



UNIVERSITY of DUBUQUE

Vice President for Academic Affairs Prospectus

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Vice President for Academic Affairs Search

The University of Dubuque (UD) is seeking an innovative and exceptional Vice President for Academic Affairs to join a committed team of higher education professionals for leadership and service.

As Chief Academic Officer, the individual will be responsible for the development, administration, growth, and quality of all the University's academic programs and supporting functions.



The *Mission* of the University of Dubuque

The University of Dubuque is a private university offering undergraduate, graduate, and theological seminary degrees, and other educational opportunities, with the intention of educating and forming the whole person. The University is comprised of individuals from the region, our nation, and the world.

As a community, the University practices its Christian commitments by educating students, pursuing excellence in scholarship, challenging students to live lives of worth and purpose, and preparing students for service to the church and the world.

Therefore, the University of Dubuque is committed to:

- A hospitable Christian environment which respects other faith traditions.
- Relationships which encourage intellectual, spiritual, and moral development.
- Excellence in academic inquiry and professional preparation.
- A diverse and equitable community where Christian love is practiced.
- Stewardship of all God's human and natural resources.
- Zeal for lifelong learning and service.



Setting, Priorities, and Opportunities

UD is a close-knit campus community of students, faculty, staff, alumni, and friends who care deeply about the institution, its continued success, and its future direction. The campus is located high on the bluffs above the Mississippi River in the city of Dubuque, Iowa – Iowa's first city.

UD's buildings, views, and setting is peaceful, bucolic, and reflective of the great care that has been part of the intentional growth tradition of the University for many years. This beautiful setting is indicative of a quality living/learning environment that is a hallmark of the institution.

The new Vice President for Academic Affairs will have the opportunity to build upon the successes of the past, continue to innovate current academic programming, and develop new academic opportunities to ensure student accessibility, retention, academic excellence, and institutional success.

As Chief Academic Officer of the University, the Vice President for Academic Affairs is responsible for the development, administration, growth, and quality of all academic programs and supporting functions.

Essential Duties and Responsibilities

- Direct the overall academic mission of the University in working with the President, deans, faculty, staff, and students to promote student learning, accessibility, retention, academic excellence, and success throughout the institution.
- Ensure students have access to high quality, high impact educational experiences.
- Report to the president on all academic matters.
- Supervise academic personnel, including faculty, as well as library, registrar, academic support, and administrative support personnel.
- Manage the academic budget.
- Ensure the quality of student learning by overseeing the curriculum and supporting education initiatives, as well as the development and enhancement of scholarship and research.
- Review faculty appointments and applications for promotion and tenure, consistent with the University's *Mission* and compliance with institutional policies and external regulations.
- Develop strategic plans, policies, and procedures for academic programs through a commitment to excellence, a deep understanding of academic values, and a continued evaluation of institutional effectiveness.
- Represent the academic enterprise of the University to trustees and external agencies, such as the Higher Learning Commission and other professional accrediting bodies and state agencies.
- Work collaboratively as a member of the President's executive team, with faculty governance, and with those in the University community.



UD AT A GLANCE

- Enrollment approximately 1,735 students (1,412 undergraduate, 323 graduate and seminary)
- 36% female, 64% male
- Students from 39 states and 31 countries
- 99% of students receive financial aid
- 44 undergraduate and graduate programs of study
- 15:1 student-faculty ratio
- 22% of students come from underrepresented or emerging communities, making ours one of the most diverse private campuses in the Midwest
- A dedicated community of 97 faculty and 356 staff
- An endowment of \$297 million and growing
- 22 varsity teams with 20 competing in NCAA Division III, and 30 intramural sports
- \$228 million in campus buildings and renovations in the past two decades
- 37 student organizations and opportunities for engagement

Desired Abilities and Attributes

In serving UD's *Mission*, the next Vice President of Academic Affairs should be:

- An articulate and enthusiastic supporter of the *Mission* of the University.
- An exceedingly good listener, a thoughtful, reflective, and ethical decision-maker, and a transparent communicator.
- A leader called to serve by nurturing the gifts of others.
- An approachable and inclusive team-builder able to engage with all members of our community with demonstrated experience in promoting a culture of belonging and inclusion within the faculty, staff, and student body, as well as fostering a diverse campus culture that is welcoming.
- An academic professional who is an experienced leader and who can manage and delegate responsibilities.
- A proficient financial manager with fiscal skills and acumen necessary to facilitate the allocation of resources effectively and efficiently.
- A visionary with the ability to lead and inspire innovative approaches to curriculum development, teaching methodologies, and digital transformation in education, ensuring the University remains at the forefront of academic trends, positioning the institution to be prepared for future generations of learners.
- A skilled administrator able to analyze data to inform decisions related to academic performance and student success, enrollment trends and projections, and academic program outcomes.
- An advocate with a deep understanding and commitment to improving student retention, engagement, and success, ensuring that all students, regardless of background, have access to high-quality education and support services.
- An experienced leader knowledgeable of institutional accreditation processes and regulatory requirements,



ensuring that academic programs meet or exceed the standards set by accrediting bodies.

- A relationship builder who fosters interdisciplinary collaboration among academic programs, facilitating partnerships across departments to create a more integrated educational experience for students.
- A strategic collaborator with experience building and maintaining partnerships with external organizations, including businesses, nonprofits, and governmental agencies, to enhance the University's academic mission and provide opportunities for students and faculty.
- A person of committed Christian faith who actively supports and exemplifies the University's *Mission*, while respecting and fostering a hospitable environment for individuals of diverse faith traditions.

Qualifications

- Terminal degree in any discipline within the University of Dubuque.
- Demonstrated record of teaching, service, and research appropriate for the rank of Professor.
- Minimum of 8 years of experience in higher education, including a record of administrative and leadership accomplishments at teaching-intensive institutions.

Historical Summary of the University of Dubuque

The University of Dubuque's long and distinctive history began in 1852 with the vision of Dutch immigrant, Rev. Adrian Van Vliet. He would eventually settle in Dubuque to prepare young pastors through what became known as the Van Vliet School, for the ministry of German-speaking populations crossing the Mississippi River to settle in Iowa and further west and northwest. Over the next 50 years, the institution underwent multiple name changes. In 1911, the school was introduced, and it was not until June 17, 1920, when a new charter was issued along with the new name of the University of Dubuque.



Over its 172-year history, the University of Dubuque has faced many obstacles. From barely surviving during such times as the Great Depression, world wars, and conflicts, to challenging contractions and expansions. As is with many college histories, these historic elements and eventual outcomes become threshold moments that have uniquely defined the University's ethos.

UD's most recent defining moment that set forth a turning point in its history became known as the Plan for Transformation. And this story, which has played out over the past 25 years, tells of a college that has experienced a physical and programmatic transformation and a cultural one. The changes that have taken place at the University of Dubuque in every way, is quite possibly one of the most remarkable transformations in the history of higher education.

As President Emeritus Jeffrey F. Bullock stated in UD's history book *Child of the Church, 1852-2008*, "...the wonderful story of the University of Dubuque is replete with the theme struggle. Nevertheless, with that struggle and at many steps along the way, God has been gracious to send leaders - faculty members, members of the board of directors/

board of trustees, administrators, and supporters - who have given valiantly of themselves and of their means in very conceivable ways to keep the mission of the University alive and moving forward."

Guided by its *Mission*, today UD is moving forward in dynamic ways, with a robust endowment, sustained enrollments, a strong foundational infrastructure through consistent attention to campus-wide renovations and new construction, and a strategically balanced dynamic curriculum that informs UD's Student Success Commitment.

A distinctive campus culture committed to radical hospitality, today UD students are moving forward being shaped and led by their experiences in and out of the classroom where they are challenged to be empathetic, brave, relentless, and inspired. UD students are measured not by who they are when they arrive on campus, but ultimately by who they become during their time at the University of Dubuque, as they move out in leadership and service in their chosen professions and their communities.

UD's 77-acre campus boasts over \$228 million dollars of new campus construction and renovations over the last two decades.



Areas of Study

The University of Dubuque offers 31 areas of study as well as graduate programs in Business, Communication, Physician Assistant Studies, and Theology. The most populous undergraduate programs at UD include Aviation, Natural and Applied Sciences, Business Administration and Marketing, Teacher Education, Human Health Science, and Sport Marketing and Management.

The University of Dubuque Theological Seminary offers degree programs and certifications for several denominations including Presbyterian Church(USA), United Methodist and Global Methodist, and United Church of Christ.

An adult-accelerated degree program is also offered through our Learning Institute for Fulfillment and Engagement (LIFE) with six undergraduate degrees and two graduate degree options. LIFE is on the Dubuque campus along with sites in Cedar Rapids, Iowa, and Meridian, Idaho.

Notable Academic Opportunities

Wolter Woods and Prairies Environmental Stewardship and Retreat Center

Chlapaty and Butler Funded Summer Research Fellowship Opportunities

Second Century Scholarship

Babka Aviation Learning Center

Wendt Character Initiative

Accreditations

The University of Dubuque is accredited by the Higher Learning Commission and the State of Iowa Department of Education. Specific programs are accredited by the State of Iowa Department of Education, the Commission on Collegiate Nursing Education, and the Aviation Accreditation Board International. Along with the Commission on Accrediting of the Association of Theological Schools in the United States and Canada, UD holds institutional membership with the Association of Independent Liberal Arts Colleges for Teacher Education and the Iowa Association of Colleges for Teacher Education.





Applications, Nominations, and Expressions of Interest

Application materials must be submitted electronically and should include:

- 1) A letter of interest that addresses the candidate's experiences and qualifications;
- 2) A curriculum vitae;
- 3) A statement of faith and how it relates to serve the *Mission* of the University of Dubuque; and
- 4) The names, addresses, telephone numbers, and email addresses of three references for future contact. Please also include your professional relationship with each reference listed. The references will not be contacted without prior permission granted by the candidate.



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