

UNIVERSITY *of* NEBRASKA *at* KEARNEY

SEARCH PROSPECTUS / LEADERSHIP PROFILE

Senior Vice Chancellor for Academic Affairs



UNK[®]

AGB
SEARCH

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BE BLUE. BE GOLD.
BE BOLD.

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THE OPPORTUNITY

The University of Nebraska at Kearney (UNK) invites applications and nominations for the position of Senior Vice Chancellor for Academic Affairs.

Reporting to the Chancellor of UNK, the Senior Vice Chancellor for Academic Affairs (SVCAA) serves as the chief academic officer of the university, providing administrative leadership, direction and evaluation for all academic activities and faculty affairs of UNK.



ABOUT UNK

University of Nebraska at Kearney is a high-quality, affordable, student-centered regional hub of intellectual, cultural and artistic excellence that has been a prominent part of Nebraska's higher education landscape for more than a century.

Founded in 1905, UNK is one of four distinct university campuses comprising the University of Nebraska system governed by the University of Nebraska Board of Regents and President. UNK is a public, residential university committed to being one of the nation's premier undergraduate institutions with excellent graduate education, scholarship and public service.

UNK has achieved national distinction for a high-quality, multidimensional learning environment, engagement with community and public interests, and preparation of students to lead responsible and productive lives in an increasingly diverse, interconnected, interdependent and technological society.

UNK is experiencing growth in enrollment, campus facilities, research notoriety and funding, and reputation. For nearly a decade

UNK has been identified as one of the top 10 public colleges and universities in the Midwest, and for 2022, UNK was ranked #6 overall in Top Midwest Public Colleges and Universities by U.S. News and World Report.

What truly distinguishes UNK is its commitment to an outstanding educational experience in a small and personal setting. UNK transforms nearly 6,300 students from across the globe into a close-knit, supportive community of friends; it is a place they will forever call "home."



STRATEGIC PLAN

Under Chancellor Kristensen's leadership, UNK has maintained a process of continual updates to its Strategic Plan, and uses its Strategic Plan to formulate and guide decisions. The 2021 Strategic Plan is the continuation of a plan developed in 2015 by a broad representation from the campus community. The plan was completed in 2016 after campus input and revisions. It was updated in 2018 and 2021.

Strategic Vision: UNK will achieve national distinction for a high quality, multidimensional learning environment, engagement with community and public interests, and preparation of students to lead responsible and productive lives in an increasingly diverse, interconnected, interdependent, and technological society.

UNK's plan focuses on 4 key values: Learning Matters; the Learning Environment Matters; People Matter; and Responsible Stewardship Matters. These values provide the means for achieving and evaluating progress toward goals. Goal 1 is Academic Quality and includes the commitment to require faculty-guided experiential learning activity for all students. Experiential Learning was UNK's HLC open pathway commitment and provided the basis for updating the General Education requirements in 2019. Within Goal 2 and supporting UNK's commitment to student-centered learning environment, an emphasis and outline is on recruiting and retaining a quality, diverse student body; enhancing support and promotion of signature programs that support student recruitment, retention and success such as the Honors Program, Undergraduate Research, the Thompson Scholars Learning Community and Kearney Bound Scholars. Other areas of the Strategic Plan address faculty hiring, compensation and evaluation, increasing grant funding, and addressing responsibility for stewardship of

university resources by increasing private giving, partnerships, analyzing efficiencies and sustainability, and active community and alumni engagement.

In February 2020, the new president of the University of Nebraska system, Ted Carter, gathered a diverse 28-member team of students, faculty, staff, and administrators to help chart the path forward for Nebraska's public university. The team's goal: At a time of great change in higher education, to lay out a vision for what the future should look like for the University of Nebraska.

From that early work emerged a five-year plan for growth and success across the four-campus University of Nebraska system. In addition to the strategic planning team, President Carter engaged alumni and donors, elected leaders, leaders in business and agriculture, the Board of Regents, University of Nebraska senior leadership, and others in conversations about the University's future.

"The University of Nebraska's Five-Year Strategy is built around the core belief that the value of higher education is as great today as it was when the University of Nebraska was founded more than 150 years ago. It is designed to fulfill our most fundamental promises to Nebraskans: We will provide their children with an affordable, quality education, culminating in a timely degree, that prepares them for success in life and work. We will work hard, use common sense, act decisively and spend our money wisely. We will be a university for all—welcoming and inclusive, open to all voices. In short, we'll get things done the Nebraska way."

The University of Nebraska Five-Year Strategy helps provide an additional guide for UNK planning and decision-making.

ACADEMICS

Originally founded as a normal school to educate teachers, today UNK offers 120 undergraduate majors, 22 pre-professional programs, and 27 masters/certificate programs. These equate to 201 undergraduate and graduate majors and programs. UNK has three colleges: Arts and Sciences, Education, and Business and Technology.

Under the leadership of Chancellor Kristensen, and in particular the Sr. Vice Chancellor for Academic and Student Affairs, UNK's residential campus mission is flourishing through high-quality undergraduate and graduate programs complemented by quality on-line programs. An emphasis on experiential learning, strong Living and Learning Communities, and an array of academic support programs foster student achievement. UNK has partnered with the University of Nebraska Medical Center to offer allied health programs and increase nursing enrollments on the Kearney campus—these and other programs are essential for meeting the health needs of central Nebraska and the region.

UNK takes pride in putting “students first,” the work ethic its students bring to the classroom and lab, its historical emphasis on teaching and learning, and educational access and affordability. It boasts a 13 to 1 student teacher ratio with 471 faculty and 431 full-time staff members. Nearly 75% of full-time faculty have completed the highest degrees in their fields. Nine out of 10 UNK classes have less than 30 students, and 83% of courses are taught by full-time faculty.

Student satisfaction and completion research indicates that UNK students receive highly satisfactory and high-quality educational experiences, enjoying high rates on outcomes of completion and placement.

UNK maintains a commitment to a welcoming and inclusive environment to all cultures, viewpoints, and ideas. UNK has been a participant in the Hispanic Association of Colleges and Universities as a member (since 2013). UNK is one of four Nebraska members



in HACU. Twelve percent of UNK students are Hispanic – UNK's largest minority population. One in 4 undergraduates are students of color.

Each year, the UNK Honors Program admits approximately 10% of each entering freshman class based on a grade point average, letters of reference, extracurricular accomplishments, and essays. There are approximately 400 students in the Honors Program.



UNK's undergraduate research program is a national model. Thirty percent of UNK students participate in formal, independent undergraduate research or creative activity under the direction of a faculty mentor in their discipline. The Office of Undergraduate Research and Creative Activity provides funding and support for the Undergraduate Research Fellows Program and the Summer Student Research Program. UNK students also participate in NSF/Research Experiences for Undergraduates and INBRE research. Opportunities are provided for UNK students to present their projects at a campus-wide Student Research Day and at the National Conference on Undergraduate Research, as well as at regional and national conferences in their disciplines, and exemplary work is published in a campus Undergraduate Research Journal. Students are frequently co-authors in peer-reviewed articles published in scholarly journals.

Experiential learning is part of the UNK brand and promise made to students. The most recent stellar HLC accreditation review called for a UNK "open pathway," in which Experiential Learning was identified as its Quality Initiative. To that end, an Experiential Learning Initiative focusing on "Beyond the Books" and "Create your own Adventure" require all UNK undergraduates to participate in an outcomes-based learning experience

that leads to expertise. Fully 80% of students currently participate in experiential learning, and that will increase to 100% under the new EL initiative.

UNK's primary geographic market is a 100-mile radius. Nine of 10 first-year students are from Nebraska. With the recent addition of the New Nebraskan Scholarship, UNK has capacity and plans to significantly increase non-resident undergraduate enrollment.

UNK's most popular undergraduate majors are elementary education, health science, biology, business administration, social work and family studies.

UNK offers more than 500 online courses and 50 online program options. Online students receive a quality and affordable education as well as the same degree as on-campus students. A variety of support services are available to help students succeed in online courses. More than 2,000 students are enrolled in online programs. UNK quickly transforms these students from across the globe into a close-knit, supportive community.

As part of the University of Nebraska System, UNK has strategic partnerships with the other campuses that support recruitment, education, and opportunities for UNK faculty and students. The University of Nebraska Medical Center partners with UNK on an NIH



grant that develops biomedical researchers, and funds both faculty research and student research experiences at UNK. UNK has a Kearney Health Opportunities Program that funds students and provides admission guarantees to students in health sciences. UNK also has the Kearney Law Opportunities Program, which supports pre-Law students in their preparation and transition to UNL's College of Law.

Many UNK programs have a job placement rate that is almost 100%, including Accounting, Athletic Training, Education (particularly those with endorsements in Biology, Chemistry, Language Arts, Math, Music, Physics, and Special Education), Computer Science and Information Technology, Graphic Design & Media, Industrial Technology, School Psychology, and Speech-Language Pathology. As a result of its teaching excellence and high level of faculty/student interaction, UNK's health sciences programs are growing (more than 800 students) and highly successful, with 86% of UNK graduates accepted to clinical programs and professional schools. Sixty-five percent of UNK graduates who apply to University of Nebraska Medical Center medical school are accepted, compared to 10% of all other applicants.

UNK offers graduate degrees and programs in Art (MAEd), Biology (MS), Curriculum and Instruction (MAEd), English (MA), History (MA), Instructional Technology (MSEd), Music Education (MAEd), Physical Education - Master Teacher (MAEd), Reading PK-12 (MAEd), School Principalship PK-8 or 7-12 (MAEd), School Superintendent (EdS), Supervisor of Special Education (MAEd), STEM Education (MSEd), Spanish Education (MAEd), Special Education (MAEd), Higher Education Student Affairs (MSEd), Athletic Training (MAT), Business Administration (MBA), Clinical Mental Health Counseling (MSEd), English (MA), Exercise Science (MAEd), Kinesology & Sports Science (MAEd), School counseling - Elementary and Secondary (MSEd), School Psychology (EdS) and Speech/Language Pathology (MSEd). Additionally, non-degree and endorsement options are offered, in addition to several certificates. Recently added are coursework in Montessori Education. These programs are offered on campus, online or blended, depending on the program; some are offered both in-person and online.

RESEARCH

UNK employs the teacher-scholar model, where members of the faculty are expected to be engaged in their disciplines through research and creative activity. Scholarly productivity is a strong factor in rank and tenure evaluations, UNK has a robust Office of Sponsored Programs and Research to support scholars, and full-time faculty may have reassigned teaching loads to provide time for scholarship (typically three sections of teaching per semester). External funding has increased from about \$2 million to \$11 million in the last decade.

ACCREDITATION

UNK is accredited by the Higher Learning commission. UNK's last site visit in 2013 resulted in an extraordinarily strong evaluation, and as such UNK was able to choose its pathway for interim reviews. UNK selected the Open Pathway and identified implementation of universal experiential education as its quality improvement goal. UNK is now preparing for its next 10-year review, which will happen in 2023

STUDENT LIFE AND SUCCESS

UNK's student population is comprised of 4,427 undergraduate students and 1,848 graduate students. In fall 2021, students came to UNK from 92 of the 93 Nebraska counties, 47 of the 50 states and the District of Columbia, and 56 countries.

UNK has a robust and successful student life, engagement and activities, with a newly renovated Nebraskan Student Union (with a Starbucks, Chick-fil-A and Subway) Barnes and Noble bookstore and a full-service cafeteria. First-time students are required to live on campus their first year (80% do), and many return to live on campus because of the vibrant residential life. Eight of 10 students are involved in organizations and campus activities and 20% are part of fraternity and sorority life.

Student success is a marketable attribute, with UNK reporting 81% retention of students from their freshman to sophomore year. UNK, as all the University of Nebraska campuses, has



a 120-hour degree promise. At UNK, 30.2% of first-time, full-time students graduate in 4 years. The six-year graduation rate is 58.9%.

UNK advocates for student access as part of its mission. Nearly 45% of UNK students are the first generation in their family to obtain a four-year college degree. Affordability is a challenge for many UNK families. Seventy-two percent of UNK students have financial need, and 80% of freshmen who applied for financial aid received scholarships and/or grants – averaging \$9,854 per student. In fall 2021, \$27.4 million in scholarships and grants were awarded. Students graduate with nearly 31% less student loan debt than the national average. UNK can report it is the most affordable university in Nebraska – which it promotes in its marketing and recruitment materials. The University of Nebraska system in 2020 expanded its traditional tuition-guarantee program to cover tuition for families with adjusted gross income of \$60,000 or less.



A Member of NCAA Division II and Mid-America Intercollegiate Athletic Association, Loper athletics include softball, football, volleyball, wrestling, women’s swimming and diving, women’s soccer, men’s and women’s cross country, men’s and women’s basketball, women’s tennis, women’s golf, and men’s and women’s track and field. UNK athletes are students first, boasting an average cumulative GPA for all 14 teams consistently above 3.0. There are 440 student-athletes, many of whom receive academic scholarships and room waiver offers to entice them to enroll, and with the addition of the New Nebraskan Scholarship, UNK anticipates increasing the number of out-of-state student-athletes.

UNK’s 2021 football team made it to the second round in the Div. II playoffs, ending the season with a record of 10-3. UNK volleyball advanced to the Sweet 16 of the 2021 Division II national tournament. Since 2014, UNK has won these MIAA conference titles: Women’s basketball (2021), men’s cross country (2015 and 2021); Volleyball: 2014, 2015, 2017, 2018, 2019 (National runner-up); Men’s Wrestling: 2014, 2015, 2016, 2017, 2018, 2019.



ENROLLMENT

UNK's headcount in fall 2021 was 6,275. Fall enrollment, for the first time since 2012, logged an increase in first-time freshmen – an increase of 125, or 16%. Much of this was attributable to gains of 70% in out-of-state freshmen, 8.9% in Nebraska freshmen, and 107% in international freshmen. Total undergraduates from states outside Nebraska increased 19% - to 586. UNK freshmen from outside Nebraska comprised 14.6% of the enrolled class, which is the highest percentage in 10 years. Because of the lower enrollment of previous years, enrollment for fall 2021 increased 0.8%. Graduate enrollment increased 0.4% to an all-time high of 1,848.

In fall 2020 UNK announced a new program that discounts out-of-state undergraduate tuition to the Nebraska rate. Called the “New Nebraskan Scholarship,” promotion and marketing of the new program began in fall 2020. Current undergraduate out-of-state students also qualified, resulting in immediate budget impact.



The fall 2021 data indicate new students are increasingly interested in business programs, with the College of Business and Technology showing a 67% increase in first-time freshmen and its largest cohort ever. Majors in management increased 103%, cyber systems was up 62%, and marketing/agribusiness/supply chain management is up 100% among first-time freshmen. Other increases among new students are in health sciences (7.7%), kinesiology and sport sciences (12.7%) and social work (38.8%), which recorded its highest new-student number ever.

In addition to a large increase in the number of students residing on campus in fall 2021, a significant number of undergraduate students are pursuing their education through UNK Online. There are 802 distance-only undergraduates this semester – an increase of 14.9% over last year. Nearly 90% of UNK graduate students are distance-only.

Enrollment growth is a strategic priority. Following appointment in 2019 VC Bartling embarked on a comprehensive campus project to develop a Strategic

Enrollment Plan, utilizing a steering committee leadership team of the academic deans, Honors, international and UNK Online/Graduate Studies directors. The plan comprises strategies to increase undergraduate, graduate, international and UNK Online recruitment through a collaborative and integrated approach, focusing on student success and completion, and engaging and motivating students in new markets. Following extensive research and analysis in 2017, UNK has continued to utilize Ruffalo Noel Levitz to carry out activities supporting undergraduate recruitment. Following a national search, a new Director of Undergraduate Admissions was hired in January 2021 and attention has been placed on the campus visit experience and improving and adding group events of all sizes and types, and assessing the campus visit experience. The Strategic Enrollment Plan continues to be led by the deans, VCEMM and Admissions Director to continue work on implementing specific programs and outreach to increase student diversity, transfer, and other targeted markets.

BUDGET AND RESOURCES

The University of Nebraska at Kearney and University of Nebraska system are financially sound as evidenced by successful annual compliance audits by the State Auditor's Office. UNK and the University of Nebraska have not experienced state funding decreases as drastic as those in some other states, and University of Nebraska bond ratings are strong. Operating on a biennial budget cycle, the system and campus are required to maintain balanced budgets. UNK is increasingly dependent on tuition revenue and continues to analyze strategies to enhance enrollment and retention to increase credit hour production while expanding access to UNK's quality academic programs for traditional and non-traditional students.

For the fiscal year ending June 30, 2021, net tuition revenues increased 9.25%, exceeding \$30.7 million. This increase was due mostly to distance education revenue exceeding estimates by \$2.4 million, or 14.8% - even while student credit hours declined 2%. VCBF Watts reports that while UNK's financial results are excellent, the COVID-19 pandemic has had a significant impact on the university's finances and makes it difficult to predict the appropriate investments to support students, faculty and staff. Tuition rates will remain flat for FY22, with state appropriations (\$44.9 million) expected to increase 2%. As expected for a public university UNK's size, people (salaries and benefits) account for 78% of the state-aided budget, with utilities accounting for 4% and non-personal services at 18%.

UNK's operating budget prioritizes affordability and access for Nebraska students, with limited spending growth, while attempting to invest long-term in opportunities to advance the institution.



DIVERSITY, EQUITY, AND INCLUSION

UNK increased the FTE of its Chief Diversity Officer in August 2021 (now .40 FTE), with the appointment of a new person to lead strategic initiatives to make the campus welcoming, inclusive, and equitable to all persons. The CDO, Dr. Maha Younes, is developing a strategic diversity plan, focusing on targeting faculty hiring and academic programs and environments, and working in partnership with the Office of Student Diversity and Inclusion. The colleges and some departments have active D-E-I committees, and the campus Diversity, Equity, and Inclusion Leadership Council received the 2021 Inclusive Excellence Award from the University of Nebraska System.

CAMPUS

UNK is a strong residential, student-centered campus, with nearly 40% of the undergraduate population living on campus. Residential facilities include seven traditional-style residence halls, one suite-style residence hall, two Greek chapter house complexes, and one university apartment complex. Campus comprises 515 acres, including the new University Village. UNK has more than 48 buildings including classrooms, labs, residence halls, and athletic venues. The location of the campus offers easy access to the city's vibrant and growing community including cultural events, shopping centers, outdoor recreational facilities, affordable housing, award-winning restaurants, as well as hockey, musical shows, plays, and a variety of concerts – many within walking distance of the campus.

In 2016, construction began on the first phase of the University Village, a public-private partnership led by Chancellor Kristensen. This 110-acre mixed-use development (academic, retail, office, residential, service and recreation) is a source of pride and sign of the strength of town/gown relations between Kearney and UNK. University Village will be a community where university faculty, staff and students, retirees and others wanting to locate near the amenities offered can live and work adjacent to campus, in townhouses, apartments and single-family dwellings, and have walking access to neighborhood businesses. New at the Village are Village



Flats residences (undergraduate and graduate students and university professionals), the LaVonne Kopecky Plambeck Early Childhood Center, and a privately funded higher-end apartment complex called Element 30. Construction is underway on a new indoor tennis complex (a partnership with city of Kearney, and donor- and grant-funded) and infrastructure is ready for a new regional engagement center.

Over the last decade, UNK has invested more than \$100 million renovating or expanding every academic building and residence hall, the College of Education Building, the Nebraskan Student Union, Foster Field, and the Antelope/Nester complex of residence halls, which provide apartment style living and many new amenities for students. A major renovation and addition was completed to Bruner Hall of Science, including an all-new Planetarium, in fall 2009. A new Wellness Center addition to the Health and Sports Center/Cushing Coliseum opened in fall 2014.





State funding was received in 2016 to replace the aged vocational/technical Otto Olsen building, resulting in two significant projects: The Fine Arts Building addition and renovation and Discovery Hall – a new 90,000-square-foot, \$30 million building for STEM education. In CAS, these include Mathematics and Statistics, Physics and Astronomy and the Engineering program. In the CBT, these include the programs in the Department of Industrial Technology, Aviation Systems Management, Construction Management, Industrial Distribution, and Interior and Product Design. An addition of 5,500 square feet in Fine Arts houses a glassblowing lab, woodworking and metalworking studios, and new spaces for the drawing and painting studios.



The Health Science Education Complex, which houses the University of Nebraska Medical Center (UNMC) College of Nursing Kearney division and UNK-based UNMC School of Allied Health Professions, opened in fall 2015. This unique partnership affords delivery of UNMC curricula in the UNMC Colleges of Nursing and Allied Health Professions in a UNK facility.

UNK continues to build on its partnership with the University of Nebraska Medical Center to recruit, educate, and train future doctors, nurses, and other healthcare workers. These fields are in high demand among students, and they represent an existential need among the communities in rural Nebraska. Healthcare workforce shortages are well-documented, making it very difficult for small communities to attract new residents and fueling economic outflow as people send their healthcare dollars to larger cities. The Health Science Education Complex is already overflowing with programs in nursing, medical imaging, medical lab science, physical therapy, and more. UNK is working to expand infrastructure that will emphasize preparation and professional development in healthcare workers that has a focus on rural health care delivery.



Scheduled for completion in summer 2024, a \$25 million renovation of UNK's Calvin T. Ryan Library will modernize the nearly 100,000-square-foot building and enhance its role as the center of learning on campus. The remodel will create an inviting and engaging environment that combines physical collections with new technology while devoting more space to individual and collaborative work and study areas. The library will also serve as a hub for academic support services by bringing existing programs together in a single location. In addition to improving access to resources and services, the project will extend the library's useful life and improve energy efficiency.



Construction started this summer on a \$32 million project that upgrades the fraternity and sorority housing on campus. Conveniently located next to the Nebraskan Student Union, a new residence hall and renovation of the existing Martin Hall will provide a high-quality housing option for students participating in Greek life. The buildings, both around 42,000 square feet, feature chapter lounges, housing pods and a shared clubhouse space that encourages interaction among the organizations. Proposed opening dates are January 2023 for Martin Hall and August 2023 for the new residence hall.

UNK LEADERSHIP



Douglas A. Kristensen, Chancellor

Chancellor Kristensen was appointed to lead the University of Nebraska at Kearney in July 2002 following a distinguished career in the Nebraska Legislature. He represented the 37th legislative district and, at the time he retired from office, was the longest serving Speaker of the Legislature. He brings to the position a unique knowledge of the issues affecting higher education in the State of Nebraska, a record of dedication to Nebraska citizens, and a long familiarity with the University system in general and the history and mission of the Kearney campus.

During his tenure as Nebraska State Senator, Chancellor Kristensen was instrumental in passing significant legislation and numerous constitutional amendments. He sponsored legislation that created the Nebraska Court of Appeals and the Tax Equalization and Review Commission and was also one of the sponsors of legislation that brought then Kearney State College into the University of Nebraska

system. At the time he held political office he practiced law and was a partner in the law firm of Lieske & Kristensen in Minden, Nebraska.

Currently in his 20th year as Chancellor, Kristensen has directed \$260 million in facilities and infrastructure renewal across campus, including \$130 million in construction underway or completed in the past two years.

Chancellor Kristensen's leadership of 471 faculty and 431 full-time staff has consistently earned the university high rankings in U.S. News and World Report's best colleges lists. In 2021, UNK ranked No. 6 among public regional universities in the Midwest.

Chancellor Kristensen received his baccalaureate degree in Economics and Political Science from the University of Nebraska-Lincoln, and the Doctor of Jurisprudence from Drake University. He and his wife, District Judge Terri S. Harder, have two daughters, Morgan and Paige.

ADMINISTRATIVE TEAM

John Falconer, Sr. Advisor to the Chancellor

Jon Watts, Vice Chancellor for Business and Finance

Kelly Bartling, Vice Chancellor for Enrollment Management and Marketing

Gilbert Hinga, Dean Division of Student Affairs

Tim Jares, Dean College of Business and Technology

Ryan Teten, Dean College of Arts and Sciences

Mark Reid, Dean College of Education

Mark Ellis, Dean Graduate Studies

Jane Wilke, Dean Library

Marc Bauer, Director of Athletics

Lucas Dart, University of Nebraska Foundation and Alumni

Andrea Childress, Chief Information Officer

Tim Burkink, Assistant Vice Chancellor and Director International Education

UNIVERSITY OF NEBRASKA

One University. Four Campuses. One Nebraska. A land-grant flagship campus. An academic medical center. A metropolitan campus serving urban citizens. And a campus focused on undergraduates. Collectively, these four unique institutions are known as the University of Nebraska. From metropolitan to rural, land grant to academic medicine - each University of Nebraska campus has unique strengths. And these strengths create a breadth of expertise that is unmatched.

When it comes to the state's only public research university, Nebraskans gain a distinct advantage from having four campuses.

The University of Nebraska fosters academic excellence, inspiring students to take pride in their abilities as they transform into innovative leaders ready to make a difference.

- The University of Nebraska has nearly 52,000 students and 16,000 employees.
- In 2020-2021, there were 3,012 Regent Scholars. The full-ride Regents Scholarship is awarded to outstanding incoming freshmen who are graduates of Nebraska high schools.
- 50 states represented in the 2020-21 student body.
- 3,173 international students studied at one of the University of Nebraska campuses in 2020-21.
- 137 countries were represented by the fall 2020 student body.
- 1,926 students studied abroad in 2018-2019.
- 9,858 graduate students in the fall of 2020.
- 11 students were selected for the Fulbright Program for the 2020-21 academic year.

University of Nebraska-Lincoln - The University of Nebraska-Lincoln was chartered in 1869 as a land-grant university deeply rooted in the state of Nebraska. From its beginning, UNL has been a leader in higher education. It was one of the first institutions west of the Mississippi River to award doctoral degrees and took an early institutional interest in literature and the arts. It established the world's first undergraduate psychology laboratory and is the birthplace for the discipline

of ecology. UNL was among the top 65 public universities listed in the U.S. News and World Report's annual evaluation of America's Best Colleges. UNL is ranked in the top third of all national universities, both public and private.

University of Nebraska Medical Center - The University of Nebraska Medical Center was founded in 1880 as the Omaha Medical College and joined the University of Nebraska in 1902. What began as the state's first medical college expanded and grew to incorporate a dental college, a pharmacy college, nursing college, and many more areas of study. Today, UNMC works to educate and build a 21st century health care work force. UNMC's six colleges and two institutes, in partnership with Nebraska Medicine, not only educate future health care providers, but generate an annual economic impact of \$4.8 billion for the state of Nebraska. In total, UNMC serves more than 4,000 students in more than two dozen programs. Approximately half of Nebraska's physicians, dental professionals, pharmacists, bachelor-prepared nurses and allied health professionals have graduated from UNMC.

University Of Nebraska at Omaha - The University of Nebraska at Omaha is fueled by its historical ties to Omaha. UNO was originally founded in 1908 by the Presbyterian Theological Seminary of Omaha. As the first municipal university in Omaha, the early founders' goal was to make higher education accessible and affordable for the city's residents. In 1968, the campus joined the University of Nebraska system, and today has the unique role of serving as the state's metropolitan campus. Today, the campus is known for its student-centered environment, its community engagement and its dedication to embracing students from all types of backgrounds. The campus has built strong partnerships with local business, education, government, arts and civic organizations in the city.

UNIVERSITY OF
Nebraska[®]
System

SENIOR VICE CHANCELLOR FOR ACADEMIC AFFAIRS

Reporting to the Chancellor, the Senior Vice Chancellor for Academic Affairs is UNK's chief academic officer, serves as a member of the Chancellor's Cabinet, and has general responsibility to lead the university's academic programs. The SVCAA is charged with providing leadership and direction to help UNK achieve excellence across:

1. All areas of the academic enterprise through oversight of undergraduate teaching and learning, graduate mentoring, faculty development, promotion and tenure, resource allocation, strategic planning, innovative signature programs, education abroad and global outreach
2. The student experience, both in and out of the classroom
3. Delivery of UNK's mission and vision
4. Support of a diverse campus where all are welcome and where faculty, staff and student well-being is a top priority.

The SVCAA oversees the following direct reports:

- Associate Vice Chancellor for Academic Affairs
- Dean, College of Arts and Sciences
- Dean, College of Business and Technology
- Dean, College of Education
- Dean of the Library
- Director of Sponsored Programs and Research
- Assistant Vice Chancellor for International Affairs
- Dean of Graduate Studies and Academic Outreach
- Assistant to the Senior Vice Chancellor
- Registrar
- Director of Institutional Research
- Honors Program Director
- Director of Undergraduate Research and Creative Activity

LEADERSHIP

UNK is at a pivotal evolutionary moment. It seeks a Senior Vice Chancellor for Academic Affairs to lead with an appreciation for innovative approaches at an institution on a growth trajectory. The next SVCAA will be a seasoned, inspirational, action-oriented educational leader who understands and is energized by the mission of UNK. A strong record of faculty service as teacher, scholar, dean and successful senior-level administrative experience is expected. A Ph.D. or other terminal degree is required.

UNK seeks the following leadership attributes and capabilities:

VISIONARY

The UNK Senior Vice Chancellor for Academic Affairs must work with the NU system and Deans across the institution shaping new programs and developing strategies for generating new revenues, along with the capacity to build relationships and engender confidence and trust with faculty, staff, and students. The SVCAA will work effectively at modeling a systemic view that leads with collaboration between the disciplines and the NU system to achieve cooperative approaches to program development and execution. With an accomplished record of building infrastructures and implementing initiatives that have made a real difference, this leader will seize the opportunity to build partnerships internally and externally to initiate a vision for what UNK can be as an agile engine of change in the next decade. They will articulate and communicate a strong academic mission that reflects UNK's commitment to deliver social mobility, impactful research, and community engagement for Kearney and the greater region. The SVCAA must be able to anticipate, understand, and seize opportunities, as well as address challenges, associated with the changing landscape in higher education. It will be vital for the SVCAA to leverage UNK's existing strengths and develop innovative solutions to proactively address these omnipresent challenges and opportunities.

TRANSFORMATIONAL AND TRANSPARENT SERVANT LEADER

The SVCAA is seen as a supportive and strong mentor for faculty and staff who displays the highest integrity and courage in behavior and decision making. The ideal candidate will advance a spirit of excellence and demonstrate sound judgment and a well-informed and positive attitude when advising colleagues on everything from enrollment trends, academic programs, assessment measures, technology infrastructure, and interdisciplinary approaches. Strong supervisory and management skills are essential, including the ability to make tough decisions and create and empower productive and effective teams. The SVCAA must foster an environment of transparency where openness and communication are mutually valued, and their actions demonstrate a deep commitment to advancing trust as a strategic priority. The next SVCAA should represent the epitome of servant leadership, one who commands respect and engenders the trust of faculty, staff, students, alumni, and the broader UNK community.

EXPERIENCED ACADEMIC LEADER

The next SVCAA should have a background in teaching, research, and progressive administrative experience at the dean level. Comprehensive knowledge of the campus areas, such as academic advising, libraries, and other accompanying services, will be essential for this leader to apply a systemic view as a change agent. The ideal candidate should bring lived experience developing key performance indicators that are universally applied across the three colleges, recognizing the value for the unique characteristics that each discipline represents in its academic programming. The SVCAA will support innovation across the academic enterprise, including expansion into new academic areas and programs and assessment of existing programs including the newly restructured general studies program.

Embracing the interconnectedness of online education and the possibilities of where UNK can lead in a hybrid learning environment will be critical. The demographics of the Kearney region and the UNK student population are changing, as is the landscape of learning and teaching delivery. The next SVCAA must use data to build synergies across the academic and co-curricular programming to meet the needs of UNK's undergraduate, graduate, and international students now and in the future.

EXPERIENCED DIVERSITY, EQUITY, AND INCLUSION PRACTITIONER

The SVCAA will have a demonstrated record for judiciously advancing diversity, equity, and inclusion (DEI) strategies and initiatives in a higher education environment. The ideal leader will be adept at addressing emerging matters and issues related to teaching, learning, and DEI and the expectations of faculty, staff, administrators, and students across the campus. The next SVCAA will possess high emotional intelligence and welcome individuals from diverse backgrounds and perspectives. The ideal leader should have experience working with first-generation students from underserved communities. Setting an expectation for the recruitment and retention of faculty and staff representing the changing demographics of the student body will be necessary for the next SVCAA.

STRATEGIC COLLABORATOR AND COMMUNITY-BUILDER

The next UNK SVCAA will be an experienced change agent, navigating internal and external stakeholders and advancing a mutually beneficial unified vision to move UNK and community partner priorities forward. With a deep understanding and experience in a collective bargaining environment, the next SVCAA should have the ability to assess opportunities, promote and lead innovative and entrepreneurial planning and problem-solving, leveraging UNK, local community, and state resources. The next SVCAA must possess a collaborative, consensus-building leadership style and be open to thoughtful and appropriate innovation. The ideal candidate must demonstrate experience in managing institutional change complexities and the interpersonal skills to make decisions and attain consensus thoughtfully and purposefully.

PARTNERSHIP DEVELOPMENT

The next UNK SVCAA should be a skilled relationship builder with the Kearney region and beyond, have a talent for and established partnership development results, be an enthusiastic advocate for students, and be ready to energetically lead UNK to its next level of excellence. In addition to growing the presence of UNMC at UNK, they will look to develop other strong academic and research collaborations across the NU campuses, leveraging the NU system's excellence and impact. The partnership between UNK and UNMC, which serves to support UNK's capacity to provide expanded and healthcare in Nebraska's rural areas by growing the talent pipeline for these communities, illustrates the innovative, forward-thinking, and community-oriented mindset sought in the new SVCAA.

MARKETING AND ENROLLMENT

A deep level of understanding of the challenges and opportunities currently facing higher education and the ability to strategically prioritize resources to guide and elevate UNK's branding and marketing in the current climate is critical. The SVCAA will look to grow enrollment by expanding UNK's traditional base both geographically and virtually. The SVCAA also will foster university-wide initiatives that proactively increase UNK's retention and graduation rates, understanding that these indices play an important role in recruiting students, allocating resources, and meeting the expectations of the Nebraska legislature.

EXCEPTIONAL COMMUNICATOR

UNK seeks an SVCAA who is an active listener who communicates with intention to a variety of community members. The ideal SVCAA will be intuitive and able to gain the confidence of the UNK community through authentic engagement. UNK seeks an SVCAA who understands both the unique opportunities and challenges of the institution and communicates with transparency, uses data effectively, explains decisions clearly, and emphasizes accountability.

SHARED GOVERNANCE AND COLLABORATIVE LEADERSHIP

The ideal leader will be skilled in empowering others to lead, being accessible to faculty, demonstrating value of a shared governance model that aligns faculty development and retention with student development and retention. UNK is a community where debate is a demonstration of fairness and equity and is seen as an opportunity to engage. The ideal candidate will be highly skilled in this area and able to handle feedback with grace and humor. The SVCAA is looked to as the chief advocate for the faculty. Particularly in these challenging times, as UNK has experienced budget cuts, declining enrollment, and the impact of the COVID-19 pandemic, the SVCAA is expected to support faculty and staff, as they, in turn, support students.

A MODEL FOR A STUDENT-CENTERED COMMUNITY

Student success is central to UNK's mission. As a strategic focus, UNK provides students with access to a high-quality and affordable educational experience, supports them to ensure they are successful in their educational pursuits, and prepares them to excel in their career and life choices. The SVCAA will be looked to as a role model who loves students, enjoys spending time with them, and celebrates their success. Students seek an open-hearted leader able to listen to all sides of the issues and values critical thinking that can emerge through civil discourse.

STRATEGIC PLANNER AND INNOVATOR

UNK is in a change trajectory and desires an SVCAA with an innovative mindset who will work with the campus community to collectively craft a strategic academic direction for UNK as it looks forward. The next SVCAA of UNK should be financially grounded and transparent in the evaluation of programs. An ability to balance the tension between the mission and the positionality that UNK needs to take to remain viable and sustainable in the future will be critical success markers for the next SVCAA. The ideal leader will strike a balance between competing priorities and principles with the realities of new trends. They will embrace strategy and innovation in the development of an exciting pathway for UNK as it maintains its status as a top regional university with reach and impact far beyond its locality.

PRIMARY DUTIES

- Foster student learning and scholarly and creative activities by providing academic leadership and strategic planning for UNK's academic activities and faculty affairs;
- Serve as a senior leader at UNK and within the University of Nebraska system;
- Guide operation and development of academic programs in line with UNK's mission, vision and strategic plan;
- Foster development of new programs and curricula in view of regional need and impact on diversity and inclusion;
- Advance interdisciplinary scholarship;
- Oversee learning outcomes assessment;
- Provide executive leadership of student academic support;
- Demonstrate sound fiscal management and resource allocation decision making for programs, budgets, and facilities of all academic and academic support units;
- Assume a leadership role in campus-wide planning, and provide vision to achieve excellence in academic programs;
- Represent UNK in University of Nebraska system-wide councils and committees and participate as appropriate in public relations activities; and
- Perform other job-related duties as assigned.



KEARNEY COMMUNITY

UNK is in the middle of Kearney, Nebraska, a vibrant, attractive, progressive and growing community of more than 30,000 people. Kearney often makes national “top places to live” listings for numerous reasons, but it all comes down to this: Kearney offers a great quality of life.

Kearney is small, yet continually growing; and modern, yet tenacious about preserving its distinctive history and traditions and pioneering heritage. Kearney’s citizens and members of the UNK community are known for their welcoming efforts to make immediate connections with newcomers.

Kearney’s bustling economy co-exists with the enviable quality of life that results from safe and quality housing, excellent schools, medical care and other government services, a multitude of recreational and cultural opportunities for adults and children of all ages, and safe, welcoming neighborhoods. The unemployment rate in Kearney remains near the lowest in the nation. Kearney’s historic downtown features brick-paved streets, and its bike trails, parks, golf courses, event center and other entertainment and recreational

opportunities bring people of all ages to events and activities every day.

Housing in Kearney varies from charming neighborhoods with well-kept parks tucked in, urban style living above downtown businesses in a historic district, or even the opportunity for a rural escape with plenty of acres.

Kearney’s alignment along the Platte River provides a picturesque backdrop where annually the world watches the Sandhill crane migration. For six weeks, late February to early April, more than 80% of the world’s population of Sandhill cranes converges on Nebraska’s Platte River, making Kearney the Sandhill Crane Capital of the world. The city is located in the very center of America’s heartland, a 4 ½ -hour drive to Denver to the west, 5-hour drive to Kansas City to the southeast and 2 ½ hours to Omaha to the east.



AGB SEARCH

APPLICATIONS, NOMINATIONS AND EXPRESSIONS OF INTEREST

AGB Search is pleased to assist University of Nebraska at Kearney with this important search. To apply for the Senior Vice Chancellor for Academic Affairs position, candidates are requested to submit the following: a resume or curriculum vitae; a letter of interest that addresses the leadership opportunities in the profile; and contact information for four references (to be contacted with candidate's permission later). Materials (in Word or PDF) should be sent to UNKearneySVCAA@agbsearch.com by Feb. 18, 2022, for best consideration. The search will remain open until an appointment is made.

Nominations and expressions of interest in the senior vice chancellor opportunity are encouraged.

Please direct them to UNKearneySVCAA@agbsearch.com or to the AGB search consultants listed below:

- Rod McDavis, Ph.D, Managing Principal,
rod.mcdavis@agbsearch.com C: 804.514.1982
- Kimberly Templeton, JD, Principal,
kimberly.templeton@agbsearch.com C: 540.761.9494
- Kim Bobby, Ph.D, Principal,
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- Anne Hoffman, Executive Search Associate,
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