Scholarship Banquet was initiated in 1997 and has raised about $5.5 million for student scholarships.

**People-Focused Advances**

In 2011, The Chronicle of Higher Education named Union University among its “Great Colleges to Work For.” Union was one of only a few schools to score in 11 of 12 possible categories, placing it among the top 42 schools in the nation.

Union has initiated LIFE group programs, student retention programs, student mission involvement and formative programs for freshman students.
Major Recognitions

• **U.S. News & World Report**
  Union is ranked as one of only 56 schools nationally "where the faculty has an unusual commitment to undergraduate teaching." Union has also been listed among 46 "schools to watch" across the nation. Overall, the magazine ranked Union 14th among regional universities in the South, which means Union has been classified as a Top Tier institution each year since 1997 and has been ranked among the top 20 regional universities in the South for five consecutive years. Editors also identified Union as an "A+ institution for B students."

• **Princeton Review**
  Princeton Review ranked Union among the top schools in the Southeast. Nationally, 623 schools received this regional ranking, which represents less than 25% of the nation’s four-year colleges and universities.

• **Chronicle of Higher Education: Great Colleges to Work For**
  After a 2011 survey of 44,000 employees at 310 colleges and universities, the magazine chose 30 four-year institutions for its honor roll of Great Colleges to Work For. Union not only made that short list, but was also among only three institutions to be recognized in 11 separate rating categories.

• **America’s 100 Best College Buys**
  An objective and independent research company annually surveys more than a thousand U.S. colleges and universities each year, then analyzes the information to find out which schools offer the best education for the dollar based upon academic performance indicators and comparative costs.

• **President’s Higher Education Community Service Honor Roll**
  Initiated in 2006, this award recognizes colleges and universities nationwide that support innovative and effective community service and service-learning programs. Union is among a select group of institutions that has made the list in each of the years the honor roll has been compiled.
• **StateUniversity.com** ranked Union #131 in the entire country (including public and private institutions). This ranking placed Union among the top four colleges or universities in the State of Tennessee and one of the top Christian universities in the country.

• **College Access and Opportunity Guide**
  Union is listed among 284 U.S. colleges "committed to serving and supporting today's first-generation, low-income and traditionally underserved college-bound students." Union is one of only four Tennessee institutions so honored.

• **Colleges of Distinction**
  Union and the other schools chosen for inclusion in this guide exhibit four distinctives of superior colleges and universities: engaged students, great teaching, vibrant communities and successful outcomes.

• **Templeton Foundation**
  Union has been listed in the Foundation's guide entitled *Colleges that Encourage Character Development*. Schools included in this listing have "exemplary programs, presidents, and colleges and universities that inspire students to lead ethical and civic-minded lives."
The Position

*Position Title: President*

*Primary Location: Jackson, Tennessee*

*Reports to: The Board of Trustees*

Union’s leaders throughout the institution’s history have included academic and denominational leaders, pastors, theologians, attorneys, and business leaders. Each shared a passion for the University, a determination to advance Union’s mission, and a desire to increase Union’s reputation and resources. With the full support of Union’s Board of Trustees, faculty, staff, alumni, and friends, the sixteenth president of Union University will be called upon to lead the University into a new era of excellence, teaching, scholarship, research, partnership, and service.

Over the past 17 years Union has experienced significant growth in enrollment and facilities, even as the commitment to the distinctive mission has been strengthened. New programs have been established in undergraduate, professional, and graduate studies. Union has solidified its role as a leader in reclaiming and advancing the Christian intellectual tradition, creating a dynamic, missional, and Kingdom-focused university to serve church and society in this region, across the country, and around the world.
Previous Presidents

From 1823 - 1874 several "principals," "faculty chairmen" and "presidents" served the Jackson Academy, West Tennessee College and Union University–Murfreesboro. These schools formed the various streams that shaped Southwest Baptist University, as the institution was named at the formation of the Tennessee Baptist Convention (1874/75).

The University was founded in 1823 and chartered in 1825. The institution was re-chartered in 1875 as Southwest Baptist University with the establishment of the institution's new relationship with the TBC. The name of the institution was changed again to the current Union University in 1907.

The presidents' portraits on the wall in the Heritage Center in the Grant Events Center (pictured below) include the 15 presidents elected since the 1875 charter:

1. William Shelton, 1875-1876
2. George W. Jarman, 1876-1890
3. George M. Savage, 1890-1904
4. Philip Thomas Hale, 1904-1906
5. John W. Conger, 1907-1909
6. Robert A. Kimbrough, 1911-1913
7. Richard M. Inlow, 1913
8. George M. Savage, 1915-18
9. Henry E. Watters, 1918-1931
10. John J. Hurt, 1932-1945
12. Francis E. Wright, 1963-1967
15. David S. Dockery (elected December 8, 1995)
Qualifications and Expectations for the Sixteenth President of Union University

The President of Union University reports to the Board of Trustees. The President will be expected to articulate and represent Union’s identity, mission, core values, and theological confession. In addition, the following characteristics, qualifications, and expectations will be prioritized by the Board of Trustees for the next President of Union University.

**Spiritual/Personal**
- Faithful follower of Jesus Christ
- Embraces the preeminence of Jesus Christ in all aspects of life
- Committed to the membership and ministry of a local Baptist congregation
- A person who evidences thinking and living Christianly
- A person of integrity and humility, exemplifying Fruit of Spirit
- A relational person who values team leadership and the sense of community that characterizes Union University
- Appreciates the geographical and ethnic diversity of the Union community
- Loving family relationship
- A person of grace, grit, and gravitas

**Academic**
- Commitment to academic excellence
- Earned doctorate from a respected academic institution
- Lifelong learner, reader, with intellectual vitality and curiosity
- Values the liberal arts-based ideals for the various academic offerings at Union University with an eye toward innovative delivery models
- Preference for someone with teaching and faculty experience

**Theological**
- Trinitarian Christian
- Confessional, Evangelical, and Baptist
- An unwavering commitment to the truthfulness and authority of the Bible and the Gospel of Jesus Christ
- Understands, appreciates, and values the heritage, ethos and constituency of the University exemplified in:
  - Union’s history
  - Baptist heritage
  - Evangelical convictions
  - Christian confessional and intellectual tradition
Christian worldview
  - Faith, Learning, and Living
  - Theologically engaging, insightful, and astute
  - Ability to understand and relate graciously to other denominational and theological traditions

Financial
  - Demonstrates working knowledge of budgets and finance, including the ability to expand the University’s resources
  - Ensures the efficient fiscal operation of the University
  - Embraces responsibility for securing financial support, preferably including advancement and development experience

Leadership
  - Practices servant leadership
  - Demonstrates leadership experience, preferably experience working with a capable and engaged Board
  - Possesses ability to manage and guide a multi-faceted University toward unity and actionable consensus
  - Professes commitment to the congregations of the Tennessee Baptist Convention and the Southern Baptist Convention with giftedness and willingness to speak regularly in these churches
  - Encourages creative thinking and reflective strategic thinking
  - Demonstrates ability to envision and articulate a vision to advance the overall mission of Union University
  - Values other people and their gifts
  - Listens well
  - Works cooperatively and collaboratively
  - Makes consistent decisions
  - Communicates well in public settings
  - Exhibits capable writing skills
  - Shows willingness to represent Union’s multiple constituencies in a variety of contexts
  - Professes committed to global engagement
  - Commits to participate in Jackson, Madison County, and West Tennessee communities
Process of Candidacy

After reading this Opportunity Profile, if you sense the gifts and experiences God has given you are a good initial match for Union University, we invite you to begin the inquiry process. We handle all candidate information and conversations confidentially. You may contact SIMA/Union at any stage of the process to get more information and to ask questions. (Contact information below)

Please provide the following documents and responses for review:

- A current resume or CV

- Responses to the following questions:
  1. What about the role of the Union University presidency attracts you to this position? (1-2 pages)
  2. Tell us about your faith journey with specifics about your past and present involvement in your local church and other church-related organizations. (1-3 pages)
  3. What challenges do you see facing Christian higher education and how do you think Union University should respond? (1-3 pages)

- Provide the names and contact information (telephone numbers and email addresses) for four references who know you and your career well enough to comment on your suitability for this role.

Submit this information in one Microsoft Word document to:

**John Carbonell,** Associate Vice President Human Resources, Union University
presidentialsearch@uu.edu | (731) 661-5081

*In the subject line of the email, please write “Union University - President”*

**SIMA® International** – Tommy Thomas, Managing Director
resumes@simainternational.com | (615) 261-4623

For more information and updates, please visit uu.edu/president/search.