



# ACADEMIC DEAN

**Grand View University, Des Moines, Iowa, announces a national search for the Academic Dean, 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 ACADEMIC DEAN

The Academic Dean is an essential member of the Provost's leadership team and is primarily responsible for the effective functioning of the faculty and undergraduate academic programs, while the Vice Provost for Graduate and Professional Studies (GPS) is primarily responsible for graduate programs. The Dean provides support for the Department Chairs and ensures that they and, by extension the academic departments, fulfill their responsibilities. In addition, by supporting the Provost and collaborating with the

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Vice Provost for GPS and other members of the Provost's team, the Dean contributes to the functions and operations of the University as a whole, including institution-wide strategic planning, the allocation of resources, and leading projects and initiatives involving a broad range of constituencies around campus.

Grand View is fully accredited by the Higher Learning Commission through 2024-25. Several academic programs are also in accreditation cycles that require the Dean's attention. The Dean and Vice Provost, in collaboration with the Provost and Faculty Senate, will continue to examine and assess academic program offerings at all levels to ensure continuing growth in student population and net revenue. A new Dean will be expected to contribute to the ongoing implementation of initiatives launched in recent years and will further refine an academic program vision that points to a sustainable future.

In more specific terms, the Dean's duties include:

- **Administration** – manage personnel issues; collaborate with appropriate stakeholders on managing existing programs and developing new undergraduate programs; participate in various student appeal processes; contribute to oversight of academic advising; serve on designated standing faculty committees and ad hoc task forces; collaborate with the Registrar to uphold academic policies
- **Budget and Facilities** – develop, monitor, and oversee the College budget and oversee departmental budgets; monitor and oversee the undergraduate course schedule; monitor and oversee faculty workload arrangements; ensure effective oversight of departmental facilities
- **Faculty Personnel** – work with departments to prepare faculty search requests and recommend searches to the Provost in alignment with institutional needs; extend and negotiate offers

for full-time faculty positions; complete a written evaluation for all full-time non-tenured faculty members and full-time tenured faculty members seeking promotion; develop and implement an ongoing program of professional development for department chairs; collaborate with the Director of the Center for Excellence in Teaching and Learning (CETL) to ensure faculty development programming meets the faculty's needs

- **Planning** – participate in planning efforts at departmental, College, and University levels; advocate for and work with departments to meet resource needs such as facilities, faculty positions, technology, and budgets

## 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 as a department chair (or equivalent), associate dean, or dean. In addition, Grand View University seeks a Dean who demonstrates leadership attributes such as these, possessing

- **A deep understanding of academic culture** and readiness to support faculty members across all academic programs 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 new 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 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. Rachele Keck became Grand View's 14th President – and first female President – in July 2022. The early months of her presidency have been well-received by students, faculty members, and staff members as she has infused new energy into the University and introduced us to an exciting pace of execution and change. The campus community will undertake a significant round of strategic planning beginning early in 2023 with the aim of setting the new plan in motion in Fall 2023. Planning for a significant fundraising campaign is also underway.

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 six graduate programs: MS in Athletic Training, MS in Clinical Mental Health Counseling (soon to add School Counseling), Master of Education, Master of Social Work, MS in Organizational Leadership, and MS in Sport Management. The graduate programs enroll about 275 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 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.

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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 MBL 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, 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, 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 5 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 \$200,000.

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=2347625&&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 February 20, 2023. Ideally, the starting date for the position is July 1, 2023.

Additional information about Grand View may be found at [www.grandview.edu](http://www.grandview.edu).

# GRAND VIEW

## UNIVERSITY

1200 Grandview Avenue • Des Moines, Iowa 50316 • 515-263-2800 • [www.grandview.edu](http://www.grandview.edu)

*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.*