Provost and Executive Vice President of Academic Affairs:
The Search for a new leader
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An Opportunity to Make an Impact

The University of Northern Iowa community invites applications and nominations for the position of Provost and Executive Vice President for Academic Affairs. The university celebrates its 150th anniversary in 2026. In the five years leading to this milestone, UNI is thinking critically about its long-term future and laying a solid foundation to thrive into the next century. The university is seeking a forward-looking leader who can provide collaborative leadership in developing, supporting, and implementing the academic vision for UNI in pursuit of its mission and values.

The Provost provides leadership for curriculum, assessment, research and sponsored programs, and international programs. The Provost and EVPAA also has responsibility for the Academic Affairs division, which includes the five academic colleges, library, continuing education and special programs, undergraduate studies, enrollment management, admissions, financial aid, registrar, and the Center for Urban Education.

UNI seeks an authentic, energetic individual with strong communication and team-building skills, and a demonstrated ability to move aid in our efforts to become a more diverse, equitable, and inclusive university. With oversight for all aspects of teaching and learning, applicants must be able to speak to UNI’s mission as a public regional comprehensive university – engaging students in high-quality, high-impact learning experiences, emphasizing excellence in teaching and scholarship, and working on behalf of students to realize their fullest potential.

Further, the Provost will champion UNI’s core values: academic freedom, access, accountability, collaboration, community, diversity, engagement, excellence, and sustainability. The Provost will promote and sustain a respectful, rigorous, compassionate, and learning-centered environment for UNI and work collaboratively with the entire UNI community to achieve a shared vision.
Opportunities

Revision of the General Education Program
UNI’s faculty senate recently passed a proposal to re-envision the university’s Liberal Arts Core, UNI’s General Education Program. The faculty at UNI are excited about the new contours of the program that they have created. The General Education Program revision is about to enter the final stage: approval of the last phase by the Faculty Senate then populating of courses. Faculty will have the opportunity to submit courses to be included in the General Education Program.

This has been a lengthy and ongoing process, but the university is excited to be moving forward with this initiative. The new Provost will play a significant role in the end stages of the revision and the future of the General Education Program at UNI.

Academic Positioning
The second major initiative in Academic Affairs is Academic Positioning. This initiative has been creating a foundation for UNI to thrive into the future, in terms of academic programs, program alignment, and organizational structure. Having gathered about 70 proposals from the university community, the project management team has taken those proposals and synthesized them into several different possibilities. Listening sessions are being held on these possibilities and then the management team will begin to develop final proposals to be considered by the President and Provost. After that, the real work will begin and the university will begin to be reshaped. The Provost will lead the implementation of the final decision from Academic Positioning.

University Strategic Plan
The university’s current strategic plan runs through 2022. The institution is beginning preliminary steps to formulate the next plan. The timing of the hiring of a new provost will allow for significant input into the development of the university’s new strategic direction.

Under the current plan, UNI has a unifying goal of student success with support goals of diversity and inclusion, campus vitality, and community engagement. These goals speak to the ideals and values of our university and community. The new provost will play a significant role in continuing the work of our current plan as well as developing, communicating and carrying out the university’s new direction.
WHO WE ARE

PURPOSE STATEMENT
The University of Northern Iowa’s purpose is to enrich lives, communities, and the world through our students, faculty, staff, and alumni. Through personalized attention, we create an environment in which every person is able to reach their academic, professional, and personal life goals. By investing in the success of our students, faculty, and staff, we empower individuals to build strong senses of purpose, community, and responsibility. By investing in individuals, we innovate ethical solutions to the problems of our time.

MISSION STATEMENT
Within a challenging and supportive environment, the University of Northern Iowa engages students in high-quality and high-impact learning experiences and emphasizes excellence in teaching and scholarship.

VISION STATEMENT
Offering personalized attention to students, the University of Northern Iowa will be a diverse and inclusive campus community that provides an engaged education empowering students to lead locally and globally.

OUR VALUES

Academic Freedom
The freedom of inquiry and expression in teaching and scholarship.

Access
An inclusive educational environment that is accessible and affordable.

Accountability
A commitment to integrity, responsibility, and the highest ethical standards integrated into all university practices.

Collaboration
A commitment to work together to achieve our shared vision, mission, and goals.

Community
A caring and safe community, characterized by civility and respect, which stands in solidarity against any actions that exclude, discriminate against, or silence members of our community.

Diversity
The cultivation of a diverse and inclusive learning and work environment.

Engagement
Active participation in transformative, innovative, and lifelong learning in service to humanity.

Excellence
A commitment to the pursuit of excellence in individual and collective endeavors.

Sustainability
A vibrant community and campus that is economically sound, environmentally responsible, and socially just.
As one of Iowa’s three public universities, and the only comprehensive, the University of Northern Iowa is known for designing robust and practical learning experiences — the kind that give our students the career edge they need in fields such as education and business. But most importantly, we’re passionate about our students.

UNI’s history is rooted in a tradition of service to our students and our community. The university grew — both physically and conceptually — from an orphanage the state opened in 1866 to care for the children of Civil War soldiers and sailors killed in action. As the children grew to adults, the need for the orphanage lessened and the state began looking at ways to use the facility. Local officials saw this as an opportunity to petition the state to finally open a normal school in Cedar Falls to prepare teachers for Iowa schools.

Over time, the mission of the institution has evolved and expanded, but the goals of serving our students and community have remained steadfast. While UNI remains the top teacher preparation program in Iowa, we’ve grown to offer more than 90 majors. Robust and innovative learning opportunities, both inside and outside the classroom, prepare our students for success now and well into the future. A variety of support services help students who may need a helping hand to achieve their goals, and our faculty and staff go above and beyond to provide the highest quality education and service to our students.

Students first is a way of life at UNI.
UNI is nestled in the middle of the vibrant Cedar Valley, an area that offers the perfect combination of history, culture and technology, and a community of people who treat each other like family. The Cedar Valley, which includes the conjoined communities of Cedar Falls and Waterloo, offers live music, comedy clubs, waterparks, great restaurants, shopping, coffee shops, parks and more than 80 miles of bike trails.

College Hill and downtown Cedar Falls offer unique shopping and dining experiences, and neighboring Waterloo has even more to explore.

**Cedar Valley by the numbers:**

- **120+** unique shops and boutiques
- **100+** local dining and drink establishments
- **10+** museums
- **120+** attractions
- **20+** sports and recreation facilities
- **130,000+** population in Black Hawk County

**Learn more about Cedar Falls, Waterloo and the Cedar Valley at:**

- Cedar Falls Tourism
- College Hill Partnership
- Cedar Falls Main Street
- Cedar Trails Partnership
- Experience Waterloo
- Downtown Waterloo
- Waterloo/Cedar Falls Board of Realtors
Fast Facts

9,522 students
160+ areas of study
89% of students are from Iowa
40 off-campus degree and certification programs
2 dining centers serving the best college food in the state (Niche.com)
2,500+ degrees awarded annually
16,790 continuing and distance education learners
40,001 financial aid awards
350 international students representing 65 countries
122,683 living alumni
182,683 living alumni
122,683 living alumni
40,001 financial aid awards
350 international students representing 65 countries
122,683 living alumni

Enrollment by gender:
61% female / 39% male

Enrollment by Race/Ethnicity:
81.8% white / 4.6% Hispanic
3.7% International / 2.7% two or more
2.6% Black/African American / 1.4% Asian
0.1% American Indian/Alaskan Native
0.1% Native Hawaiian/Pacific Islander
3.1% unknown
At UNI, education drives everything we do. As the state’s only regional comprehensive university, we’re often referred to as the “people’s university.” We believe in educational excellence, accessibility and collaboration. We value freedom of inquiry and expression, and aim to cultivate a culture of collaboration among our diverse population. We offer outstanding programs in teacher education, business, technology, performing arts, health sciences — in total, more than 160 areas of study across nearly all disciplines.

Liberal arts is a central part of UNI’s academic philosophy, and each UNI student receives a well-rounded foundation of liberal arts education before diving into major courses.

Also central to UNI’s academic philosophy is community engagement. UNI strives to educate Iowans for Iowa, encouraging students to contribute to the Iowa workforce and participate in civic engagement. There are a number of class-based service-learning opportunities for students, and programs like Business and Community Services (BCS) help connect students to professional opportunities throughout Iowa.

UNI also supports students with a number of academic resources, including tutoring and advising, to help students excel. We have a robust honors program that pushes our most motivated students to become experts and make significant contributions to their field. It’s all part of our students-first philosophy. No matter what a student wants to specialize in, no matter what type of support they need, UNI is there every step of the way to ensure students are successful in their studies and engaged in the community.

**Academics by the numbers:**

- **5 colleges**
  - College of Business Administration, College of Education,
  - College of Social and Behavioral Sciences, College of Humanities,
  - Arts and Sciences, and Graduate College

- **34 academic departments**
- **18:1 student-to-faculty ratio**
- **95% of classes taught by faculty**
- **80% of students graduate with experience in their field**
- **98% career placement**
- **1,126,471 community engagement hours**
UNI’s workforce is made up of educators committed to excellence, and qualified professional staff who are experts in their field. All our employees — from faculty to staff to student workers — play a vital role in shaping our institution. We share a passion for education and a commitment to diversity and inclusion, and strive for excellence in everything we do.

**Fall 2020 employees by the numbers:**

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total employees</td>
<td>1,650</td>
</tr>
<tr>
<td>Faculty and Institutional Officers</td>
<td>580</td>
</tr>
<tr>
<td>Professional and Scientific</td>
<td>608</td>
</tr>
<tr>
<td>General Service Staff</td>
<td>462</td>
</tr>
</tbody>
</table>

**Faculty**

- Total: 641
- Full Time: 537
- Part Time: 104
- Female: 334
- Male: 307
- 1 American Indian/Alaskan Native
- 58 Asian/Pacific Islander
- 19 Black/African American
- 20 Hispanic/Latino
- 1 Native Hawaiian/Other Pacific Islander
- 1 Unknown
- 4 Two or more races
- 537 White
- 363 Tenured
- 96 Tenure Track
- 182 Non Tenure Track

**Total Workforce**

- Female: 902
- Male: 748
- 5 American Indian/Alaskan Native
- 76 Asian
- 72 Black/African American
- 48 Hispanic/Latino
- 2 Native Hawaiian/Other Pacific Islander
- 14 Two or more races
- 1,433 White
UNI is committed to creating an institution that provides students with access to a high-quality education for years to come. The UNI Foundation grows and sustains private resources and builds relationships to support UNI’s mission and vision.

The last fiscal year was our most successful year for fundraising, and the university is embarking on a comprehensive campaign, “Our Tomorrow,” that will culminate with the 150th anniversary of UNI in 2026.

**By the numbers:**

- $38,901,165 total raised in fiscal year 2019-20
- $11,559,968 went to direct support for the university
- $5,357,423 awarded in financial support to students
- 1,711 students received scholarships because of gifts to the Foundation
- $154 million the Foundation’s endowment balance at the end of the 2020 fiscal year
- $200 million in assets under management by the Foundation
- 10,313 donors made UNI stronger with gifts to the university in fiscal year 2019-20
UNI isn’t just a campus, it’s a community. With more than 260 student organizations, small class sizes, state-of-the art facilities and exciting campus events, there’s always something to do and someone to meet. You can’t walk across campus without seeing someone you know or making a new friend. Our culture is friendly, welcoming and curious.

UNI’s campus plays a significant role not just with the university, but with the community as a whole. Gallagher Bluedorn Performing Arts Center, the UNI-Dome and other facilities on campus host events ranging from concerts by nationally known performers to home shows to rallies for presidential candidates.

**Campus resources**

Students have access to a variety of resources on campus. Maucker Union is a central gathering place at UNI, providing a variety of dining and retail options as well as meeting space and offices for UNI’s student organizations. UNI strives to be a welcoming community for several populations who benefit from specialist services, delivered through campus services such as the Center for Multicultural Education, Military and Veteran Student Services, Gender and Sexuality Services, Student Accessibility Services and more. The Learning Center provides services such as tutoring and study assistance. The Student Health Center ensures students’ physical and mental health needs are met.

**Living on campus**

Students who live on campus can choose from 11 residence halls, including two apartment-style complexes. UNI also hosts several living-learning communities on campus where students are able to live among students with similar backgrounds or goals.

UNI has two on-campus dining centers that serve the best college food in the state (according to Niche.com). There are also numerous locations around campus to purchase food, including two convenience stores, a coffee shop and more.

**Student Life By the Numbers (Fall 2020)**

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>9,522 students</td>
<td>9,522</td>
</tr>
<tr>
<td>Approx. 89% of students are from Iowa</td>
<td></td>
</tr>
<tr>
<td>350 international students</td>
<td>350</td>
</tr>
<tr>
<td>61% female, 39% male</td>
<td></td>
</tr>
<tr>
<td>Enrollment by Race/Ethnicity:</td>
<td></td>
</tr>
<tr>
<td>81.8% White</td>
<td></td>
</tr>
<tr>
<td>4.6% Hispanic</td>
<td></td>
</tr>
<tr>
<td>3.7% International</td>
<td></td>
</tr>
<tr>
<td>2.7% two or more</td>
<td></td>
</tr>
<tr>
<td>2.6% Black/African American</td>
<td></td>
</tr>
<tr>
<td>1.4% Asian</td>
<td></td>
</tr>
<tr>
<td>0.1% American Indian/Alaskan Native</td>
<td></td>
</tr>
<tr>
<td>0.1% Native Hawaiian/Pacific Islander</td>
<td></td>
</tr>
<tr>
<td>3.1% Unknown</td>
<td></td>
</tr>
<tr>
<td>2,690 degrees awarded</td>
<td>2,690</td>
</tr>
<tr>
<td>2,235 Baccalaureate</td>
<td></td>
</tr>
<tr>
<td>437 Master’s</td>
<td></td>
</tr>
<tr>
<td>7 Specialists</td>
<td></td>
</tr>
<tr>
<td>11 Doctorates</td>
<td></td>
</tr>
<tr>
<td>260+ student organizations</td>
<td>260</td>
</tr>
<tr>
<td>12 fraternities and sororities</td>
<td>12</td>
</tr>
<tr>
<td>(including) 3 culturally-based organizations</td>
<td></td>
</tr>
<tr>
<td>1,800 student employees</td>
<td>1,800</td>
</tr>
<tr>
<td>2,953 residence hall occupancy</td>
<td>2,953</td>
</tr>
</tbody>
</table>
The Response to COVID-19

UNI was swift in responding to the COVID-19 pandemic, and our rigorous mitigation efforts allowed us to successfully complete the Fall 2020 semester on campus. Requiring masks and social distancing, providing testing in our Student Health Center, introducing hybrid learning, updating campus HVAC systems, and increasing cleaning and sanitation efforts helped students stay safe while enjoying learning on campus. UNI also created a special website, forwardtogether.uni.edu, to keep students updated on campus policies and infection rates.

While mitigation efforts are being maintained throughout 2021, the success of our Fall 2020 semester allowed us to begin Spring 2021 with 74% in-person classes. With a campus infection rate that has consistently been below the county’s rate, no outbreaks on our campus, and vaccine clinics being offered by our Student Health Clinic, we look forward to returning to normalcy in the near future.
Facilities

An urban campus spread out across more than 800 acres, UNI has a number of state-of-the-art facilities that give students an engaging college experience. From academic resources, like the Rod Library and its high-tech collaborative workspaces, to cultural spaces, like several on-campus theaters, our campus is built for students who want to explore.

Key places:

- **The Industrial Technology Center** houses the Department of Technology, including the Metal Casting Center. The university is in the design phase of a $42 million renovation and expansion of the ITC. Located in Waterloo, the TechWorks Campus offers students the opportunity to work with cutting-edge technology, including the largest 3D printer in North America.

- **UNI Center for Urban Education** offers a number of programs to promote lifetime learning in the broader Cedar Valley community, including tutoring and Classic Upward Bound.

- **Business and Community Services** promotes UNI’s commitment to community service and educating Iowans for Iowa, connecting students with businesses and organizations through a number of programs and initiatives.

- **John Pappajohn Entrepreneurial Center** offers training and classes, including a major and certificate in Entrepreneurship, and helps connect students to opportunities with area business. The R. J. McElroy Student Business Incubator has also helped a number of UNI students launch their own successful business ventures.

- **Schindler Education Center**, home to the College of Education, debuted renovations, including high-tech collaborative classrooms, in 2017.

- **Rod Library** provides a number of cutting-edge resources to aid students in addition to thousands of books and academic texts.

- **UNI-Dome** is a 16,324-seat, indoor stadium that hosts athletic events and concerts alike.

- **McLeod Center** seats 7,018 and hosts athletic and other events throughout the year.

- **The Wellness and Recreation Center** houses multiple fitness machines, a free weight room, a climbing wall, aerobics and dance studios, 10 full-size basketball and volleyball courts, and an eight-lane 25-meter competition pool.

- **The Planetarium**, operated by UNI’s Department of Earth and Environmental Sciences, is regularly open for public shows, where attendees can view the night sky up-close.
Panther athletics is a major part of the culture at UNI, both for students and in the university’s role within the wider community. A member of the Missouri Valley Conference, UNI is home to 17 Division I teams who regularly compete in post-season play.

**Men's Sports**
- Basketball
- Cross Country
- Football
- Golf
- Track and Field (Indoor and Outdoor)
- Wrestling

**Women's Sports**
- Basketball
- Cross Country
- Golf
- Soccer
- Softball
- Swimming and Diving
- Tennis
- Track and Field (Indoor and Outdoor)
- Volleyball

UNI averages 400 student-athletes each semester, and they regularly perform exceptionally not only in competitions but also in their academic careers. Our student-athletes’ fall 2020 semester GPA was 3.54.

**Fall 2020 semester highlights**
- All teams had at least a 3.30 semester GPA, current and cumulative
- 9 teams have above a 3.50 cumulative team GPA
- 84% of student-athletes have a 3.00 or higher semester GPA
- 60% have a 3.50 or higher semester GPA
Qualifications and Qualities

- Capability to advance a bold vision for UNI and a demonstrated ability to make that vision a reality;
- Experience and a strong capacity to provide an immediate focus on increasing enrollment;
- Commitment to access, achievement, retention, and success for all students;
- Proven ability to build an inclusive environment and facilitate bold implementation of equity, diversity, and inclusion initiatives among students, faculty, and staff;
- Deep respect for transparency, the tenets of shared governance, and a strong understanding of labor management issues;
- Fiscal management and budgetary experience with organizations of similar complexity;
- Knowledge of revenue diversification, creative allocation, and resource generation, including fundraising;
- Organizational and management experience in leading, developing, and building consensus in an academic environment;
- Strategic planning experience and clear, fact-based and data-informed decision making abilities based upon regional and national trends in higher education;
- Broad knowledge of academic program and curriculum development to remain competitive and viable in regional, national, and global contexts;
- Demonstrated commitment to ongoing professional development and mentorship for faculty and staff;
- Ability to ensure that policies governing academic and student issues enhance the learning environment and support student success;
- Experience in community engagement and bridge-building with diverse constituencies, including state and city government leaders, the Board of Regents, K-12, businesses, and foundations;
- Practice of the servant leadership style along with demonstrated emotional intelligence and a clarion voice on behalf of UNI;
- Strong spoken, written, and listening skills with an approachable style;
- Determination to build upon UNI's strengths, supporting the university's role as a premier educator preparation institution in balance with current and emerging educational needs of the state, the liberal arts, scholarship, and research;
- Higher education teaching experience is required and experience in a regional comprehensive public university is preferred;
- Earned doctorate or terminal degree from an accredited institution of higher education and accomplishments worthy of appointment as a full professor;
- At least seven years of significant administrative experience in higher education;
- Experience overseeing faculty whose responsibilities include teaching, scholarship, and service.
The Application Process

The Provost and Executive Vice President for Academic Affairs will demonstrate an admirable work ethic, authenticity, and integrity. To assure best consideration, applications and nominations should be received by March 26, 2021. The application should include a letter of interest addressing the qualities described (not more than 3 pages); a current résumé (or curriculum vitae); and the names of at least five professional references with each person’s position, office or home address, e-mail address, and telephone numbers. References will not be contacted without prior authorization from the applicant. The new Provost will assume office by or before August 2021.

The search is being assisted by James McCormick, jim.mccormick@agbsearch.com, 651-238-5188, and Janice Fitzgerald, janice.fitzgerald@agbsearch.com, 717-580-0663, AGB Search. Nominations and applications should be sent electronically (MS Word or PDF Format) to uniprovost@agbsearch.com. Additional important UNI information may be found at https://provost-search.uni.edu/.

UNI actively seeks to enhance diversity and is an Equal Opportunity/Affirmative Action employer. The university encourages applications from persons of color, women, individuals living with disabilities, and protected veterans. All qualified applicants will receive consideration for employment without regard to age, color, creed, disability, gender identity, national origin, race, religion, sex, sexual orientation, protected veteran status, or any other basis protected by federal and/or state law.