



R.H. PERRY & ASSOCIATES
SEARCH COUNSEL TO HIGHER EDUCATION

EXECUTIVE SEARCH PROFILE

Vice President for Academic Affairs & Provost



THE OPPORTUNITY

To work alongside the University's President, Dr. Scott R. Olson, to lead a community of learners and build upon a 154-year record of growth and innovation and take the institution to new levels of academic excellence and service.

THE UNIVERSITY

Winona State's tradition of excellence includes fostering intellectual growth and career preparation within a liberal arts and sciences tradition while emphasizing individual attention and respect for diverse cultures and multiple voices. The university is strongly committed to supporting the educational and career goals of its students and to developing programs that are responsive to the needs of the region.

Founded in 1858 as the first normal school west of the Mississippi River to train teachers for the new state of Minnesota, today Winona State University is a comprehensive university with campuses in Winona and Rochester. The main campus is located in southeastern Minnesota in the beautiful Mississippi River bluff country. WSU-Rochester is located in the state's third – largest metropolitan area, one noted for its concentration of healthcare, technology, and educational institutions.

Recognized by U.S. News & World Report and The Princeton Review for its excellence, Winona State is a leader in integrating technology into learning and promoting environmental sustainability. Its distinctive programs prepare lifelong learners in a setting featuring small classes, significant student-faculty interaction, undergraduate research opportunities, and a rich and vibrant campus life.



Winona State University Programs

Winona State students may choose to pursue studies in five colleges: Business, Education, Liberal Arts, Nursing and Health Sciences, and Science and Engineering. The University offers: 62 undergraduate degree programs; 10 pre-professional programs; 18 master's degree programs; The Doctor of Nursing Practice degree, and several licensure and specialist degree programs.

MISSION

The mission of Winona State University is to enhance the intellectual, social, cultural and economic vitality of the people and communities we serve.

We offer undergraduate programs based on the traditions and values of the arts and sciences and an array of graduate and professional programs that are especially responsive to the needs of the Upper Midwest.

We prepare our graduates to serve generously, lead responsibly and respond imaginatively and creatively to the challenges of their work, their lives and their communities.

A community of learners improving our world.

THE POSITION AND RESPONSIBILITIES

The Office of Academic Affairs is dedicated to ensuring quality education by providing services and support to Winona State faculty and students. Academic Affairs provides administrative oversight and academic leadership for the university's five colleges, graduate programs, and academic divisions, and facilitates academic policies, procedures, regulations, and standards. The Vice President for Academic Affairs/Provost, who reports directly to the President, is the chief academic officer of the University and oversees the University in the absence of the President. Responsibilities for this position include:

- Advising and counseling the President on matters related to academic affairs;
- Working with internal and external constituents to provide overall leadership and direction for the university;
- Facilitating the undergraduate and graduate academic planning and program development of the university, including educational program assessment;
- Coordinating strategic planning and the development, implementation, and management of budgets and resources with academic units;
- Maintaining effective working relationships;



THE POSITION AND RESPONSIBILITIES (continued)

- Serving as a contributing member of the President's Cabinet and the Council of Administrators;
- Recommending strategies for faculty recruitment, development, and retention;
- Providing leadership to students on a formal and an informal basis;
- Facilitate development, approval, and implementation of the university's academic policies;
- Participate in shared governance of the university and implementation of collective bargaining agreements;
- Participate and interact with Minnesota State Colleges and Universities-(MnSCU) leadership; and
- Other duties as assigned by the President.

QUALIFICATIONS

Minimum Qualifications:

- An earned doctorate or the equivalent terminal degree from an accredited institution;
- Minimum of five years of effective teaching experience at the college or university level; and a
- Minimum of five years of experience in higher education administration at the dean (or equivalent) level or higher.

Preferred Qualifications:

- Significant scholarly/creative and professional accomplishment;
- Record of successful and innovative vision and experience in higher education administration, leadership, and effective teaching;
- Commitment to effective teaching and learning processes, to academic freedom, and to student growth and development ;
- Strong interpersonal skills and experience in working with students, staff, faculty, administrators, and community leaders;



Preferred Qualifications: (continued)

- Demonstrated commitment to diversity and affirmative action for all members in the University community - students, faculty, and staff;
- Proven ability to plan, develop, implement, and manage a strategic budget;
- Knowledge of current trends, ideas, assessment, and resources in higher education (e.g. sustainability);
- Knowledge of current trends in technology in the support of the academic environment;
- Record of civic engagement;
- Demonstrated leadership with collective bargaining agreements and shared governance in higher education resulting in a collaborative and collegial environment;
- Experience in working with state governing boards, state legislatures, and accrediting bodies; and
- Administrative experience in a multi-campus university.



KEY INDICATORS

Institution Type:	Master's I Carnegie Classification
Operating Budget (FY 2012):	\$125 million. Of that amount, 55 percent is percent is derived from tuition and fees, 18 percent from state appropriations, 26 percent from auxiliary services, and 1 percent from grants and contracts.
In-state tuition (2012-13): Out-of-state tuition:	\$6,860 \$12,460
The total number of Students served Fall Semester 2012:	8,879 (8,400 undergraduate and 479 graduate students; 8,221 full-time equivalent undergraduate and graduate); Female population is 62%; male is 38% with 8% American students of color and 3% international students.
Faculty:	585 faculty members (390 full-time members: 232 are tenured and 72 are tenure track and 86 are fixed term)
Student to Teacher Ratio:	21:1
Accreditation:	Successfully reaccredited by HLC in 2012
Degrees:	62 undergraduate degree programs, 18 Master's (MS) degree programs, a Doctor of Nursing Practice (DNP) degree, and several licensure and specialist degree programs.
Library Collection:	<ul style="list-style-type: none"> • Nearly 350,000 volumes • 220,000 books • 125,000 bound periodicals • 8,000 videos and DVDs • Access to 50,000 electronic periodicals and texts • U.S. Government Select Depository with over 20,000 documents in paper, and 100,000 in microfilm formats • 1,000 current print periodical subscriptions • 50+ electronic databases available
Athletics	NCAA Division II and offers 14 sports programs for women and men including baseball, basketball, cross country, football, golf, gymnastics, soccer, softball, tennis, track and field, and volleyball.



APPLICATION PROCEDURES

Review of applications will begin **February 11, 2013** and continue until an appointment is made. To receive full consideration, candidates should e-mail the following documents as PDF or Word attachments: 1) a cover letter that addresses addressing how the candidate's experience matches the position requirements 2) a current résumé or C.V.; and 3) the contact information for at least five (5) professional references, which include faculty, administrators, and community leaders to: WinonaProvost@rhperry.com

For further information, please contact:

Mr. Paul G. Doeg, Senior Consultant • (406) 220-2129

or

Mr. Matthew J. Kilcoyne, Senior Consultant • (202) 253-9846

at

WinonaProvost@rhperry.com

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POLICY

R. H. Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without consent of the applicant prior to her or his becoming a candidate.

For more information about Winona State University, please visit the Institutional Profile:

http://www.winona.edu/vpaaprovoostsearch/Media/Provost_Profile_Final_1-13.pdf

A member of the Minnesota State Colleges and Universities system.

An equal opportunity educator and employer.

Women, minorities and individuals with disabilities are encouraged to apply.