the opportunity

Founded in 1848, the University of Mississippi, affectionately known to alumni, students, and friends as Ole Miss, is Mississippi’s flagship university. Included in the elite group of R-1: Doctoral Universities—Highest Research Activity by the Carnegie Classification, it has a long history of producing leaders in public service, academics, and business. With more than 24,000 students, Ole Miss is the state’s largest university and is ranked among the nation’s fastest-growing institutions. Its 15 academic divisions include a major medical school, nationally recognized schools of accountancy, law, and pharmacy, and the Sally McDonnell Barksdale Honors College, renowned for a blend of academic rigor, experiential learning, and opportunities for community action. Ole Miss is located in Oxford, a vibrant university town filled with unique shops and galleries, eclectic restaurants and clubs, historic landmarks, and comfortable inns.
The Position
The assistant vice chancellor for wellness and student success (assistant vice chancellor) reports directly to the vice chancellor for student affairs and serves as a member of the vice chancellor’s leadership team. This visionary, strategic, and inclusive campus leader will be committed to cultivating a collaborative and integrated wellness model for the University, which creates a culture that values health and wellness as key components of student success. The assistant vice chancellor oversees a portfolio that includes: Campus
Recreation, Career Center, Center for Student Success and First-Year Experience, Luckyday, University Counseling Center, and University Health Services. Additionally the assistant vice chancellor is responsible for leading key initiatives and/or chairing myriad committees; serving as liaison to faculty and staff committees; developing and interpreting policies, as well as report development and writing; managing a multi-million dollar budget; coordinating various University events and functions; serving as a liaison to parents and alumni; serving as editor of *The Ole Miss Experience* textbooks for first-year students and transfer students; and representing the Division of Student Affairs on other committees as assigned by the vice chancellor. The assistant vice chancellor manages an operating budget totaling $7 million, supervises seven direct reports, oversees approximately 120 full- and part-time staff members, and serves as advisor to The Columns Society.
A year after joining Ole Miss as vice chancellor for student affairs in July 2012, Dr. Brandi Hephner LaBanc consolidated student affairs offices into four major areas: University Police and three communities of practice built around the dean of students, wellness and student success, and enrollment management. Leslie Banahan served as assistant vice chancellor for student affairs at Ole Miss from 1996-1999, left the university, and returned to her post in 2007. After a very successful career leading units within student affairs and serving as a
mentor and role model for students and staff alike, Banahan will retire from her position as assistant vice chancellor for wellness and student success at Ole Miss at the end of May 2019.
In transitioning to Ole Miss, the assistant vice chancellor may encounter a number of opportunities and challenges as shared by University stakeholders.

- There is great momentum and commendable leadership within the Division of Student Affairs, making it a truly exciting time to be at Ole Miss. The division has impressive goals and the new assistant vice chancellor will play a vital role in the fulfillment of these goals.
University stakeholders repeatedly noted that Ole Miss has an institutional culture that emphasizes a strong sense of team and inclusion, mutual support, accessibility, approachability, and a highly collaborative approach to work. There is a strong work ethic and positive energy—in large part due to a shared commitment to student success. The assistant vice chancellor will find a peer group and colleagues that are welcoming, promote open communication, emphasize an orientation toward service, and share a desire for a progressive and forward-thinking professional. As the assistant vice chancellor transitions into the position, it will be very important to develop a strong sense of staff “team” and build working relationships that emphasize a collaborative work environment. Transparency, communication, and flow of information were themes that repeatedly arose. Generally speaking, the director-level staff reporting to the assistant vice chancellor are strong and competent, allowing the assistant vice chancellor to focus more meaningfully on strategic initiatives. It will be important for the assistant vice chancellor to raise the visibility and value of wellness and student success initiatives, while communicating and advocating for the good work that is being accomplished across the full spectrum of wellness and student success efforts within the Division of Student Affairs to both internal and external constituents. The assistant vice chancellor will need to be an integrator of people and ideas, bringing together internal and external partners to creatively solve challenges and promote a more seamless delivery of wellness and student success services, programs, and initiatives for the Ole Miss student population.

In a consultative process, the assistant vice chancellor will need to assess existing programs/services, identify trends and opportunities, and implement new evidence-based strategies designed to improve overall wellness and student success. The assistant vice chancellor must be able to successfully balance the administrative demands of a leadership position within a culture that also expects that the position will be a highly visible and accessible advocate to students. The assistant vice chancellor must assess and analyze program and service outcomes and determine priorities for change that will enhance the quality of services, optimize available resources, and create a culture of shared vision and purpose among staff. Endeavoring to build a deep appreciation for the work of each reporting unit and actively facilitating collaboration between and across departments is essential. Accordingly, the assistant vice chancellor must take the time to get to truly know the entire staff, their
roles, talents, and contributions to the organization and student success.

- The assistant vice chancellor must be knowledgeable and prepared to provide guidance and leadership for the fall 2019 opening of new facilities (Recreation Center and Center for Student Success) that directly impact reporting areas under wellness and student success.
- The assistant vice chancellor must be respectful of the accomplishments of his/her predecessor while simultaneously moving forward to implement innovative strategies for service delivery, to develop staff, and to support students. These efforts will be both challenging and rewarding.
- Campus stakeholders shared that Ole Miss is a wonderful place to work, that the students are bright and engaging, faculty and staff are student-focused and connected across the institution, and there is a tremendous amount of cooperative support among senior leadership. Students indicated that they feel connected, supported, and clearly love the institution.
MEASURES OF SUCCESS

At an appropriate interval after joining Ole Miss, a number of accomplishments will initially define success for the new assistant vice chancellor for wellness and student success.

- Students have responded favorably to the new assistant vice chancellor and report a high level of satisfaction with the units that fall under wellness and student success.
- Leadership, vision, and management will have been provided to the reporting units of the assistant vice chancellor that enables the cluster of departments focused on wellness
and student success to move forward with a sense of clarity and purpose in supporting the strategic goals of the division and meeting the needs of students.

- The assistant vice chancellor will assess the skills and knowledge of the staff, develop a strong sense of teamwork among staff, and build working relationships that emphasize an engaging and collaborative work environment.
- The assistant vice chancellor will maintain a proactive, highly visible, well-respected, and established leadership presence on campus that is credible, collegial, and highly effective.
- The units reporting to the assistant vice chancellor will be defined as a strong, highly functioning, well-regarded, and resilient team that works with synergy and shared purpose, readily collaborating across departmental and division lines with a demonstrated commitment to student success.
QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will possess a master’s degree in higher education, student affairs administration, or a related field and seven (7) years of work experience related to the above-described duties. Qualified candidates possessing a doctoral degree are strongly encouraged to apply. This position requires a record of demonstrated effective leadership experience in a college or university setting; experience responding to and managing student crisis situations; utilization of initiative and creativity in dealing with complex and
sometimes sensitive issues; evidence of excellent critical thinking and problem-solving skills; proven ability to handle confidential information; leadership in planning, implementing, assessing, and advocating for a wide range of learning opportunities and services with a student-centered approach; experience in financial management and staff development; cultural competence; knowledge of current trends in healthcare, behavioral health, health education/promotion and wellness, and recreation; knowledge of issues and trends in student learning and outcomes assessment, policy development, and strategic planning; evidence of data-driven analysis and decision-making employed in shaping programs and services; and a proven record of leading a team of diverse colleagues to foster collaboration and engagement between the campus and the broader community.

Additionally, various stakeholders identified a number of characteristics, skills, actions, and/or abilities as important attributes of the assistant vice chancellor for wellness and student success.

- Ability to balance patience and urgency in working with various institutional stakeholders.
- An open, transparent, and collaborative work style.
- Political savvy and a strong service orientation in working with students, staff, parents, academic colleagues, University departments, and external stakeholder groups.
- A passion for helping students succeed by serving as a mentor, particularly for individuals from historically underrepresented populations.
- An ability to teach, engage/invite, and appropriately challenge majority students about diversity-related topics.

- Ability to set priorities to achieve objectives and manage multiple projects concurrently.
- A transformational leader who is able to build strong relationships with campus stakeholders.
- A sense of joy, fun, and infectious enthusiasm in doing the job.
- A creative, progressive, energized leader with a strong student-oriented focus.
- Strong problem-solving skills with an inclusive and collaborative approach to managing change.
- A good listener who can synthesize information, get others on-board, and articulately explain divisional goals and initiatives to individuals outside of student affairs.
- Strong understanding of contemporary student issues and values and the ability to
develop a natural rapport with students and student leaders.

- Excellent crisis management skills and the ability to appropriately de-escalate conflict situations.
- A strong grounding in student development theory and being committed to cultivating leadership capacity among students.
- Understand the complexity of mental health issues and how individual circumstances and needs can impact an entire community.
- A facilitator of change with the capacity to build alliances and bring others onboard with a mindset for strategic, forward thinking, and innovative approaches.
- Detail oriented, solution-focused, and a great listener.
- Operate comfortably in, and understand the culture of a major research institution that enrolls a talented student body.
- Demonstrate evidence of successful staff management, team-building, and staff development.
- Empathetic, personable, transparent, diplomatic, collaborative, trustworthy, and possessing a desire to be actively involved in campus life.
- Creative, know-how to optimize resources, and sufficiently mature to know when and where to seek outside assistance.
- A student advocate and highly perceptive of student needs within a demanding educational environment.
- Consistently exercise sound judgment and display the unwavering professionalism and integrity of a senior student affairs officer.
The Division of Student Affairs is a team of highly competent and professional educators that are committed to enhancing the out-of-class experience for students at The University of Mississippi. From a student’s first campus tour to graduation day, he or she will find student affairs partnering with them to become better acclimated to campus, to find a safe place to live, to keep them healthy while attending classes, and to build leadership and career-specific skills. We work hard to support the co-curricular, emotional, physical, and
financial needs of our students.

While students attend college to pursue an academic major and attain a degree, a great deal of learning occurs beyond the classroom walls. Those of us in student affairs are here to assist students with this important educational aspect of their college career. We invite students and families to get involved because the more invested you become with the Ole Miss culture, the more successful you are likely to be academically.
Student Affairs Vision Statement

Student affairs is a vital component in providing an environment in which University of Mississippi students can succeed. We are dedicated educators and passionate student advocates who provide extraordinary support services and learning opportunities. We believe in and model respect for all members of the University community. We are innovative and future-focused. Our fulfillment comes in helping students reach their full potential for the betterment of society and the world.
Leadership of the division
The vice chancellor provides leadership and direction for all of the departments encompassed by the Division of Student Affairs. The goal of student affairs is to be educators outside of the classroom, as well as provide services, facilities, and programs that will facilitate student success.

Dr. Brandi Hephner LaBanc was appointed vice chancellor for student affairs in July 2012. Prior to coming to the University of Mississippi, she served Northern Illinois University for
six years, most recently as their associate vice president in the Division of Student Affairs & Enrollment Management. She also worked at Kent State University, Arizona State University, University of North Carolina at Wilmington, Baldwin-Wallace College, and The University of Akron in myriad student service roles.

She earned her bachelor’s degree in Accounting at the University of Akron, her master’s degree in Higher Education Administration & Student Personnel at Kent State University, and her doctoral degree at Northern Illinois University in Adult & Higher Education.

She is an associate professor in the Higher Education program, and her research interests include competency development and professional preparation of student affairs professionals, transitional experiences of graduate students, and crisis response and management.

Her partner, Dave, also works at Ole Miss, and they truly enjoy taking advantage of all of the amazing activities the campus and community offer.
Dr. Brandi Hephner LaBanc – Vice Chancellor for Student Affairs

- Mr. Ray Hawkins – Chief of Police University Police Department
- Ms. Pam Barefield – Executive Assistant
- Dr. Melinda Sutton Noss (tenure ends Fall 2019) – Assistant Vice Chancellor for Student Affairs & Dean of Students
  - Mr. Tracy Murry – Director of Conflict Resolution & Student Conduct
• Ms. Alexa Arndt – Interim Director of Leadership & Advocacy
• Dr. Arthur Doctor – Director of Fraternal Leadership & Learning
• Mr. Bradley Baker – Director of the Ole Miss Student Union
• Ms. Diane McNulty – Administrative Secretary II
• Ms. Leslie Banahan (tenure ends Fall 2019)– Assistant Vice Chancellor for Student Affairs
  • Dr. Peter Tulchinsky – Director of Campus Recreation
  • Dr. Quinton Edwards – Director of Counseling Center
  • Dr. Kyle Ellis – Director of the Center for Student Success and FYE
  • Ms. Toni Avant – Director of Career Center
  • Dr. Travis Yates – Director of Health Center
  • Ms. Stacey Reycraft – Director of Student Disability Services
  • Ms. Diane McNulty – Administrative Secretary II
• Mr. Lionel Maten – Assistant Vice Chancellor for Student Affairs & Director of Housing
  • Ms. Laura Diven-Brown – Director of Financial Aid
  • Dr. Patrick Perry – Director of Luckyday Programs
  • Mr. Whitman Smith – Director of Admissions
• Dr. Samantha Payton – Director for Research, Assessment, & Planning
• Ms. Merrill Magruder – Coordinator of Family Programs & Special Events
• Mr. Brett Barefoot – Development Officer
Organizational Chart of the Division of Student Affairs
When it chartered the University of Mississippi on February 24, 1844, the Mississippi Legislature laid the foundation for public higher education in the state. The university opened its doors to 80 students four years later and for 23 years was Mississippi’s only public institution of higher learning. For 110 years, it was the state’s only comprehensive university.

UM established the fourth state-supported law school in the nation (1854) and was one of
the first in the nation to offer engineering education (1854). It was one of the first in the South to admit women (1882) and the first to hire a female faculty member (1885).

Ole Miss also established the state’s first College of Liberal Arts; schools of Law, Engineering, Education and Nursing; accredited School of Business Administration; Graduate School; and accredited bachelor’s and master’s accountancy programs. It has the only schools of Medicine, Pharmacy, Dentistry and Health Related Professions in Mississippi.

From its first class of 80 students, Ole Miss has grown to a doctoral degree-granting university with 15 academic divisions and more than 23,000 students. Located on its main campus in Oxford are the College of Liberal Arts; the schools of Accountancy, Applied Sciences, Business Administration, Education, Engineering, Journalism and New Media, Pharmacy, and Law; and the Graduate School. The Medical Center in Jackson trains professionals in its schools of Medicine, Nursing, Health Related Professions, Dentistry, and Graduate Studies. Ole Miss continues to expand academic courses and degree offerings on its regional campuses in Southaven, Tupelo, Grenada, and Booneville.

In all, more than 100 programs of study offer superior academic experiences that provide each graduate with the background necessary for a lifetime of scholastic, social, and professional growth. Strengthening and expanding the academic experience are the Sally McDonnell Barksdale Honors College, Croft Institute for International Studies, and Lott Leadership Institute.

Recognizing UM’s outstanding academic programs, Phi Beta Kappa selected the university in 2001 to shelter a chapter of what is recognized as the nation’s oldest and most prestigious undergraduate honor society. UM was the first—and remains the only—public institution of higher education in Mississippi chosen for this honor.

Also reflecting the quality education Ole Miss provides, its students regularly are chosen for prestigious scholarships. UM’s 25th Rhodes Scholar was named in 2008, and since the Honors College opened in 1998, the university has produced seven Truman, 10 Goldwater and 10 Fulbright scholars, as well as one Marshall, one Gates Cambridge and two Udall scholars.

The university admitted its first African-American student, James Meredith, in October 1962, and has worked since to promote inclusiveness in all its endeavors. More than 20
percent of UM students are minorities, and Ole Miss students come from more than 70 countries. The university observed the 50th anniversary of its integration in 2012-2013 with a series of lectures, films, public forums, and other events.

UM’s research enterprise—including programs in acoustics, atmospheric physics, health care, remote sensing, Southern studies, space law, and pharmaceutical sciences—is renowned internationally. The university holds more than 40 patents for inventions including a fire ant trap, an algal herbicide, novel drug-delivery systems, a thermoacoustic refrigeration device, immune system stimulators, and possible treatments for cancer, malaria, pain, and infections. This work takes place across the university, which is home to more than 20 major research centers. In addition, the university is a center for Faulkner studies, offering one of the finest collections of the Nobel Prize-winner’s work and maintaining his Rowan Oak home as a literary shrine.

At the UM Medical Center in Jackson, surgeons performed the world’s first human lung (1963) and heart (1964) transplants. Physiologists at the health sciences campus defined the role of the kidneys in controlling blood pressure. The Medical Center is collaborating with Tougaloo College and Jackson State University on the Jackson Heart Study, the world’s largest study of cardiovascular risk factors in African-Americans.

Four specialized hospitals on the Jackson campus include the only children’s hospital in Mississippi, a women and infants’ hospital, and a critical care hospital. UMHC offers the state’s only level one trauma center, only level three neonatal intensive care nursery, and only organ transplant programs.
About Oxford, Mississippi

Oxford is a city in, and the county seat of, Lafayette County, Mississippi. Founded in 1837, it was named after the British university city of Oxford in hopes of having the state university located there, which it did successfully attract.

As of the 2010 U.S. Census, the population is 18,916; the Census Bureau estimates the city’s 2017 population at 23,639. Oxford is the home of the University of Mississippi, founded in 1848, also commonly known as “Ole Miss”.
Oxford and Lafayette County were formed from lands ceded by the Chickasaw in the Treaty of Pontotoc Creek in 1832. The county was organized in 1836, and in 1837 three pioneers—John Martin, John Chisom, and John Craig—purchased land from Hoka, a female Chickasaw landowner, as a site for the town. They named it Oxford, intending to promote it as a center of learning in the Old Southwest. In 1841, the Mississippi legislature selected Oxford as the site of the state university, which opened in 1848.

University, Mississippi is a census-designated place and the official designated name for the area encompassing the University of Mississippi (Ole Miss) campus, in Lafayette County, Mississippi and surrounded by the city of Oxford. Its official United States Postal Service designation is “University, Mississippi 38677”.
Mission and Vision
MISSION

As Mississippi’s first comprehensive, public university and academic medical center, the University of Mississippi transforms lives, communities, and the world by providing opportunities for the people of Mississippi and beyond through excellence in learning, discovery, healthcare, and engagement.
The University of Mississippi aspires to be a preeminent public international research university and a leading force for innovation and opportunity in Mississippi, the United States, and the world.
The University of Mississippi (UM) has embarked upon a bold path of ever-increasing excellence in making a positive difference in society through higher education. Every day, across all our campuses, we see the power of higher education at work — in inspiring excellence, discovering new knowledge, advancing health and wellness, and making our world a better place. The power of higher education can truly transform lives, communities, and the world. *FLAGSHIP FORWARD*, the strategic plan of the University of Mississippi, is
our roadmap to doing so.

This strategic plan focuses upon the main campus in Oxford and its regional campuses in Tupelo, Southaven, Grenada, and Booneville, which we collectively refer to as UM Oxford. **FLAGSHIP FORWARD** also leverages some university-wide transformative initiatives for UM as a whole, which includes the University of Mississippi Medical Center (UMMC) in Jackson and other venues in Mississippi.
Larry Sparks became interim chancellor of the University of Mississippi on Jan. 4, 2019, following his appointment by the Mississippi IHL Board of Trustees.

A native Oxonian, Larry joined the UM administration in 1997. He has served as Director of Internal Audit, Director of Project DISCOVER (a comprehensive administrative reengineering project), Interim Director of Procurement Services, Assistant Vice Chancellor for Finance, and Associate Vice Chancellor for Administration and Finance. Before his
arrival at Ole Miss, Larry served 10 years in several positions with the Mississippi Board of Trustees of State Institutions of Higher Learning, including Deputy Assistant Commissioner for Finance and Administration.

Larry has served as the university’s Vice Chancellor for Administration and Finance since 2006, with responsibilities including accounting, airport operations, budget, bursar, campus mail, contractual services (bookstore, food services, ID Center, laundry, licensing and vending), controller and financial operations, facilities management, facilities planning, golf course, human resources, laboratory services, landscape services, parking and transportation, procurement services and sustainability.

Larry also serves as President of the University of Mississippi Educational Building Corp. and as the university representative on the Joint Committee on Investments, which oversees the endowments for the University of Mississippi, University of Mississippi Medical Center, and the UM Foundation. He is a member of the IHL-UMMC Partnership and Affiliation Review Committee and the UM Foundation Audit Committee. In addition, Larry is on the Executive Council of the Board of Trustees for the Southern Association of Colleges and Schools Commission on Colleges.

He has several years’ experience auditing colleges and universities, serving as a practicing CPA and being involved in the retail industry as a business owner. Early in his professional career, he worked in the Ole Miss accounting office in the area of sponsored-program accounting.

Larry earned his Bachelor of Accountancy from UM and a Master of Business Administration from Mississippi College. He is a certified public accountant licensed in Mississippi.

Larry is married to Jacky Hedgepeth Sparks, and they have three adult children and five grandchildren (with No. 6 on the way!).
Noel E. Wilkin is Provost & Executive Vice Chancellor for Academic Affairs, Professor of Pharmacy Administration, and Research Professor in the Research Institute of Pharmaceutical Sciences at the University of Mississippi. Dr. Wilkin is a pharmacist and scientist who earned both his Bachelor of Science in Pharmacy and his Doctor of Philosophy degrees at the University of Maryland, Baltimore.

Since joining the University of Mississippi in 1996, Dr. Wilkin has been awarded substantial
grant and contract support and has published in numerous peer-reviewed and professional journals. Dr. Wilkin has taught at both the graduate and undergraduate levels and has presented his research and talked on the topics of leadership and innovation in pharmacy to educators, pharmacy students, and pharmacists nationwide.

Additionally, Dr. Wilkin has served his discipline in national roles as Editor of the Journal of Pharmacy Teaching and as a member of a national advisory panel to outline educational outcomes for pharmacy education. Dr. Wilkin has been recognized for his service contributions to the School of Pharmacy and the university, and he has been recognized as the School’s teacher of the year three times.

Prior to assuming provost responsibilities, Dr. Wilkin served the university as Senior Associate Provost, during which time he chaired the Strategic Planning Council, worked on the Crisis Action Team, and acted as Secretary of the Council of Academic Administrators. In addition, Dr. Wilkin assisted the Provost in matters dealing with the academic budget, operational planning, academic issues, office space, non-resident admissions applications, human resource issues, and research centers. Before joining the Office of the Provost, Dr. Wilkin served as Chair of the Department of Pharmacy Administration and Director of the Center for Pharmaceutical Marketing and Management in the School of Pharmacy.
Academic Programs and Faculty

University of Mississippi Schools and Colleges

- College of Liberal Arts
- School of Engineering
- Graduate School
- General Studies
- School of Health Related Professions
• Health Sciences Graduate School
• School of Accountancy
• School of Journalism & New Media
• Honors College
• School of Applied Sciences
• School of Law
• Online Programs
• School of Business Administration
• School of Medicine
• Institutes & Programs
• School of Dentistry
• School of Nursing
• Offices & Resources
• School of Education
• School of Pharmacy
• Regional Campuses
Faculty Facts

Total Faculty: 1,105
Female: 494
Male: 611
Tenured: 401
Tenure Track: 188

No Tenure: 516
The University of Mississippi enrolled 23,258 students across its six campuses for fall 2018 - fourth-highest enrollment in the university’s history - while its first-year retention rate climbed to 86 percent, second-highest in school history.

Total 2018 enrollment reflects a 2.2 percent decrease from last year. At the same time, the university continues to rank among the nation’s fastest-growing universities, according to The Chronicle of Higher Education, as national demographic trends have produced a 5.2
percent decrease in the number of college and university students across the country since 2010.

During a decade of unprecedented growth, the university has adopted a series of progressive steps to manage growth to maintain the quality of the student experience and the expected level of service. As a result, the university is attracting a higher proportion of well-prepared students to its excellent academic programs while maintaining its commitment to access.

“We are seeing the benefits of a number of investments and strategic choices made in recent years to assure a stellar academic and campus life experience for students,” Chancellor Jeffrey S. Vitter said. “Students at the University of Mississippi study in high-quality academic programs, bolstered by an academic support system that enables them to stay on track, graduate, and compete effectively in today’s global job market.”

This year’s freshman class of 3,455 students delivers on several indicators that reflect the university’s ongoing focus on academic excellence. Over the last five years, the average ACT score has increased from 24.1 to 25.1. Likewise, the average GPA has grown from 3.46 in fall 2013 to 3.57 – a testament to the outstanding programs created by UM faculty that attract high-quality students.

This year’s first-time students include 84 class valedictorians, 48 salutatorians, 96 student body presidents, 100 Eagle Scouts and nine Girl Scouts who achieved the Gold Award, the organization’s highest youth honor.

The university continued to attract high-achieving students from across the state and nation.

This fall, the Sally McDonell Barksdale Honors College enrolled a record 1,605 students, a 7.2 percent increase over last year’s class and more than double the enrollment of 781 students from fall 2008. This includes 416 new Honors College enrollees, with 55.8 percent of them Mississippi residents.

The Honors College class posted an average ACT of 31.5 and an average high school GPA of 3.98.

The Provost Scholars program, which recruits and rewards high-achieving students with special seminars, workshops and other academic opportunities, has enjoyed significant
growth from 394 students when the program was established in 2010 to 2,704 scholars this fall.

The freshman class also includes seven Stamps Scholarship recipients, among the largest and most prestigious scholarships in the state. Funded through the Stamps Family Charitable Foundation, the 13th class of Stamps Scholars includes 230 students nationwide selected from almost 300,000 applicants. UM is among only 41 universities nationally that is able to admit Stamps Scholars.

Along with exceptional scholars, the university attracts students uniquely interested in being campus leaders in the short term and state, national and global leaders in the long term, according to Brandi Hephner LaBanc, UM vice chancellor for student affairs.

“The Ole Miss experience provides flagship academic programs coupled with personalized and transformative engagement programs where students develop holistically and excel as leaders,” Hephner LaBanc said.

**Undergraduate Enrollment by Ethnicity**

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<thead>
<tr>
<th>Ethnicity</th>
<th>Percentage</th>
</tr>
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<tbody>
<tr>
<td>African American</td>
<td>12.8%</td>
</tr>
<tr>
<td>American Indian</td>
<td>.3%</td>
</tr>
<tr>
<td>Asian</td>
<td>4.4%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>3.5%</td>
</tr>
<tr>
<td>Native Hawaiian, Pacific Islander</td>
<td>.1%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>2.2%</td>
</tr>
<tr>
<td>Unknown</td>
<td>.05%</td>
</tr>
<tr>
<td>White</td>
<td>76.7%</td>
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</tbody>
</table>
Organizational Charts for the Campus

https://irep.olemiss.edu/organizational-charts/
The University of Mississippi offers competitive and comprehensive benefits to employees as follows:

- Health insurance
- Dental insurance
- Vision insurance
- Flexible spending account
- Accidental death & dismemberment
- Adult wellness/preventative
- Life insurance
- Disability
The University of Mississippi has retained Spelman Johnson to assist with this search. Review of applications will continue until the position is filled; complete applications received by May 2, 2019, will be assured full consideration. To apply for this position please click on the Apply button, complete the brief application process, and upload your resume and position-specific cover letter. Confidential inquiries and nominations should be directed to Quincy Martin III at qm3@spelmanjohnson.com. Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895.

Visit the University of Mississippi website at www.olemiss.edu

The University of Mississippi is an EOE/AA/Minorities/Females/Vet/Disability/Sexual Orientation/Gender Identity/Title VI/Title VII/Title IX/504/ADA/ADEA employer.

The University of Mississippi provides equal opportunity in any employment practice, education program, or education activity to all qualified persons. The University complies with all applicable laws regarding equal opportunity and affirmative action and does not unlawfully discriminate against any employee or applicant for employment based upon race,
color, gender, sex, pregnancy, sexual orientation, gender identity or expression, religion, citizenship, national origin, age, disability, veteran status, or genetic information.