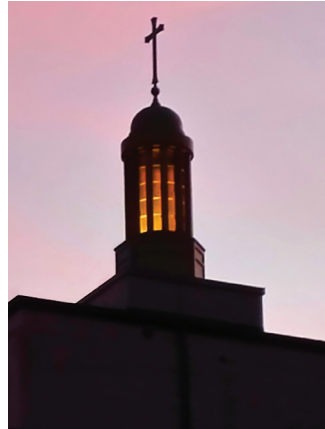




**Search for the Vice President  
for Academic Affairs**





## Alverno College Mission Statement

Alverno College prepares women for lives of personal and professional distinction and meaningful engagement with the world.

Alverno extends this mission by offering graduate and adult programs to women and men.

Inspired by its Catholic, Franciscan and liberal arts heritage, the College intentionally creates an inclusive community that engages students in active and collaborative learning and fosters academic excellence.



**Alverno College** is all of this and more — much more:

- A baccalaureate college for women, of national significance;
- A progressive Catholic, Franciscan college that welcomes students from all faiths and backgrounds; and
- A college that celebrates its diversity and offers an impressive and much-praised abilities-based curriculum.

As Wisconsin's first designated Hispanic-Serving Institution (HSI) and the nation's "most inspiring college" (*The Wall Street Journal*), Alverno welcomes a broadly diverse student body and centers its efforts squarely on student learning. In addition to its baccalaureate college for women, Alverno offers an array of coeducational graduate, adult, online and associate degree programs.



Alverno is a place of transformation and creativity; of substance and style; of diversity and hospitality. It is a college that reveres tradition and encourages innovation. Most important, Alverno is a community — learners, teachers and supporters — all focused on students and their learning. As Wisconsin's first designated HSI, Alverno enrolls a highly diverse student body of virtually every demographic and experience.

We seek a Vice President for Academic Affairs to lead our faculty and academic staff and the evolution of Alverno's storied academic programs at this challenging yet exciting time in higher education. We are searching for a colleague who will serve as a key Alverno leader, refining and implementing Alverno's strategic plan and collaborating with the senior leadership team, faculty and staff to attain the College's ambitious goals.



The Vice President reports directly to the President and serves as a key member of the senior leadership team, while also serving as the leader of the faculty, the team of deans and the academic staff. The successful candidate will oversee all areas connected to the academic life of the College, including active collaboration with, and oversight of, the academic deans and academic staff.

The Vice President will have a deep commitment to experiential learning and collaborative teaching, oversee a rich and rigorous abilities-based curriculum, and work closely with a faculty who share a set of pedagogical principles shaped by theories of assessment as learning.

The successful candidate will be a seasoned administrator, preferably with significant teaching experience. The candidate will demonstrate:



- commitment to the mission of Alverno as a Catholic, Franciscan institution of higher learning; to a mission where the primary focus is the undergraduate education of women; and to a mission where the philosophy and practice of an abilities-based curriculum is deeply ingrained and a source of significant institutional pride;
- deep respect for the values and practice of faculty in an institution with a primary commitment to excellent teaching; and
- an established record in managing an academic enterprise of considerable complexity, as well as the will and ability to embrace rapid and significant change.

## More about Alverno

Founded in 1887, Alverno College is a four-year, Catholic liberal arts college sponsored by the School Sisters of St. Francis. In fall 2018, Alverno College enrolled approximately 1,700 students in its undergraduate programs for women and its graduate, associate and degree completion programs for women and men. Student learning and their personal and professional development are the central focus of everyone in the Alverno College community. Along with the undergraduate programs for women, the College also offers a number of graduate programs, including doctorates in Nursing and, pending accreditation, Education.

Committed to active, student-centered learning, and internationally recognized for its assessment-as-learning model, Alverno integrates within a developmental curriculum eight core abilities that every undergraduate student masters: *Communication, Analysis, Problem Solving, Valuing in Decision-Making, Social Interaction, Developing a Global Perspective, Effective Citizenship and Aesthetic Engagement.*

The College is ranked among the top four Midwest Regional Universities in the 2019 *U.S. News & World Report* “Strong Commitment to Teaching” category and highest in Wisconsin for the ninth consecutive year. In addition, Alverno consistently ranks among the top regional universities in the Midwest in the category of “Most Innovative Schools.”

Located in Milwaukee, Wisconsin, an urban center alive with promise, innovation and challenge, Alverno College is an engaged citizen of its home city, participating with partners across the region to address current and emerging workforce needs, as well as persistent challenges facing the city and region.





## LEADERSHIP AGENDA for the Vice President FOR ACADEMIC AFFAIRS

---

The Vice President for Academic Affairs is the chief academic officer of the College. Reporting to President Andrea Lee, IHM, the Vice President serves as the leader of the faculty, as the academic voice on the Administrative Council and as a member of several College committees, including serving as chair of several. The Vice President also serves as liaison to the Board of Trustees Committee on Academic Excellence and oversees an array of academic services. In addition to the academic deans, the overall academic structure of Alverno College includes the directors of the Center for Academic Excellence, Instructional Services, Assessment and Outreach, the Library and Campus Ministry.

This vice-presidency is a full-time administrative appointment. The position carries faculty status in an appropriate department, and successful candidates should present credentials that merit rank at the level of professor. The Vice President inspires academic excellence, innovation and diversity by enabling and supporting faculty effectiveness, student success and active collaboration with both internal and external partners.

An important responsibility is providing leadership to Alverno College's work as Wisconsin's first federally designated HSI. In concert with its enduring commitment to the undergraduate education of women, Alverno seeks a Vice President whose own professional life and interests embrace the values of inclusion and the empowerment of women, and to serving students who are the first in their families to attend college or who have a limited range of educational options available to them.

The Vice President leads an energetic and committed faculty that offers excellent educational programs through traditional, hybrid and online delivery modes of instruction, all highly focused on experiential learning.

Growth in graduate enrollment is a primary strategic goal. A central focus of Alverno's strategy for the future is to develop, strengthen and expand its graduate programs. The Vice President will lead this initiative with the deans and faculty, including sustaining a creative and active partnership with the Graduate Council.

The Vice President provides leadership for the deans in imagining, designing, implementing, and assessing academic programs and initiatives that align with the Alverno College mission and strategic plan. The Vice President, together with the deans, partner with the Alverno faculty in building a strong, relevant, market-responsive curriculum.

The Vice President for Academic Affairs serves on the President's leadership team, represents the President as appropriate and serves in a collegial relationship with the other members of the Administrative Council. Of central importance, the Vice President seeks and maintains an effective, collegial working relationship with the Alverno faculty. The Vice President serves at the highest levels of institutional governance and administration, often articulating the faculty voice in those settings.



A key, and perhaps most important, collaborative relationship for the Vice President for Academic Affairs is with the Vice President for Enrollment. It is the mutual responsibility of these leaders to collaborate actively to ensure close, productive relationships among Admissions and Retention staffs and the faculty. The Vice President also collaborates actively with the Advancement division to secure financial support for academic and teaching excellence and the development of new academic programs.

## About Milwaukee, Wisconsin

Milwaukee is a big, thriving city with a small-town feel. Nestled on the coast of Lake Michigan, the city is buzzing with growth and an entrepreneurial spirit. The largest city in Wisconsin, Milwaukee boasts a stunning lakefront, a world-class art museum and many unique restaurants. The city will host the Democratic National Convention in July 2020, and Milwaukee's arts scene rivals that of cities many times its size. It is no wonder Milwaukee recently made the *Forbes* list of top 15 emerging cities.

Milwaukee has a population of nearly 600,000 residents and is home to 14 colleges and universities. It is a mecca for cultural opportunities, offering 12 major public museums, including the architecturally significant Milwaukee Art Museum. Enthusiastic fans support Milwaukee's (and Wisconsin's) professional sports teams with unmatched passion and pride.

Milwaukee is the ultimate outdoor playground, the perfect place to hike, sail, bike or challenge friends to a sand volleyball game. The city also features more than 140 parks and 150 miles of trails. Brew City, as it's called, might be known for its beer and cheese, but there are plenty of other good eats. Foodies can get their fill at funky cafes, ethnic eateries and restaurants that feature locally grown food.

Milwaukee is an amazing place to live because of its attractive features and low cost of living. If you're used to East and West Coast prices, you'll be pleasantly surprised by how far your money goes here, whether it's for a mortgage, rent or just a night out on the town. Milwaukee is a destination that exudes vitality and determination, making it an exciting destination for active professionals.



## Strategic Leadership and Planning

---

1. Provide visionary, inspiring and collaborative leadership for the faculty and academic staff, and facilitates the development, enhancement, quality and growth of Alverno's academic programs;
2. Inspire a culture of growth, active engagement and 'next-horizon thinking' among Alverno faculty and deans;
3. Demonstrate leadership in enabling academic innovation based on emerging trends and market demand for existing, reimagined and new academic programs;
4. Build a dynamic list of academic program initiatives through ongoing engagement with industry and on-campus partners;
5. Assume the lead academic role in developing and implementing Alverno College's strategic plan, including offering vision, support and oversight for dean and faculty engagement in planning for Alverno's future;
6. Lead academic change and oversee timely implementation of strategic academic initiatives;
7. Align academic structure and internal governance with strategy and changing needs;
8. Offer time, expertise and support to the President in addressing ad hoc requests and performs other duties as requested.

## Academic Leadership

---

1. Lead a team of deans in enabling and supporting the best work of Alverno College faculty;
2. Oversee the academic life of a college offering a robust array of undergraduate and graduate programs, with plans for substantial growth in two-year, certificate and stackable degree programs;
3. Provide effective leadership in balancing Alverno history and legacy with present realities and future possibilities;
4. Actively enable development of community, an innovative spirit and positive morale among faculty and colleagues;
5. Serve as an influential member of the President's Administrative Council, contributing academic voice and advocacy to important deliberations while actively enabling collegial relationships among peers and colleagues;
6. Actively engage in planning for faculty and academic staff development through academic convocations, conferences and speaker selection;
7. Serve as senior academic officer in overseeing faculty governance and employment and personnel matters, including faculty evaluations and promotions in collaboration with the deans, and coordinating faculty searches, including interviewing final candidates;
8. Serve as primary liaison to the regional accreditation association and state licensure bodies and oversee all matters related to institutional, as well as specific program, accreditation;
9. Execute periodic and comprehensive program review of academic programs and majors, employing significant faculty input and relevant data in assessing quality and making key decisions;
10. Develop an agenda for academic grants and fundraising projects in collaboration with Advancement officers;
11. Prepare and oversee the academic budget, working with deans and academic staff department heads to propose a coherent, balanced academic budget that is thoughtfully tied to Alverno's strategic agenda.

## External Leadership

---

1. Serve as a key collaborator with the Vice President for Enrollment and the Marketing and Communications team to achieve the College's enrollment goals;
2. Serve as a key public face for Alverno College by collaborating with the President and Vice President for Advancement to engage external entities, such as corporations and other higher education institutions, in advancing College programs and strategic agendas;
3. Serve as a key collaborator with the Vice President for Advancement in securing external support for academic programs and faculty;
4. Support the deans in establishing, maintaining and effectively engaging their various advisory councils;
5. Serve as primary liaison to the Board of Trustees Committee on Academic Excellence;
6. Serve on external boards and committees, especially those connected to Alverno's strategic agenda.

## Minimum Qualifications

---

1. Willingness to embrace Alverno's mission as a Catholic, Franciscan college; as a college for women with a broadly diverse faculty, staff and student body; and as a college that embraces its abilities-based curriculum and assessment-as-learning pedagogical philosophy;
2. Three to five years of administrative experience at the dean level or higher, preferably at a liberal arts college with graduate and professional programs;
3. Ability to set goals, enable others to reach them and be accountable for specific outcomes;
4. Evidence of strong, confident leadership and broad knowledge of key trends in higher education;
5. Ability to collaborate successfully with colleagues at the senior level, and with deans, faculty and academic staff, in advancing the academic enterprise;
6. Ability to apply broad, institutional thinking to challenges and opportunities that present themselves;
7. Ability to maintain the active trust and collaboration of Alverno faculty and colleagues in pursuing common goals;
8. Ability to communicate honestly, appropriately and meaningfully with faculty, colleagues, students and other Alverno constituents;
9. Decisive, engaged, resilient, energetic and thoughtful!

## Education and Required Experience

---

1. A doctoral degree, preferably in an academic discipline offered at Alverno College;
2. Successful experience in academic administration at the dean level or higher, preferably in a small, liberal arts environment.

## How to Apply

---

To apply for this position, please submit a substantive cover letter addressing the qualifications, attributes and responsibilities listed above; a curriculum vitae; and a list of three professional references with full contact information and a note indicating the nature of your working relationship with each. References will not be contacted without the explicit permission of the candidate.

Candidates who reach the campus interview stage of this search may be asked to prepare a further written document in response to the Alverno College strategic priorities and will engage in substantive conversation during the final interview stage with faculty, administrative colleagues, trustees and others. Alverno is deeply committed to values of inclusion and thus enthusiastically seeks a broadly diverse pool of applicants.

Applications, nominations and expressions of interest can be submitted electronically, and in confidence, to [vpaa.search@alverno.edu](mailto:vpaa.search@alverno.edu).

The position is open until filled, but applications received by **November 1, 2019**, can be assured full and prompt consideration.