

NATIONAL SEARCH PROSPECTUS

Provost
& Vice President of Academic Affairs



NORTHWEST
MISSOURI STATE UNIVERSITY

THE OPPORTUNITY

Northwest Missouri State University is seeking a provost and vice president of academic affairs to serve as its next chief academic officer, with a focus on enrollment management, academic quality and student success. The provost and vice president of academic affairs develops and evaluates academic programming in partnership with the university president, Board of Regents, Northwest Leadership Team, academic deans, faculty and staff through vision, creativity and vibrant leadership, in alignment with the university's strategic plan and Northwest's central focus on profession-based learning.

Academic programming includes a focus on offerings across disciplines and delivery models in concert with current and emergent national, state and regional needs while accounting for access, affordability and time to completion. Academic planning also includes enrollment, retention, progression and completion of goals and strategies across the university's varying student groups. The provost and vice president of academic affairs develops and evaluates academic programming in partnership with business and industry, K-12 partners and the university's academic leaders while fostering interdisciplinary and innovative programming and delivery models.

The provost and vice president of academic affairs reports directly to the president.

NORTHWEST MISSOURI STATE UNIVERSITY

With an enrollment of about 8,500 students, Northwest is a coeducational, primarily residential four-year university that offers a broad range of undergraduate and selected graduate programs on its Maryville campus and through [Northwest Online](#).

Founded in 1905 and [ranked by U.S. News and World Report among the top public regional universities in the Midwest](#), Northwest boasts a high retention rate and a graduation rate in the 95th percentile among its peers. Additionally, results of the Ruffalo Noel Levitz Student Satisfaction Inventory show Northwest students are more satisfied than students at national peers, and 78 percent of Northwest



students report they would repeat their University experience, compared to 75 percent of students surveyed nationally at their respective institutions.

Furthermore, the University is a national model for student success and career placement with 93 percent of bachelor's degree earners and 99 percent of master's degree earners securing employment or continuing their education within six months of completing a degree at Northwest, according to the [most recent data](#).

Northwest places a high emphasis on profession-based learning to help graduates get a jumpstart on their careers while maintaining competitive [tuition rates](#) and generous [financial assistance](#) to help minimize the financial barriers students may face when pursuing a college degree.

Students have opportunities to build their résumés with experiences on campus in nearly every area of study, including the [Horace Mann Laboratory School](#), [National Public Radio affiliate KXCV](#), the [R.T. Wright Farm](#), [Mozingo Outdoor Education Recreation Area](#), a partnership with the [National Geospatial-Intelligence Agency](#) or [Knacktive](#), a student-driven integrated digital marketing communications agency. In conjunction with its emergency and disaster management program, Northwest organizes and hosts [Missouri Hope](#), an annual mass casualty training exercise that attracts first responders and emergency workers from throughout the nation and provides hands-on training in preparation for a natural disaster.

The University's vibrant and diverse learning community also offers more than 150 student organizations, and [textbooks and a laptop are included](#) in tuition, saving students an estimated \$6,900 over four years. Northwest offers 1,200 student employment positions, allowing students to build professional skills through its internationally benchmarked student employment program.

For more information about Northwest and its performance, visit www.nwmissouri.edu/aboutus/facts/.

Mission

Northwest Missouri State University focuses on student success – every student, every day.

Vision

We will be THE university of choice for a comprehensive, exceptional student experience.

Institutional Values

- Student success
- Scholarship and life-long learning
- Intercultural competence
- Collaboration
- Respect and integrity
- Strategic thinking
- Excellence

Core Competencies

- **Safe:** Preventative-based systems ensure students, employees, visitors, friends and the community can learn, live and work in a safe environment.
- **Trusted:** Northwest employees do the right things for the right reasons; our genuineness and sincerity result in a culture of institutional integrity.
- **Invested:** Employees invest in student success on a personal level, resulting in rewarding relationships that benefit all involved. **Resourceful:** Northwest provides high value through drive and resilience, and thus achieves maximum results.



Academic Programs

College of Agriculture and Natural Sciences:

The **School of Agricultural Sciences** is poised to serve student interests and meet the needs of the agriculture, food and fiber industry as the need for feeding an ever-growing population continues to expand. Housed in the Dean L. Hubbard Center for Innovation, the School is close to demonstration plots on the campus's northern edge and its 448-acre R.T. Wright Farm, which is located three miles north of campus and is home to beef, swine, dairy and sheep enterprises as well as row and forage crops. The farm includes the new 29,000-square-foot Agricultural Learning Center with exposition space and labs for agronomy, animal health and meat fabrication.

The **School of Natural Sciences** helps students gain experience in biology, chemistry, physics and geology labs during their first year. Classes and laboratories are housed in the Garrett-Strong Science Building and the Dean L. Hubbard Center for Innovation. The Hubbard Center features labs with more

than \$3 million in state-of-the-art instruments and technology that undergraduate students may access to gain hands-on experience.

College of Business, Mathematics and Technology:

The **Melvin D. and Valorie G. Booth School of Business** focuses on ensuring students have skills in critical thinking, written and oral communication, ethical decision-making, teamwork and problem-solving while embedding learning experiences throughout the curriculum. In addition to the Higher Learning Commission of the North Central Association of Colleges and Schools, the Booth School of Business is accredited by the Accreditation Council of Business Schools and Programs.

The **School of Mathematics and Statistics** teaches students to recognize, represent and use patterns to creatively address problems in a variety of settings. Students see and explore the beauty and utility of mathematics with a diverse faculty of highly qualified and nationally recognized mathematicians. Upon graduation, students compete successfully for jobs in business, industry and government or continue in graduate studies.

The **School of Computer Science and Information Systems** is dedicated to the development of future leaders in the computing industry. Highly qualified faculty provide a distinctive educational experience through hands-on, profession-based learning opportunities. The offerings include a strong curriculum that equips students with crucial theory, while simultaneously preparing them for the real world through well-crafted assignments and projects that result in employers hiring Northwest's students.

College of Education, Health and Human Services:

The **School of Education** is a community that embraces collaboration and mutual respect among students, faculty and staff. A successful learning community that welcomes and honors the diverse voices and talents of each of its members, the School welcomes students to its learning community,



including the Horrace Mann Laboratory School, and encourages them to explore the majors, minors and master's programs it offers.

The **School of Health Science and Wellnesses** is a multidisciplinary unit with a mission to facilitate the development of key knowledge, skills and attitudes for students seeking careers in health and wellness-related fields. Professional areas of study available to students include health and wellness, nursing, recreation, physical education, foods and nutrition, psychology, human services, school counseling and a variety of medicine-related fields. The structure provides opportunities to work collaboratively across campus, in the community and throughout the region to meet a growing need for health science and wellness professionals.

College of Arts, Communication and Social Sciences:

The **School of Fine and Performing Arts** provides an exciting combination of performance, classroom and internship opportunities for emerging professionals in the areas of art, music and theatre. All experiences are directed or mentored by highly respected and experienced faculty and guest artists.

The **School of Humanities and Social Sciences** is home to culture, geography, history, law and government coursework. The School provides a broad, liberal education that encourages students to be adaptable and flexible in their professional pursuits while training students to be responsible citizens. Discipline areas are housed in the Valk Center with modern classrooms and convenient student gathering spaces.



The **School of Language, Literature and Writing** prepares students for meaningful lives as professionals in a global economy that demands innovative thinking, clear and effective writing, and cultural literacy. Students and faculty form a close community of scholars who support each other's work and grow together in a rich and rigorous liberal arts curriculum. Students emerge from programs with skills to express themselves creatively and professionally and to engage with ideas critically and practically.

The **School of Communication and Mass Media** provides students with hands-on, real-world experiences during their first year. They have opportunities to be involved in two radio stations, a television station, a converged print and online newspaper, yearbook, online arts and entertainment magazine, or in video and audio recording studios. The School comprises faculty who have spent years in their professional fields and are now dedicated to helping students prepare for rewarding careers.

Athletics

Perhaps the most recognizable logo in NCAA Division II athletics, the Bearcat paw and the sports teams it represents are a major source of pride in the Northwest community. During the past 30 years, the football team has won 19 conference championships, appeared in the NCAA playoffs in 24 seasons, played in 10 Division II national championship games, and brought home the national title a record six times. The men's basketball team has won 12 conference championships and four national titles since 2012.



Northwest also fields highly competitive teams in volleyball, soccer, cross country, track and field, tennis, golf, baseball and softball. The cheerleading squad has won three Universal Cheerleaders

Association Division II national championships, and the Bearcat Steppers dance team claimed the 2025 Division II championship in pom. Championship performance doesn't stop on the field of play either; many of the Bearcat athletic squads rank among the best in the nation academically.



Among the facilities used by Bearcat athletic teams is the Carl and Cheryl Hughes Fieldhouse, which opened in 2018. Available to the community, University employees and students, the 135,000 square-foot indoor facility includes a 300-meter indoor track, a football practice field,



tennis courts and netting that can partition the field for baseball and softball practices. It also offers three auditorium-style rooms for classes and meetings.

KEY ATTRACTORS TO THE ROLE

- An opportunity to lead academic affairs at a distinctive university and have a meaningful impact on the lives of students, their families, employees, the greater community, the region and the state of Missouri.
- Talented, caring and cooperative faculty and staff who embrace continuous improvement and change.
- A welcoming and vibrant city that serves as a regional hub of economic impact in a four-state area. Maryville is close enough to several big cities without the frenzy of living in one, while offering quality schools, a variety of dining and retail options, excellent healthcare tied to Mayo Clinic, easy access to airports and more.
- An involved and supportive community that cares deeply about the University and student success.
- A beautiful campus that also serves as the Missouri Arboretum.
- A University with sustained academic success, which includes nationally competitive forensics, business education, broadcasting and journalism, and agricultural sciences programs.
- A University known for its athletics success and championship culture. If you are a sports fan, Northwest is the place to be.
- Abundant recreation areas that feature hiking trails, fishing, boating and golf.



THE PROVOST AND VICE PRESIDENT OF ACADEMIC AFFAIRS

Responsibilities

- Extends Northwest's focus on learning and high quality and relevant undergraduate and graduate educational experiences within a student-centered culture grounded in profession-based learning.
- Drives academic planning that addresses high expectations for academic quality, performance and innovation; access, enrollment and completion; an interdisciplinary focus connected to emergent workforce and societal needs within an environment focused on affordability.
- Serves as the chief administrative officer for the Northwest Core and all academic units.
- Serves as the dean of faculty, administrative liaison to the Faculty Senate and faculty advocate.
- Oversees enrollment management, enrollment marketing, accrediting activities and provides leadership on academic issues such as degree and certificate offerings, web-based and blended

- programming, competency-based education, articulation agreements, and faculty promotion and tenure.
- Oversees academic budgets and addresses strategic investments, including institutional budgeting and comprehensive campaign emphases.
- Provides leadership in the continuous improvement of undergraduate and graduate instruction, academic support services, technology integration to drive enhanced learning in and out of the classroom, and in the evaluation of academic programs.



- Interfaces with deans and school chairs to assist in all aspects related to hiring, development, evaluation, promotion and disciplinary procedures for faculty and academic staff; provides recommendations to the president on all personnel actions for faculty and academic support staff.
- Serves as a liaison with a variety of constituent groups (e.g., Board of Regents academic and student affairs committees, statewide chief academic officers committee, etc.).
- Performs other duties as assigned by the president.

Supervisory Responsibilities

Reporting to the Provost: Assistant Vice President of Institutional Excellence and Global Engagement; Associate Provost of Academic Operations and Assessment; Associate Provost of Enrollment Management and Student Success; Associate Provost of Graduate, International and Online Learning; Assistant Vice President of Marketing and Communication; Dean of Arts, Communication and Social Services; Dean of Business, Mathematics and Technology; Dean of Education, Health and Human Services; and Dean of Agriculture and Natural Sciences.



Position Requirements

- Earned terminal degree
- Minimum of 5 years of progressive academic leadership experience in higher education, including service as a dean, associate provost or equivalent executive academic administrator.
- Experience and success with enrollment management and enrollment marketing.
- Progressive leadership roles as well as teaching experience that demonstrates the knowledge, skills and ability to carry out the responsibilities of the position.
- Strategic mindset, drives results, business insight; demonstrated experience establishing a shared vision and purpose and executing a plan to achieve that vision.
- Demonstrated focus on student learning, student success and profession-based learning.
- Demonstrated results through self and others in increasing levels of leadership positions.

Preferred Experience

- Experience in external partnership development.
- Demonstrated strategic planning and financial management acumen.
- Analytical, communication and multitasking competencies.
- Willingness to be bold, seize opportunities and provide for high expectations for students, faculty, staff and partners.
- Excellent team leadership and collaboration skills grounded in trust and valuing differences, supportive of working among and across divisions and providing for empowered leaders.
- Ability to recruit and retain faculty.



Northwest offers more than 100 undergraduate programs and 30 graduate programs, plus seven certificate programs and three education specialist programs.

Northwest maintains robust cooperation and articulation agreements with partners throughout the region that include pathways for radiology degrees, physical therapy services and professional advisory boards.



THE COMMUNITY

Maryville is a gem, filled with remarkable destinations, recreational opportunities and unique local businesses. A rich history, authenticity and forward-thinking has helped shape the community's values.

Maryville offers a wide selection of indoor and outdoor activities for visitors and residents of any age. From outdoor recreation at Mozingo Lake Recreation Park to unique shopping, athletic events, a nationally ranked golf course and so much more, [Maryville offers something for everyone.](#)



NOMINATIONS & APPLICATIONS

The Search Committee invites letters of interest and nominations to be submitted directly to the search firm, Anthem Executive|Anthem Academics. Correspondence should include a curriculum vitae and a letter of interest describing relevant experience and interest in the position. Submit materials to JR Wheless, Michael Ballew, Scott Watson, or Florene Stawowy at:

NorthwestProvost@AnthemExecutive.com

While applications and nominations will be accepted until a provost is selected, interested parties are strongly encouraged to submit their materials as soon as possible to assure consideration. Expressing interest is the first step in receiving consideration and does not make one an applicant for the position.

Anthem
Executive

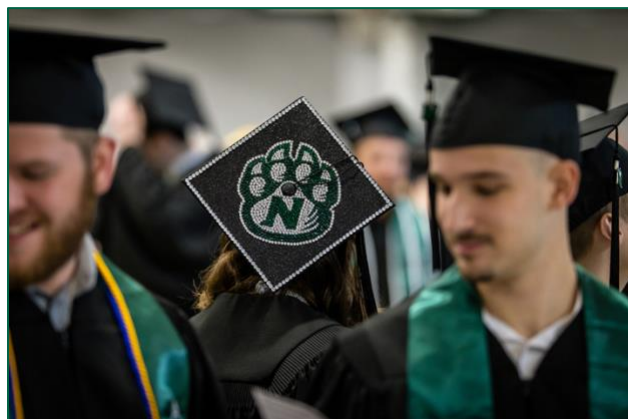


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Northwest Missouri State University emphasizes the dignity and equality common to all persons and adheres to a strict nondiscrimination policy regarding the treatment of individual faculty, staff, students, third parties on campus, and applicants for employment and admissions. In accord with federal law and applicable Missouri statutes, the University does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, pregnancy, ancestry, age, disability, genetic information, veteran status, or any other legally-protected class, in employment or in any



program or activity offered or sponsored by the University, including, but not limited to, athletics, instruction, grading, the awarding of student financial aid, recruitment, admissions, and housing. As an equal opportunity employer, the University promotes and maintains affirmative action programs to ensure that all individuals participate fully in every facet of employment opportunities.