



# PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

**Grand View University, Des Moines, Iowa, announces a national search for the Provost and Vice President for Academic Affairs, inviting nominations and applications for this opportunity to exercise bold and engaged leadership in a vibrant, affordable, accessible institution in a growing Midwestern city.**



**G**rand View aspires to serve a diverse community of learners – students, faculty, and staff – in an inclusive and equitable environment with the goal of empowering all to achieve their fullest potential. Our objective is to sustain a campus environment that is free from the power imbalances and institutional biases that contribute to systems of oppression, while preparing our students to stand against those inequities when they leave Grand View.

Grand View is dedicated to the goal of an inclusive campus where people of diverse identities feel welcomed and empowered to shape our culture and processes. At Grand View University, we view diversity through the collective or group, and we welcome and affirm the thoughts and experiences each distinct member brings to our community of learners.

To learn more about Grand View's commitment to diversity and to read our entire Diversity Statement, follow this link: <https://www.grandview.edu/about/diversity>

## THE PROVOST

The Provost is an essential member of the President's leadership team (the President's Council) and is primarily responsible for operations in the Academic Affairs and Student Affairs divisions. Direct reports (the Provost's Council) include the Vice Provost for Academic Affairs, Vice Provost for Student Affairs, Academic Dean, Registrar, Director of the Library, Director of the Career Center, Student Success Program Director, Director of Accessibility Services, and Director of the Center for Excellence in Teaching and Learning. The President's Council and Provost's Council are highly collaborative teams of dedicated individuals, committed to advancing the University along multiple dimensions.

Grand View is fully accredited by the Higher Learning Commission through 2024-25. The next evaluation team visit from HLC will be in December 2024. Several academic programs have specialized

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accreditors, including Athletic Training, Counselor Education, Education, Nursing, and Social Work. A new Provost will be expected to lead the evaluation of academic program offerings at all levels and in all modalities, contribute to the ongoing implementation of initiatives launched in recent years, and further refine an academic program vision that points to a sustainable future.

## THE PROVOST'S LEADERSHIP AGENDA

Grand View University enjoyed remarkable growth in undergraduate enrollment in the late 2000s, reaching a peak in 2012. Since then, undergraduate enrollment has declined in both traditional and non-traditional markets. First-to-second-year retention has remained flat at about 69%. Graduate enrollment has increased remarkably with the addition of high-demand programs (e.g., Counselor Education, Social Work). Presenting the prospective student markets with a compelling value proposition, including evidence of student success and successful career outcomes, is critical to the Provost's agenda. Collaborating with the Vice President for Administration and Finance to ensure the institution's financial stability and to co-manage University operations is another critical element of the agenda.

A new strategic plan is emerging in Fall 2023 and has three focus areas to which the new Provost will contribute:

- **Future of Education** – Current and future learners are equipped for agility as well as civic and global engagement through innovative and relevant academic programming and exceptional learner experiences for life. All learners are provided opportunities to leave with degrees, certificates, experiences, credentials, and skills.
- **Grand Experience** – Learners and the Grand View community are so satisfied with their experiences that they see and utilize GUV as their School for Life, engaging with and supporting the University throughout their lives.
- **Vitality** – Grand View will be financially and operationally successful, moving beyond sustainability to a position of abundance.

The strategic plan will give the Provost's team several challenges, including growing graduate programs, developing inaugural doctoral programs, ensuring an emphasis on skills for all students, reviewing the general education program (the Core Curriculum), and continuing the

execution of the Title III grant (Project Student Ready). While Grand View will continue to embrace Liberal Education, the institution also needs to embrace its role in pre-professional preparation.

The leadership agenda for the new provost includes:

**Developing and Sustaining Talent and Community.** It is important that the next Provost bring a depth of management experience to capitalize on the talent and commitment of GV's human resources. Grand View's next provost must empower and inspire the entire academic community to evaluate, create, innovate, and collaborate in order to advance academic quality and student learning. The successful candidate also must help develop the next generation of leaders among the faculty and support them in their professional development. Inclusive community is highlighted in the strategic plan as one of Grand View's values, especially as it applies to student belonging and learning. The new Provost must nurture a culture in which mutual support, collaboration, and teamwork are in abundance.

**Advancing the Student Life Division.** Overseeing Student Life is a relatively new responsibility of the Provost, and the new Provost will be expected to guide Student Life staff members as they live into being a part of Academic Affairs. For Student Life to achieve its full potential, the new Provost will need to advocate for new resources. If inexperienced in the world of student affairs, the new Provost will commit to learning the various functions and roles across the division.

**Advancing Student Success.** One reason for integrating Student Life as part of Academic Affairs was to bring together several initiatives launched in recent years to enhance persistence and completion. Effective advising, career planning, counseling, internships, academic support, and peer mentoring all contribute to student success. A team of faculty and staff members developed a Student Success Plan in Spring 2020, which in turn led to a successful application for a Title III grant, Project Student Ready. The provost will provide leadership to a team that must follow a vision for student success that transcends individual offices and programs to achieve Grand View's aspirations and goals for student success.

**Supporting Financial and Operational Equilibrium.** The strategic plan articulates this goal as Vitality and highlights an aspiration that Grand View moves beyond mere equilibrium or sustainability to experience abundance. The stable operation of Grand View will continue to be a challenge given the pressures on faculty and staff members' time and a financial environment that requires universities and colleges to be *CONTINUED >>*



attentive to affordability, yet there are opportunities in curricular and co-curricular programming to strengthen revenue streams. The new Provost will play a leadership role in creating clear and transparent strategies for prioritizing and allocating financial and human resources to academics and academic support. Working toward parity in faculty and staff compensation will be an important goal.

**Nurturing Shared Governance.** The University adopted a new system of shared governance, including a Faculty Senate, in 2017. While it is working well, the governance documents require ongoing maintenance, and there still is a constant need to speak to matters of shared governance and the role of joint effort in managing the enterprise of the University. The Provost and the Provost's team play a crucial role in inspiring the faculty's confidence and trust in the administration.

## QUALIFICATIONS AND DESIRED ATTRIBUTES

Candidates must hold an earned terminal degree appropriate for their discipline, have the faculty experience suited to appointment as a tenured Professor, and have experience in academic administration with evidence of increasing responsibility. In addition, Grand View University seeks a Provost who demonstrates leadership attributes such as these, possessing

- **A deep understanding of academic culture** and readiness to support faculty members across all academic programs, all students, and all modes of delivery and promote engagement and cross-disciplinary collaboration.
- **Intercultural competence** and the ability to join a campus culture that advocates, practices, and promotes engagement across diverse groups.
- **A record of successful teaching and scholarship** and readiness to mentor newer and existing faculty members to develop their gifts as teachers, scholars, and campus leaders.
- **Effective communication skills** and commitment to transparency and building trust.
- **A collaborative and student-centered mindset** and the ability to engage and work with multiple university programs and people to promote and improve student success.
- **Strong problem-solving and decision-making skills** and commitment to connect widely, listen carefully to gain a full understanding of appropriate responses to issues, and to decide firmly and expeditiously with necessary follow through.
- **Resource-stewardship skills and financial acumen**, with the ability to work effectively and lead strategically within resource constraints.
- **A commitment to using data and other evidence** when planning or making decisions.
- **Academic leadership skills seasoned by experience**, demonstrating resilience, composure, and confidence while dealing with ambiguity, tension, and uncertainty.
- **A commitment to being a caring team member** who contributes effectively to the academic leadership team and brings courage, compassion, and consistency to every action.

## GRAND VIEW HISTORY AND HERITAGE

Grand View is a private, not-for-profit university offering bachelor's and master's degrees. With 1,800 students, an average class size of 17, and a student-to-faculty ratio of 13 to 1, students get to know their professors and other students well. Committed to the development of the whole person – mind, body, and spirit – and to preparing students for successful careers and responsible citizenship in their communities and in a diverse and changing world, Grand View welcomes students from 40 states and 49 countries (about 21% of all students are from outside Iowa). Grand View is also one of the most diverse private universities in Iowa, with about 30% of the student body identifying as other than white.

Grand View was founded in 1896 by members of the Danish Evangelical Lutheran Church in America. Following the ideals of the Danish philosopher N. F. S. Grundtvig, the founders believed that a good education was essential for everyone as a foundation for life, work, and service to others. For much of its early history, Grand View was the school of choice for the children of America's Danish Lutheran immigrant families, who valued this small close-knit residential environment that embraced Danish roots. Proud of its legacy as the only remaining institution in the United States founded by Danish immigrants, Grand View remains affiliated with the Evangelical Lutheran Church in America (ELCA), a mainstream Protestant denomination that absorbed the Danish church in the 1960s.

For much of its early history, Grand View was a junior college. In 1975 the North Central Association accredited Grand View as a baccalaureate institution. During the 70s, 80s, and 90s, Grand View became far less residential than it had historically been, attracting largely commuter students. In the early 2000s, the administration sought to create a modern version of what Grand View had historically done so well – provide a quality liberal education in a close-knit residential community formed around Danish-Lutheran ideals. The resulting period of growth led to the construction of new residence halls, new academic buildings, and a new student center, as well as the launch of new majors, an innovative new core curriculum, and new sports, including NAIA national championship football and wrestling teams.

Dr. Rachelle Keck became Grand View's 14<sup>th</sup> President – and first female President – in July 2022. Her presidency has been well-received by students, faculty members, and staff members as well as Trustees, alumni, and the Des Moines community as she has infused new energy into the University and introduced us to an exciting pace of execution and change. Planning for a significant fundraising campaign is underway in parallel with the development of the new strategic plan.

Grand View's division of Graduate and Professional Studies, overseen by a Vice Provost, offers 10 undergraduate majors for about 250 working adults through accelerated courses in online and blended formats. In 2008, with the launch of its inaugural master's program, Grand View became a university and now offers seven graduate programs: MS in Athletic Training, MS in Clinical Mental Health Counseling, MS in School Counseling, Master of Education, Master of Social Work, MS in Organizational Leadership, and MS in Sport Management. The graduate programs enroll nearly 300 students.

Grand View has a significant economic impact on central Iowa, especially on the workforce. Year after year, even when times are difficult, nearly 99% of Grand View graduates are placed within six months of *CONTINUED >>*



graduation, and most of them stay in central Iowa to work or continue their educations, including 60% of those who came to GV from outside Iowa. Thus, Grand View is a net importer of talent to central Iowa.

## DES MOINES – A GREAT PLACE TO LIVE AND WORK

Most Des Moines residents would say that Des Moines has just about everything you want in a city. The vibrant and growing metropolitan area is home to approximately 650,000 people. Within the city proper, the downtown area is booming with business growth, new housing and entertainment options. Older neighborhoods are being revitalized, and the city is proud of its ethnic diversity and thriving refugee communities. Des Moines' many suburbs are also booming, with two of the larger ones, West Des Moines (69,000) and Ankeny (68,000), experiencing rapid growth.

Yet Des Moines is an easy and alluring city in which to live. It has a thriving arts and entertainment scene, with nationally acclaimed public art, such as the Des Moines Art Center and the Pappajohn Sculpture Park in Western Gateway Park. The Park's 28 sculptures by 22 of the world's premier artists are displayed on 4.4 acres designed by renowned New York landscape architects. The Wells Fargo Arena hosts major concerts and events, the Des Moines Civic Center brings Broadway to the city, and numerous smaller performing arts venues offer more intimate options. Outdoor festivals of all kinds are common in the warmer months, including the highly ranked Des Moines Arts Festival. The Science Center, the Blank Park Zoo, and the Botanical Garden offer family-centered events.

While Des Moines has no NFL, NBA, or MLB teams, professional affiliates abound, such as the Iowa Cubs, the Iowa Wild, the Iowa Energy, and the Iowa Barnstormers. Outdoor recreation is plentiful, with Gray's Lake, Saylorville Lake, miles of hiking and biking trails, running events, golf tournaments, and more. Plentiful shopping, high-end restaurants, wineries and breweries, the Des Moines Farmers Market, and the Iowa State Fair are also popular.

Des Moines' livability consistently ranks highly on dimensions like

- ✓ **Top Place to Live in the US**
- ✓ **Cities Best Positioned to Bounce Back from the Pandemic**
- ✓ **Top Midwestern Cities for Women in STEM Occupations**
- ✓ **Most Affordable Place to Buy Your First Home**
- ✓ **Best Cities for Families**
- ✓ **Best Cities for Young Professionals**



Des Moines is known for financial services, insurance, publishing, agribusiness, and technology. Wells Fargo, Principal Financial, Dotdash Meredith Publishing, Wellmark, Nationwide, John Deere, and Corteva (formerly DuPont Pioneer) are among the larger employers. The metro is the healthcare hub of Iowa and the seat of state government. Microsoft, Meta (Facebook), and Google also have facilities in the metro. These and thousands of smaller organizations, including state and city government, provide Grand View students with energizing internships, many of which lead to jobs. Des Moines is a city where it is possible to live a rich life. The city's cost of living is over five percentage points below the national average, and housing costs are also below the national average at about 20% of income. The average home price in Des Moines is less than \$210,000.

The Greater Des Moines Partnership (<https://www.dsmpartnership.com>) and Catch Des Moines (<https://www.catchdesmoines.com>) are excellent sources of information about our city.

## APPLICATION PROCESS

Nominations may be submitted to [sglenn@grandview.edu](mailto:sglenn@grandview.edu), and applications must be submitted electronically to <http://grandview.hrmdirect.com/employment/job-opening.php?req=2805087&&nohd#job>. Candidates are asked to submit documents in MS Word or Adobe PDF format:

- (1) a letter of interest reflecting on the leadership attributes noted above,
- (2) a resume/CV, and
- (3) the names, email addresses, and telephone numbers of three references. References will not be contacted without first securing the permission of the candidate. The University is seeking a diverse pool of candidates. To receive full consideration, materials should be received on or before December 31, 2023. Ideally, the starting date for the position is July 1, 2024.



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*Grand View University is committed to providing equal access to its educational programs, activities and facilities to all otherwise qualified students and job applicants without discrimination on the basis of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or any other category protected by applicable state or federal law. An Equal Opportunity employer, the University also affirms its commitment to nondiscrimination in its employment policies and practices.*