

DRAKE UNIVERSITY
Des Moines, Iowa

PROVOST

Drake University seeks a distinguished educator with a strong record of experience and success in academic administration to serve as provost. The provost serves as the leader of an outstanding faculty deeply committed to teaching and scholarship and as a key member of the senior administrative team. The provost carries the primary responsibility for ensuring and enhancing the quality of undergraduate, graduate and professional education through the promotion of excellence in teaching and learning, the development of scholarship, and close student-faculty interactions. It is anticipated that the new provost will begin duties on July 1, 2009.

The university community seeks a leader with a passion for enhancing academic programs and services and sustaining the intellectual vitality of the campus; someone with experience in program and curriculum development, and a commitment to integrating the arts and sciences and professional education. The provost should have outstanding leadership and management skills and a demonstrated commitment to educational excellence.

The successful candidate will have a Ph.D. or equivalent academic credential and an outstanding record of accomplishment in teaching, research and professional service sufficient to earn tenured full professor status in the relevant university academic unit. A talent for developing, articulating, implementing and advancing an institutional vision consistent with the university's mission will be of primary importance. Leadership and management skills, including the ability to work openly and collaboratively with faculty and staff, an ability to reach out to and communicate effectively with other branches of the institution, with community partners, funding agencies, and donors is expected. The provost must demonstrate a commitment to promoting diversity in student, faculty, and staff ranks.

DRAKE UNIVERSITY



Drake is a private institution with a well-articulated mission to promote the integration of liberal arts and professional education in order to shape its students as reflective scholars, effective practitioners and engaged citizens. Drake faculty make effective teaching their first priority but also pursue research, writing, and creative performance.

Drake's six colleges and schools offer breadth and depth in all of their programs. Its some 5,600 undergraduate, graduate and professional students may choose from more than 70 programs of study, and they have the option of designing an individual major to help meet educational, professional and personal goals. Drake's student-to-faculty ratio

of 14:1 offers a quality experience that reflects its mission statement and allows the type of faculty attention to student work expected from a private institution. Professors are partners in their students' learning processes, both in and out of the classroom.

DRAKE UNIVERSITY MISSION STATEMENT

Drake's mission is to provide an exceptional learning environment that prepares students for meaningful personal lives, professional accomplishments and responsible global citizenship. The Drake experience is distinguished by collaborative learning among students, faculty and staff and by the integration of the liberal arts and sciences with professional preparation.

A DRAKE EDUCATION

A Drake education aims to help students develop self-understanding and individual talents that contribute to meaningful personal lives as they integrate liberal arts and sciences knowledge and professional preparation to become reflective practitioners and engaged citizens.

This is accomplished by systematic attempts to link curricular, co-curricular and extra-curricular experiences that urge students to see themselves and their personal development through a critical understanding of the interdependence of their own with other cultural and social histories and practices and the peoples who pursue them. They are encouraged to use the knowledge and experience gained during their time at the university to make responsible ethical choices while following personal aspirations both in their lives on campus and beyond.

The Drake mission encourages students to take responsibility for their own learning as well as for their own emotional and physical well-being and to articulate a reasoned vision of ethics and values and to hold themselves to high standards of integrity and accountability. They are urged to develop an appreciation of the value of life-long learning; to gain an understanding and appreciation for the complexity of the world around them; and to see and pursue multiple ways of knowing that world. Students at Drake are also encouraged to be leaders in their respective fields of study and career choice and to be prepared to move into diverse professional, organizational and commercial endeavors.

Drake's mission and practice seek to prepare students to be both broadly educated and immersed in specific disciplinary, interdisciplinary, and professional knowledges. All students are expected to develop skills in effective writing and speaking, to think critically, and to apply what they learn to new situations that confront them while interacting with respect and concern for others. The Drake undergraduate experience seeks to prepare students for entry into various post-graduate paths including a wide range of employment and graduate and professional education.

DES MOINES, IOWA

Drake's location in Des Moines, Iowa, the state capital, puts the university at the crossroads of the state's cultural, business and political activity, all of which provide students with many opportunities for learning, internships, and careers linked to the city's wealth of businesses, schools, healthcare systems, government and cultural institutions and activities. Des Moines was recently ranked as the 9th best place to live in the United States by *Kiplinger Personal Finance* magazine and has an abundant range of entertainment and leisure options.

- Drake's 150-acre campus is within 10 minutes of downtown Des Moines; facilities include both modern architectural showplaces and historic buildings.
- The Drake neighborhood is an eclectic mix of turn-of-the-century homes, shops and services including coffeehouses, restaurants, grocery stores and an art-house movie theater.
- Drake's location in the political and business hub of Iowa, coupled with the University's reputation in the community, makes Drake a resource upon which area employers rely when filling internships and jobs.

Drake offers its students many of the benefits of large state universities with the intimacy and personalization of a private institution. Drake's size allows faculty and staff to foster close relationships with students that help meet educational, professional and personal goals.

ACADEMIC LEADERSHIP

Drake University's top administrative leadership is impressive. A recent *Chronicle of Higher Education* survey placed Drake among the top five in the country for institutions of its size for faculty/staff confidence in senior leadership. Its financial profile is healthy, the faculty and staff excellent, and student recruitment and retention extremely strong. The academic profile is strong and poised for continued refinement and growth. The university has a history of focused strategic planning in the past nine years. A new 5-year strategic plan, developed by a faculty/staff/student task force chaired by the president, will be submitted for ratification to the faculty senate, all-staff council and board of trustees in the fall.

Given these strengths and accomplishments, Drake University specifically seeks academic leadership from the new provost in the following ways:

Vision: Drake is committed to a vision that promotes a culture of teaching, learning and inquiry for its students, faculty and staff. It intends to create an environment where innovative approaches to teaching and learning are developed, implemented and evaluated and where faculty are supported to pursue their writing and research as models of this process. The provost is expected to improve existing programs, help develop new

and innovative interdisciplinary offerings and to collaborate in establishing priorities for implementing these new or enhanced offerings in service of this culture.

Leadership: The new provost must provide academic leadership within an environment that includes a tradition of outstanding liberal arts education, strong graduate and professional programs, and broad and creative interdisciplinary program offerings along with increasingly strong student participation in study abroad and international programs and collaborative faculty/student research.

Planning and Priorities: Collaborating with students, the faculty, and senior administrative colleagues, the provost leads an institutional academic planning process that is comprehensive and inclusive. Priorities must be reviewed, resources attracted and/or re-directed, and a comprehensive planning process that has been put in place continued to insure quality in all programs and course offerings.

International Initiatives/Global Education: The university's mission statement emphasizes preparation of Drake students for responsible global citizenship, and in recent years Drake has undertaken a number of initiatives designed to address this goal, including the establishment of the Center for Global Citizenship, the creation of the highly innovative Drake University Language Acquisition Program, and the ongoing development of a robust series of exchange relationships with institutions abroad. Drake's new strategic plan identifies international/global issues as a dominant theme in the university's future, and the new provost will be expected to provide a substantial amount of leadership and support in this area.

Diversity: Faculty and students describe a culture of hard work, shared purpose and individual freedom that encourages each individual to expand his or her potential. Diversity adds greatly to the culture of the community, and Drake is committed to diversity in all of its forms and for all in the campus community. The provost will lead efforts to ensure that academic freedom and excellence flourish in an environment that encourages diversity of people, ideas and expression.

Budget and Finance: The provost must be skilled in academic budget development and committed to budget management and oversight; must work collaboratively with the president, the cabinet, deans, the faculty budget committee and the Vice President for Business and Finance in developing and funding academic priorities and programs consistent with the Drake mission.

Technology: Given the increasing role technology plays in support of academic programs, instruction, faculty and student research, and related areas, the provost must review, support and, where appropriate, direct the integration and upgrading of technology and information systems.

Collegial Relationships: It is imperative that the new provost forge the best of personal and professional relationships with all relevant constituencies. The provost chairs the deans' council, and is a member of the president's cabinet. Drake is a community of

faculty, students and staff living and working together in an atmosphere of mutual respect, civility and common purpose. It is expected that the new provost will provide a style of leadership that recognizes the central importance of continuing to build this community in the context of the primacy of the academic needs of the institution.

PROVOST ATTRIBUTES

To continue and enhance Drake's distinguished academic program, the next provost should have the following attributes:

An informed commitment to the ideals of the liberal arts and professional education programs commensurate with the mission and vision of Drake University;

The ability to articulate those ideals persuasively;

A principled view of the world and the confidence to seek consensus based on the founding principles of the university;

A deep understanding of what goes into teaching, learning and scholarship based on a *Curriculum Vitae* of academic qualifications and a record of scholarship that would be deserving of tenure as full professor in one of the academic departments or programs at the university;

An appreciation of Drake's distinctive culture and values and its special niche in higher education;

A commitment to embrace diversity in thought and action;

Significant, relevant and successful academic administrative experience;

A collaborative, inclusive leadership style that seeks input from and demonstrates respect for the relevant aims and needs of all campus constituencies;

An appreciation of and commitment to the vital integration of students' curricular and co-curricular experiences in support of the university's stated mission;

A vital mind with a broad vision, varied interests, an open perspective, balanced judgment and creativity;

The courage and strength of character to make and support difficult decisions, when necessary;

An appreciation and understanding of the need for fiscal discipline;

A personal commitment to the highest ethical principles of academic integrity, freedom of thought and inquiry, and civility;

Excellent communication skills with a comfortable public presence;

Energy, stamina, enthusiasm, and a sense of humor.

NOMINATIONS AND INQUIRIES

The provost search committee will begin a review of candidate applications immediately and continue until an appointment is made. Nominations and expressions of interest, which will include a letter of interest, curriculum vitae, and five professional references, with e-mail and telephone numbers included should be sent electronically (MS Word format preferred) to **DrakeProvost@academic-search.com**.

The search is being assisted by Dr. Jamie Ferrare of Academic Search in Washington, D.C. You may direct inquiries to his attention at 202-263-7472 or jpf@academic-search.com. To learn more about Drake University, please visit its website at www.drake.edu

Drake University is an equal opportunity employer committed to diversity in the workforce.