

# CLEMSON®



## CU AT CLEMSON

An executive prospectus for  
Clemson University  
Associate Vice President /  
Chief Human Resources  
Officer



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# A LETTER FROM PRESIDENT CLEMENTS

## It's a great time to be at Clemson!

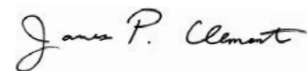
From our first graduating class of 37 in 1896 to today, Clemson has become a strong force in higher education, gaining national recognition in areas from academics to athletics. As we grow, we seek ambitious, talented professionals who want to join our team.

During the past decade, the University has been ranked consistently by *U.S. News & World Report* as one of the nation's top public universities. We enjoy a top 10 ranking in nine different *Princeton Review* ranking categories, more than any other public university. Our number of admission applications has nearly doubled in the past decade. We've doubled the number of graduate degrees awarded since 2009. And the University successfully completed its most successful capital campaign in our history, topping our \$1 billion goal. It was the largest goal ever achieved by a public university with an alumni base of fewer than 150,000.

Research expenditures at Clemson reached more than \$213 million, a 40 percent increase over five years ago, and you may have heard about our athletic teams' national successes, including two football national championships in the past three years. Clemson University is a great place to work, and Clemson, South Carolina, is a great place to live. It is a great time to be a Clemson Tiger!

I invite you to review this prospectus to learn more about our school, our beautiful campus and the people who call this place home. Our HR team looks forward to connecting you with one of the unique opportunities newly available to join our team.

Thank you for your interest in Clemson University, and Go Tigers!



President

# Clemson University

## Associate Vice President / Chief Human Resources Officer

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### WHERE YOU'LL WORK IN OUR ORGANIZATION:

Clemson's new AVP/CHRO will report to the University's Executive Vice President for Finance and Operations and will help implement the University's strategic plan, ClemsonForward, with the laser focus required to improve the University's ability to attract, retain, reward and develop the organization's best assets – its people.

### WHAT YOU'LL BE DOING:

This position has the opportunity to provide actionable strategy as a member of the University's Executive Team -with a scale, scope and accountability similar to AVP/CHRO's at Fortune 500 organizations. The ideal, results-driven candidate will lead a highly-successful HR organization that includes 10 directors/direct reports who manage an additional 54 personnel providing operational support of the University's talent acquisition, classification and compensation, benefits, learning and performance, employee relations, HR information technology, customer service, data center, records management and international employment

### THE IDEAL CANDIDATE:

Clemson University's new AVP/CHRO will lead the University's HR organization to provide unparalleled customer service through superior credible, accurate, reliable and consistent delivery of the University's suite of HR services. The successful candidate will propel Clemson towards accelerated growth and achievement in research, innovative teaching approaches, diversity, and inclusive excellence, all while improving the quality of the workplace for the University's diverse faculty and staff.

# TIGERS STRONG

There's never been a better time to join Clemson University. The number and caliber of our student applications are at all-time highs. We're also posting record numbers for research awards. Our most recent Will to Lead capital campaign surpassed a chart-topping \$1 billion, and we're home to the widely recognized three-time [National Championship Clemson Tigers Football team](#), with two titles won in the last three years.

The demand for enrollment and the demand to work here is as high as it has ever been, and it's just the beginning!



**One of only 290 employers in the nation** to earn a [2020 Military Friendly Employer designation](#).



**One of 18** institutions designated as an [Innovation and Economic Prosperity University](#) for engaging communities in economic development activities that create jobs and improve lives by the Association of Public and Land-grant Universities in 2015



Clemson was classified as **one of the nation's most active research institutions in 2016**. Carnegie R1 research universities are economic engines that create prosperity in entire regions, and their national and international reputations add significant value to the degrees they award.



**Top-ranked** national public university in the country for the past decade, according to *U.S. News & World Report*



**1st:** Ranking Clemson received for having the safest campus in the nation, according to CollegeStats.org



**2nd:** Ranking Clemson received among colleges where students pack the stadiums, according to the 2020 *Princeton Review*



**7th:** Clemson ranks 7th nationally for having the happiest students, according to the 2020 *Princeton Review*



**9th:** Ranking Clemson received among colleges where their students love these colleges, according to the 2020 *Princeton Review*

# UPSTATE SOUTH CAROLINA: HOME TO THE WORLD!

The Upstate region of South Carolina is geographically situated at the [heart of the booming Charlotte-Atlanta corridor](#) and is part of a 10-county region anchored by Greenville and Spartanburg. Good schools, good jobs, a booming international community and more make this an attractive place to relocate from anywhere in the world.

**7,000+** job postings/month

**505** international companies

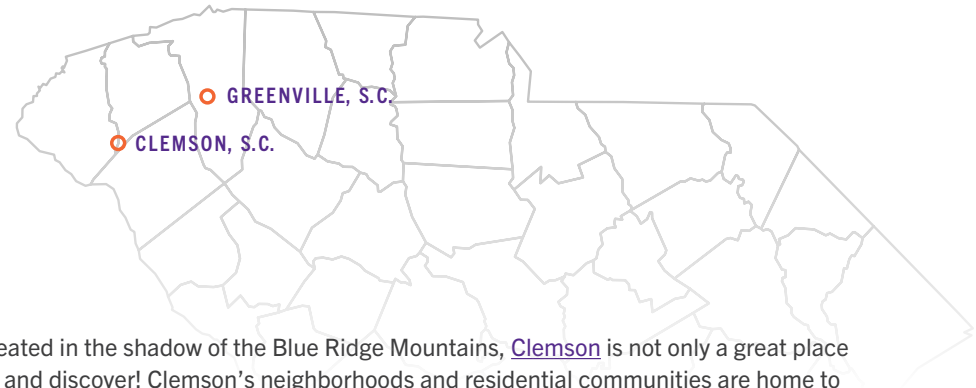
**397** miles of bike trails

**221** days of sunshine annually

**61** food trucks

**1-of-a-kind region**

Source: [MoveUpstateSC.com](#)



## CLEMSON, S.C.

On the shores of Lake Hartwell and seated in the shadow of the Blue Ridge Mountains, [Clemson](#) is not only a great place to work; it's a great place to live, play and discover! Clemson's neighborhoods and residential communities are home to nearly 14,000 people and offer easy access to local theater, farmers markets, art studios and more. With temperate falls and winters, the city's walkable downtown is a four-season district to eat, drink and shop. The [state's botanical gardens](#) and adjacent Lake Hartwell are great spots to cool off during the warm summer months.

**1<sup>st</sup>** Ranking Clemson received among colleges where town-gown relations are great, according to the 2020 *Princeton Review*.

**GREENVILLE, S.C.** America's "Next Big Small Town" according to People magazine is also a top-ranked spot for foodies and travel, and it's one of America's fastest growing cities. Discover all that this burgeoning and much-bragged-about downtown has to offer. Downtown Greenville is just 30 minutes from Clemson's main campus, and it is home to concert venues, the Greenville Symphony Orchestra, more than 1,000 restaurants, several minor league sports teams, the Swamp Rabbit system of multiuse trails and much more.



The next-best thing to seeing Greenville in person? This video library from the folks at [Yeah, THAT Greenville visitors bureau](#).

## BLUE RIDGE MAJESTY

[Anderson, Oconee and Pickens](#) counties are home to some of the most beautiful natural resources in the country. Clemson is located in the heart of this beautiful tricounty area, providing easy access to hiking and biking, waterfalls and lakes and a wide variety of events, festivals and concerts that provide exceptional quality of life alongside untouched natural beauty.



Need ideas for things to do in and around the Upstate? Check out the Crown of the Carolinas travel blog for hiking, biking, driving and swimming ideas!

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# A GREAT PLACE TO WORK

Employment at Clemson University offers competitive recruitment and benefits packages, including:

- Relocation reimbursement assistance
- Tuition assistance program
- Spousal partner career assistance programs
- Health and wellness opportunities
- Employee discount program
- On-campus child care facility (coming 2020)
- Employee assistance program
- Adoption assistance program
- Comprehensive benefits package including health, dental, vision, life insurance and long-term disability, as well as leave benefits and multiple retirement options
- Exceptional work-life balance

For more information and a comprehensive list of benefits, [visit our benefits site.](#)

## WANT MORE INFORMATION?

### Contact Info:

Greenwood/Asher & Associates, LLC is assisting the Clemson University in this search. Applications and nominations are now being accepted. For a full application package, please submit a cover letter, CV/resume, list of five references, and questionnaire (supplied by Greenwood/Asher). Confidential inquiries, nominations, and application materials should be directed to Greenwood/Asher and Associates. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made; however, the priority consideration date is March 16, 2021.



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Clemson University is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender, pregnancy, national origin, age, disability, veteran's status, genetic information or protected activity (e.g., opposition to prohibited discrimination or participation in any complaint process, etc.) in employment, educational programs and activities, admissions and financial aid. This includes a prohibition against sexual harassment and sexual violence as mandated by Title IX of the Education Amendments of 1972.