



Search for Provost and Vice President for Academic Affairs

Fall 2026



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The Opportunity

Hanover College invites applications, nominations, and expressions of interest for the position of a Provost and Vice President for Academic Affairs. The Provost will join a close-knit college community proud of its nearly two centuries of championing the transformative power of a comprehensive liberal arts education. Hanover continues to revitalize its rigorous liberal arts core alongside pre-professional undergraduate programs in nursing and engineering, while offering innovative hybrid, accelerated doctoral programs in Physical Therapy and Occupational Therapy. The next Provost will foster academic renewal and innovation, a spirit of collaboration, and passionate advocacy for the entire community of scholar-teachers, staff, and students.

Founded in 1827 on a 600-acre campus overlooking the Ohio River, Hanover is an institution poised to build on its commitment to personalized education. It is a community where faculty know their students, mentor them closely, and remain connected after graduation; the deep respect for human connection remains the fundamental value of the Hanover community. As Hanover completes a new strategic plan in 2027, the next Provost will arrive at an exciting and challenging time, ready to lead the academic enterprise and capture a key opportunity to reimagine the academic mission—ensuring long-term institutional health and market alignment. The successful candidate will champion Hanover’s mission, imbue campus with fresh energy, recognize and celebrate the work of the faculty and staff, and lead thoughtful renewal at a time of profound change in higher education. Hanover’s faculty and staff are eager to welcome a partner who will help them build a truly shared vision.

The Provost will serve as the College's chief academic officer and a key strategic partner to the president, the faculty, and senior leadership team. The successful candidate will provide visionary and collaborative leadership for the academic enterprise: advancing educational quality, faculty excellence, student-centered innovation, and cross-divisional partnerships that support enrollment growth, retention, and student outcomes.

Hanover seeks an accomplished academic leader who champions shared governance, embraces thoughtful change, and understands the opportunities and challenges facing residential liberal arts colleges. The next Provost will foster a culture of academic rigor, intellectual curiosity, and belonging while supporting the recruitment, development, and success of outstanding faculty, staff and students.



About Hanover College

Hanover College, nestled on 650 acres in the scenic hills of southern Indiana, is a private liberal arts institution with a proud nearly 200-year heritage. Our affiliation with the Presbyterian Church (U.S.A.) helps shape Hanover's principles of academic excellence, personal excellence, respect, community responsibility, and accountability. The College fosters a learning environment where students are encouraged to explore multiple perspectives, engage in meaningful dialogue, develop holistically, and pursue lives of purpose.

Hanover's rigorous undergraduate curriculum—featuring nearly 40 majors and a wide range of pre-professional pathways—attracts talented students from across the Midwest and beyond. In the last few years, Hanover College has successfully launched new undergraduate programs in engineering and nursing, as well as added new majors in sustainability and sports management, among others. Almost all undergraduate students are residential, and alongside their studies, many compete on one or more of our 20 intercollegiate sports teams in NCAA Division III and participate in more than 45 clubs and organizations.

Building on its tradition of academic innovation, Hanover has expanded beyond undergraduate education to offer hybrid doctoral programs in physical therapy and occupational therapy, attracting students from across the nation. Hanover has also opened a new location to serve graduate students during in-person lab immersions. The historic facility, dubbed Hanover South is located in Jeffersonville, Indiana, brings the Hanover experience closer to Louisville.

In addition, Hanover College is nearing the completion of the largest fundraising campaign in its history. The \$110 million Bicentennial Campaign has expanded our ability to deliver our mission for years to come and reflects the extraordinary commitment and generosity of Hanover's alumni and friends. Next year, Hanover College will celebrate its bicentennial and launch a new strategic plan to guide the College into our third century. As Hanover approaches its bicentennial, it stands at a pivotal moment in its history: grounded in its values, strengthened by unprecedented philanthropic support, and energized by innovative academic programs that prepare students to lead lives of purpose, service, and impact in an ever-changing world.

Our home is in Jefferson County, Indiana, just west of historic Madison, Indiana. Once a major river port for the state, Madison has maintained its sense of 19th century heritage with 133 city blocks on the National Register of Historic Places, designating it as the state's largest historic district. Madison was also recognized as the second Best Small Town in the Midwest by USA Today in 2026, received the 2024 Great American Main Street Award from Main Street America, and was listed as one of the 10 Most Charming Main Streets in America by Travel + Leisure. The College is also leading revitalization efforts for the town of Hanover with support from Lilly Endowment.



About Hanover College

Mission

Hanover College is a challenging and supportive community whose members take responsibility for **lifelong inquiry, transformative learning, and meaningful service**.

- Hanover College is dedicated to creating a distinctive intellectual community within which **students are challenged and nurtured to take responsibility for their learning and their lives** and to develop their unique abilities to their highest levels.
- **The Hanover College Principles are:** Pursuit of Academic Excellence, Pursuit of Personal Excellence, Respect for One Another, Community Responsibility, and Accountability.

Vision Statement

As we enter our third century, Hanover College will be an institution known for its ambitious commitment to student success, academic innovation and community impact. With one foot steeped in tradition and the other stepping forward to the future, we will integrate a foundation in the liberal arts and sciences with the necessity of career readiness; the desire for human connection with the accelerated use of technology; and a transformative undergraduate experience with innovative graduate professional programs. Hanover College will be poised for its third century to be its best century.

Hanover Highlights

- 1,008 undergraduate students; 51% women, 49% men
- 84 full-time undergraduate faculty, 94% with terminal degrees
- Undergraduate student to faculty ratio: About 12.5:1
- Average undergraduate class size is 17
- 34 academic majors (top majors include; business, nursing, biology, kinesiology, engineering, and psychology)
- Roughly 50% of undergraduates participate in our 20 varsity teams; and 45% participate in Greek life
- Undergraduate tuition for 2027 is \$48,082; 100% of undergraduate students receive financial aid
- 194 graduate students; 63% women, 37% men
- 18 graduate faculty
- Website: hanover.edu



Key Campus Relationships

The incoming Provost will be a relationship builder across the College, with a special emphasis on several key relationships.

President Lake Lambert is a visionary and collaborative higher education leader who has guided Hanover College through a period of significant strategic transformation. His leadership has centered on strengthening Hanover's historic liberal arts foundation while positioning the institution for long-term sustainability and relevance in a rapidly changing higher education landscape. Under his direction, the College has pursued an ambitious agenda focused on student success, academic innovation, enrollment growth, employee well-being, facility improvements, technology investments, and the thoughtful expansion of graduate and professional programs. President Lambert is known for a leadership style that emphasizes transparency, shared governance, careful deliberation, and broad stakeholder engagement.

The President's Cabinet serves as Hanover's senior leadership team and the next Provost will join a team that values partnership, candor, and creative problem-solving. Cabinet members are expected to think institutionally, balancing stewardship of their divisions with collective responsibility for the College's mission and future success. Strategic planning, innovation, enrollment sustainability, student outcomes, resource management, and organizational effectiveness are shared priorities across the leadership team. The Provost also works closely with the Board of Trustees to advance institutional priorities and ensure alignment across academic, student, financial, enrollment, advancement, and operational functions.

Working with the Provost Leadership Council and faculty leaders, the Provost will have the opportunity to shape Hanover's academic future, strengthen the integration of academic and strategic planning, support faculty excellence, and help lead the institution through its bicentennial era and beyond. In addition, the Provost will oversee the Levett Career Center, the Registrar's Office, the Duggan Library, and the Gladish Learning Center. The successful candidate will find a community committed to innovation while remaining firmly grounded in Hanover's mission of transformative learning, meaningful service, and preparation of students for lives of leadership and purpose.



Strategic Opportunities and Expectations

Advance Hanover's Liberal Arts Mission and Institutional Identity

- **Provide passionate and ambitious advocacy** for the academic mission of Hanover, serving as the academic voice in the President's Cabinet, with the Board of Trustees, with faculty, staff, students, and alumni.
- **Translate Hanover's distinct student experience** of small classes, meaningful engagement with dedicated faculty and staff into a compelling advantage in a world of rapid change.
- **Understand undergraduate and graduate education** and build and points of connection between the undergraduate residential campus and the hybrid, accelerated graduate programs. Support thoughtful academic program development and assessment in response to student interests and institutional priorities.
- **Appreciate Hanover's mission, history, people, and culture**, ideally through experience at a small college. Represent the College effectively, and balance respect for tradition with the creativity and adaptability needed to respond to changing higher education demands and advance Hanover's future.

Strengthen Trust through Presence, Listening, Communication, and Partnership

- **Build trust and strong partnerships** among campus stakeholders by listening, learning the work of faculty and staff, being approachable and visible on campus and at events.
- **Lead with emotional intelligence**, a spirit of curiosity, and an inclusive and collaborative mindset; as well as forge partnerships with faculty through candid and empathetic conversation, and mutual respect.
- **Possess a communication style** marked by consistency, clarity, and timeliness. Cultivate an environment where morale can be lifted, concerns and ideas can be raised, difficult decisions are shared, and where people feel heard.
- **Build collaboration across departments and divisions**, bridge differences, and empower colleagues to contribute to shared goals.



Drive Academic Revitalization and Growth Under a New Strategic Plan

- **Support a future-facing strategic direction** for Hanover's academic programs upon completion of a comprehensive review of the current academic portfolio and a new College strategic plan expected in 2027.
- **Work with a creative and dedicated faculty** to advance programs to connect departments, implement practices to advance critical thinking and student success, promote undergraduate research, experiential learning, and embed career readiness within a liberal arts framework.
- **Bring new energy and fresh thinking** around undergraduate and graduate curricular innovation; and pursue pathways to link undergraduate and graduate programs, and meet evolving workforce demands and further the College's financial sustainability.
- **Be a responsible and thoughtful catalyst** for strategic, market-relevant innovation within a data-informed framework.
- **Balance an entrepreneurial spirit** with taking smart, well-reasoned risks presents an exceptional opportunity for the next Provost to shape the future direction of Hanover, its faculty, students, and staff.

Strategic Opportunities and Expectations

Steward Resources and Strengthen Operations

- **Provide financial acumen to develop and manage the Academic Affairs budget** responsibly in an era of constrained resources and competing priorities; and sustain academic programs through mission-aligned and strategic investment of resources.
- **Bring financial management skills and data fluency** to enrollment, cost, and return on investment to guide resource decisions.
- **Implement best practices** and seek continuous improvement in budgeting operations, course scheduling, facilities investment, and decision-making.
- **Partner with the President and Office of Advancement** to cultivate new revenue streams, explore partnerships, grants and sponsored funding opportunities.
- **Promote a culture of collective responsibility** across Academic Affairs in achieving financial sustainability aligned with the College's mission and vision.



Guide Innovation, Lead Accreditation, and Implement the Strategic Plan

- **Sustain institutional and specialized accreditation**, including the Higher Learning Commission and the Physical and Occupational Therapy accreditors.
- **Lead a coherent, balanced, and inclusive campus conversation on AI** in teaching and learning that takes both the promise and the concerns of AI seriously and reflects a liberal arts perspective.
- **Stay abreast of best practices** and emerging conversations in higher education, especially opportunities and challenges in liberal arts colleges across the country.
- **Set key priorities** in Academic Affairs and establish measures and accountability for the goals and objectives supporting the academic mission.

Qualifications, Skills and Experiences

Hanover College seeks a strategic and collaborative academic leader who will advance its liberal arts mission, strengthen academic quality, and support institutional success.

The Next Provost Will:

- **Possess a terminal degree (PhD preferred)** and have earned, at a minimum, Associate Professor with tenure (required).
- **Have a background as a Provost, dean or senior academic leader**, preferably at a liberal arts institution.
- **Bring academic credibility**, sound judgment, financial acumen, and an inclusive leadership approach.
- **Have experience with graduate program development**, enrollment strategies, and accreditation is desirable, as is familiarity with the Higher Learning Commission and specialized accreditation.
- **Communicate clearly and transparently**, listen actively, share information proactively, and explain decisions thoughtfully.
- **Champion faculty expertise, academic freedom, and shared governance**; and demonstrate integrity, humility, and empathy; follow through on commitments; support faculty development; and address concerns fairly, consistently, and constructively.
- **Apply strong analytical, strategic planning, and financial skills** to evaluate academic programs, assess budgetary trade-offs, and prioritize investments.



Applications and Nominations

AGB Search is pleased to assist Hanover College with this leadership search.

To apply for the Provost and Vice President for Academic Affairs position, candidates are requested to submit the following:

- Complete curriculum vitae;
- Substantive cover letter addressing the qualifications and expectations listed above; and
- List of five professional references with contact information and a note indicating the nature of the working relationships with each; references will not be contacted without the explicit permission of the candidate.

Materials received by December 4, 2026, are assured full consideration. Applications should be submitted to the AGB Search portal at: [Hanover College Provost and VPAA](#). The search will remain open until an appointment is made.

Nominations and expressions of interest in the Provost and Vice President for Academic Affairs position are encouraged. Please direct them to HanoverProvost@agbsearch.com or the AGB Search consultants listed below:

- Fred Moore, JD/MBA
Senior Executive Search Consultant fred.moore@agbsearch.com / 712-299-2544
- Tamara Jhashi, Ph.D.
Executive Search Consultant tamara.jhashi@agbsearch.com / 248-821-4766
- Anne Hoffman
Executive Search Associate anne.hoffman@agbsearch.com / 805-490-9161

Hanover College is an Equal Opportunity Employer committed to providing a welcoming college environment. We welcome candidates of all backgrounds regardless of age, race, color, disability, gender, gender expression, gender identity, national origin, marital status, religion, sex, sexual orientation or veteran status. No person, on the basis of protected status, shall be excluded from participation in, be denied the benefits of, or be subjected to unlawful discrimination, harassment, or retaliation under any College program or activity, including with respect to employment terms and conditions. We encourage all who are interested to apply.



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