



DAKOTA WESLEYAN UNIVERSITY



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Inviting Applications and Nominations for

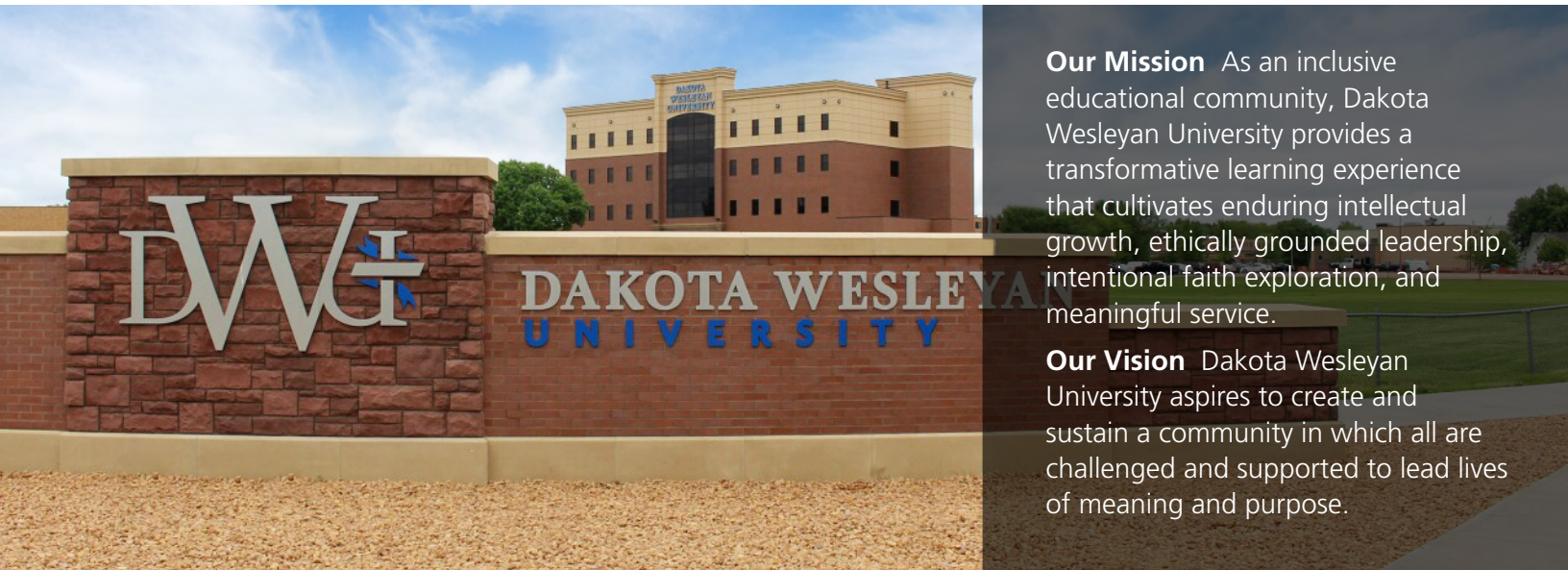
Provost



MYERS McRAE
EXECUTIVE SEARCH AND CONSULTING



Dakota Wesleyan University, a private liberal arts university in South Dakota, seeks an outstanding leader with exceptional academic, strategic, operational, and interpersonal capabilities to join the University's senior leadership team as Provost.



Our Mission As an inclusive educational community, Dakota Wesleyan University provides a transformative learning experience that cultivates enduring intellectual growth, ethically grounded leadership, intentional faith exploration, and meaningful service.

Our Vision Dakota Wesleyan University aspires to create and sustain a community in which all are challenged and supported to lead lives of meaning and purpose.

ABOUT THE UNIVERSITY

Dakota Wesleyan University was founded in 1885, in what was then Dakota Territory, by Methodist settlers. Its reputation has expanded worldwide since that humble beginning. Today, the university is home to an inclusive educational community fostering a transformative learning experience that cultivates enduring intellectual growth, ethically grounded leadership, intentional faith exploration, and meaningful service. Furthermore, according to our graduate exit surveys, 99 percent of DWU graduates would recommend the university to a student seeking a quality educational experience.

Over the last decade, DWU has grown in enrollment. Currently, over 900 students are pursuing associate, bachelor's, and master's degrees across the university's three colleges: College of Arts and Humanities; the Donna Starr Christen College of Healthcare, Fitness and Sciences; and the Ron and Sheilah Gates College of Business, Education and Social Science. In addition to unprecedented enrollment growth and successful expansion into adult and online learning, the university has completed more than \$60 million in construction on its facilities, including a new science building, new and updated residence halls, a new sport and wellness complex, and a new School of Business, Innovation, and Leadership.

Significant changes in academic offerings have complemented this growth. These innovative programs include Learn & Earn at a satellite campus in Pierre, SD, that matches motivated students with professional opportunities that allow them to earn certificates leading to a degree, and Practical Church Leadership, which is a graduate program providing individuals in church leadership the vital business skills to manage contemporary centers of worship. It also has added programs and majors in emerging fields relevant to the economic needs of the region.

Throughout its history, the university has remained responsive to the unique needs of its region. Strong programs in teacher education have provided new teachers for school districts. Nursing and allied health programs address the continuing need for healthcare professionals in rural South Dakota. Valuing its historic church relationship, Dakota Wesleyan University has remained true to its United Methodist heritage and embraces John Wesley's Christ-centered model of uniting knowledge, reason, and vital faith in curricular and cocurricular activities.

With robust music and theatre programs, a variety of conferences and lecture series, as well as sixteen intercollegiate sports, the university provides cultural, educational, and entertainment opportunities for

all interests. Dakota Wesleyan University also has a beautifully maintained campus and new facilities for student and community use. As in the early years, today's students enjoy an environment where minds are challenged, souls are nourished, friendships are forged, and lives are transformed.

The university offers compelling courses of study in the humanities, social sciences, natural sciences, health professions, education, and business. Forty-four fulltime faculty members provide instruction, mentoring, and guidance to students. Among the faculty, sixty-eight percent hold a terminal degree, and forty-six percent are tenured. The university boasts a student to faculty ratio of 12 to 1.

Dakota Wesleyan also has articulation agreements with Southeast Technical College of Sioux Falls, Northeast Community College of Norfolk, Neb., Western Dakota Tech of Rapid City, S.D., Lake Area Technical College of Watertown, S.D., Missouri Valley College of Marshall, Mo., and a unique partnership with the Edward Via College of Osteopathic Medicine with locations in Virginia, South Carolina, Alabama, and Louisiana.

DWU is accredited by the Higher Learning Commission and the United Methodist University Senate. Individual academic programs are accredited or endorsed by the South Dakota Department of Education, the South Dakota Board of Nursing, the Commission on Collegiate Nursing Education, the Commission on Accreditation of Athletic Training Education, and the International Assembly for Collegiate Business Education.

Fiscal Affairs

Budget & Finance

Dakota Wesleyan is financially strong and well-managed. The university has an operating budget of over \$18.5 million with an operating surplus in eight of the last 10 years. Dakota Wesleyan's operating budget has remained solid despite the financial pressures impacting many small, private institutions. In the last decade, DWU has invested over \$60 million in new facilities and facility upgrades with minimal long-term debt.

The university continues to implement revenue and enrollment diversification strategies to meet the national challenge posed by the decline in the number of traditional-age students.

Advancement

DWU's Advancement efforts have resulted in an endowment currently valued at \$38 million, an increase of nearly \$15 million during the past decade. With the support of more than 8,400 living alumni, an engaged and dedicated donor base, and an average of 90 percent of the faculty and staff making gifts over the past 10 years, the university has been able to increase scholarships, fund construction, and solidify a healthy financial future. More than \$700,000 is typically raised each year for the Wesleyan Annual Fund. The university continues to prioritize endowment growth to ensure an affordable education for students while providing budget relief for the university.

Facilities and Construction

The DWU campus comprises thirty-six buildings on 55 acres. During the past six years, DWU has completed five major building projects, including Dakota Residence Hall, DWU/Avera Sports and Wellness Complex, DWU Black Box Theatre, Glenda K. Corrigan Health Science Center, and the School of Business, Innovation and Leadership.

Major building renovations have been made to the Alumni Welcome Center, Allen Residence Hall, Koka Residence Hall, Iron Tiger Weight Room, Innovation Labs, and the cafeteria.



DWU Values

The university's Mission is informed by the four values of learning, leadership, faith, and service:

Learning Dakota Wesleyan prepares students for meaningful careers in the context of a liberal arts education, which fosters adaptability, creative and critical thinking, artistic expression, experiential learning, innovation, collaboration, and a deeper understanding of our global community.

Leadership The university challenges all members of our university community to be leaders of character who maximize their strengths in their personal and professional lives. This community recognizes that students can develop and display leadership skills throughout the entirety of their collegiate experiences.

Faith As an engaged, faith-affirming community, Dakota Wesleyan embraces John Wesley's Christ-centered model of uniting knowledge, reason, and vital faith in curricular and cocurricular activities. The university challenges students to examine their own values, while respecting the diversity on campus and throughout the world.

Service DWU inspires and empowers our students, faculty, and staff to make a difference through creative, genuine service. Rooted in our United Methodist heritage, service is a natural extension of our nurturing community.

DWU HIGHLIGHTS

Named one of the 50 Best Places to Work

Prairie Magazine

Best Regional College,

Best Value School,

Top 50 Performer on Social Mobility,

Best Online Master's in Education Program,

and Best Online MBA Program

U.S. News & World Report

Ranked. No.2 for

Best Colleges in South Dakota

College Consensus

Hidden Gem in the Midwest

College Raptor

**NAIA Champions of Character
Five-Star Institution**

Bronze Military Friendly School

No. 5 Master's in

Education Administration

Intelligent.com





THE OPPORTUNITY

The **Provost** leads the university's efforts in academic and student affairs, supporting faculty and staff who offer students a transformative learning experience while overseeing the three colleges, the academic support programs, student life, and campus ministry. Reporting to the President and serving on the President's Cabinet, the Provost will work collaboratively with the university's many constituencies, including the Board of Trustees, the faculty, and other university leaders to realize the institution's strategic goals of cultivating an environment for learning and growth, strengthening learner success, responsibly optimizing and diversifying the student body, and reinforcing university foundations.

Primary Duties and Responsibilities

- Provide Dakota Wesleyan University's colleges, academic support programs, student life, and campus ministry with progressive academic and co-curricular leadership, vision, and direction to serve the mission and to meet the strategic goals of the university. This entails special attention to the work of the Associate Provost, the three academic deans (of the three colleges: College of Arts and Humanities; the Donna Starr Christen College of Healthcare, Fitness and Sciences; and the Ron and Sheilah Gates College of Business, Education and Social Science), the Dean of Students, the Director of the TRIO Student Support Services, the Director of Learning Resources, the Registrar, and academic advising.
- Recruit, support, and evaluate faculty and administrative staff.
- Collaborate with the President and other university leadership to provide outstanding support for students and to ensure that the academic vision integrates with Dakota Wesleyan's United Methodist heritage.
- Work closely with the Board of Trustees, the President, and various university constituents to develop, implement, and communicate academic and holistic development plans for DWU.
- Lead and direct the Academic Deans and the Dean of Students to meet and exceed retention targets and graduation rates for all academic programs.
- Partner with the President's Cabinet to develop and promote the institutional mission, academic and student life, philanthropic endeavors, and effective strategies.
- Coordinate out-of-classroom learning environments and support services to create a dynamic living-learning experience for students, emphasizing critical thinking and developing mission-focused leadership skills.
- Lead assessment, accreditation, and formation of academic policy.
- Oversee development of a wide range of curricular and pedagogical initiatives, including those for traditional, online, and adult learners.
- Provide budget supervision for all academic departments, programs, and academic support units, as well as for the administrative budgets in the Academic and Student Life areas of the university.
- Oversee the approval process for international students (as PDSO).

Expectations and Aspirations

Faculty Guide a talented, energetic, innovative faculty motivated to serve students, and one another, in helping students to grow and learn.

Student Learning Demonstrate knowledge, experience, and leadership in the discipline of student learning. The desired candidate should understand and be continually curious about ways in which adults develop intellectually, morally, and spiritually. The desired candidate should value the liberal arts and career preparation as a means of educating students.

Leadership Lead a highly skilled Deans' Council, which is charged with setting and implementing a strategic direction for the respective areas within the Provost's areas of responsibility, and serve on the President's Cabinet and the Leadership Council, a group of representatives from across campus that set strategic direction and review allocation of resources. The President's Cabinet is a nimble group of leaders that speak freely, work with passion, genuinely respect one another, and enjoy the gifts of prayer, laughter, and spirited conversation at every meeting.

Collaboration Strengthen a healthy faculty culture where there is collaborative and effective pursuit of strategies that strengthen the entire student experience. For example, the Provost, in collaboration with others, will strengthen the university's Faculty Institutes, the adaptive and developmental model for continually improving faculty practice that leads to student learning. Furthermore, a strength of the university is its many student-athletes. The Provost will lead collaborative efforts between faculty and coaches.

Transparency Work with the President, Deans' Council, Marketing and Communications, as well as committees and task forces to ensure that regular and transparent reports are provided to the campus community, coupled with opportunities for meaningful input.

Student Life Understand the importance of residential and co-curricular programming and experiences; advocate for their value; and strengthen the means of assessing such experiences. The Dean of Students, along with respective areas of supervision, reports to the Provost. Further, the Student Handbook charges the Provost with important responsibilities related to serious issues of student conduct (e.g., Title IX).

Innovation Embrace Dakota Wesleyan University's brand of being "different," which starts with our persistent drive to "get it right" even if that means trying something new. The foundation of our innovation rests on our broad definition of students. We have a rich tradition of educating traditional-aged students and we have coupled that with meaningful programs and practices in several new markets, from graduate education to certificate and degree completion. Another foundation of this work rests upon the Kelley Center for Entrepreneurship, a premier entrepreneurship program offering students inspiring educational and experiential learning opportunities across all disciplines, while leading outreach efforts and community education. Further, we also have the distinction of housing the McGovern Center, named in honor of distinguished alumnus George McGovern. Building on George and Eleanor McGovern's lifelong commitment to humanitarian outreach and civic engagement, the McGovern Center works to foster ethical leadership, social justice, public service, and community-based research and learning. Finally, we have a strong undergraduate research program, as well as an established Capstone Day.



Budget Management Support a budgetary environment that is transparent and fiscally responsible. Budget managers are frugal and want a partner in the Provost who is equally thoughtful about resource allocation. Strengthen an environment where good ideas, even those that require resources, are invited and duly considered within clear processes with measurable outcomes, including “Return On Investments.” Understand and embrace a fiscal environment where the clearest access to resources is through the reallocation of existing ones.

Essential Goals

Pursue the elements articulated in the university’s strategic plan, *Wesleyan. On Purpose*, including:

Design and Implement Active Learning

Support and guide a faculty passionate about ensuring meaningful student learning outcomes. The Provost must strengthen the means by which we persistently pursue this strategic goal.

Enhance and Increase Student Retention

The university has set retention goals, established working groups, and partnered with CREDO to raise the rates of retention over a five-year period. The Provost must ensure that retention initiatives are constantly reviewed, revised, and implemented to improve the student experience.

Strengthen the Campus Community with efforts for Diversity, Equity, and Inclusion

The first graduating class of DWU was nearly all women; the university has a rich tradition upon which to achieve the stated strategic objective of responsibly optimizing and diversifying the student body. The Provost will bring ideas and energy to these ongoing efforts.

Invigorate Student Life The university recently revised and elevated the leadership in Student Life, moving oversight from a director to a Dean of Students. The Provost will empower this leader to enhance the student experience and be a collaborative and valued institutional partner. The Dean of Students will pursue appropriate strategic goals and improve the means of assessing student outcomes.

Sustain Accreditation The university is accredited by the Higher Learning Commission, South Dakota Department of Education, South Dakota Board of Nursing, Commission on Collegiate Nursing Education, United Methodist University Senate, Commission on Accreditation of Athletic Training Education, and International Assembly for Collegiate Business Education. The institution is only a few years away from an HLC reaccreditation process. We seek a leader and partner in preparing for, and executing, this important process.

Expand Programs in Health Education

The university recently approved an expansion of the nursing program, launching a new site in Rapid City that will enroll the first cohort in fall 2024. The Provost will support and see this vision to fruition, and then continue to pursue opportunities for expanding Health and other programs.

Implement Civic General Education The Provost will join the faculty in ensuring that this new general education program serves students well and helps deliver upon the university’s mission and values. The Provost will work with other administrators to ensure that the university appropriately resources the program.



Expand Performing Arts The university has put more emphasis on the areas of performing arts, highlighted by the hiring of a Performing Arts Talent Coordinator, a professional staff member dedicated to recruiting students to these programs. Joining positive momentum in these areas, the Provost will provide leadership, energy, and support.

Optimize Academic Programs With a spirit of continual improvement, lead a process of program review that seeks, as the strategic plan calls for, to enhance the capacity of existing programs to responsibly optimize and diversify the student body. The goal is to continue to retain our undergraduate student market share while capitalizing on the growing adult, certificate, and online student market share.

Advocate for Campus Ministry The university has seen a resurgence of student and employee engagement in the faith life at DWU. The Provost will be an advocate for these efforts. For example, as a next step, the university seeks to ensure that all students and employees understand what it means to be a university of the United Methodist Church.

Minimum Qualifications

- Earned doctorate from an accredited university.
- Record of successful teaching at the college or university level.
- Evidence of innovative, creative, and collaborative leadership.
- Orientation toward the future, which includes anticipating society's changing needs, embracing advances in learning, and focusing on preparing students for the opportunities of tomorrow.
- Respect for the role of all who contribute to the mission of Dakota Wesleyan University.
- Commitment to United Methodist faith tradition (but not required to be United Methodist).
- Three years of experience in academic administration at the level of dean or assistant or associate provost or vice president.

Other Requirements

- Excellent oral, interpersonal, and written communication skills
- Ability to communicate positively and effectively with all university constituents
- Strong commitment to shared governance and collaborative leadership





Daniel R. Kittle, Ph.D., President

Dr. Daniel R. Kittle began his service as President of Dakota Wesleyan University in March 2022. He came to serve DWU because of a deep commitment to the values of a DWU education—learning, leadership, faith, and service. President Kittle believes those values are the foundation of dynamic education, one that prepares students for successful careers, but also meaningful, interesting, and full lives.

During his first year as President, Dr. Kittle worked with colleagues and constituencies to develop the institution's new strategic plan, *Wesleyan. On Purpose*. Adopted by the Board of Trustees and launched on Founders Day,

April 27, 2023, the plan celebrates Dakota Wesleyan's 138 years of service to students, families, and communities, and embraces the hallmarks of vocational discernment and preparation; diversity, equity, and inclusion; adaptive and innovative programs and opportunities; and attention to the wellbeing of employees. While reinforcing the University's historically strong foundations, the plan's strategic goals will enhance the University's culture of learning and growth, strengthen each learner's success, and responsibly optimize and diversify the student body by improving the capacity of existing programs and generating new growth.

Prior to joining the DWU community, he served as the Vice President for Student Life and Dean of Students at Wartburg College, in Waverly, Iowa. He served Wartburg for more than 16 years, starting in Academic Affairs with administrative responsibility for faculty development and community engagement. After serving in that role for three years, Dr. Kittle was promoted to Director of the Center for Community Engagement in 2008. In 2012, he was appointed the Assistant to the President for Strategic Initiatives. He was appointed the Vice President for Student Life and Dean of Students in 2015. He continued to be active in the classroom, teaching a first-year seminar each fall as well as regularly teaching a graduate class at the University of Northern Iowa on the history of higher education in the United States.

Dr. Kittle has a longstanding commitment to service in the community, starting in earnest while serving in Student Affairs at Michigan State University (MSU). While at MSU, he had a unique role whereby his position was jointly supported by the university and the City of East Lansing, charging him with leading efforts to build community between members of both entities.

During his career at Wartburg College, Dr. Kittle was part of a group of community leaders who founded the Bremer County Recovery Coalition, a regional organization that was tasked with disaster relief. Dr. Kittle was elected as the inaugural President and served in that role for over a decade. In 2008, this organization was the central committee that led the county's response to, and recovery from, a devastating flood that impacted thousands in the region. In addition, he served as the Chairman of the Board of Directors for the Blue Mountain Project (BMP), an international non-governmental organization dedicated to partnering with the people of the Hagley Gap District of Jamaica to improve health, education, and the economy.

Dr. Kittle earned a B.S. in public relations and political science from Heidelberg University, an M.A. in political science, and a Ph.D. in higher adult learning and education from Michigan State University. He has completed the Foundations of Christian Leadership program through Duke University, and the LECNA Fellows Program Preparation for Senior Leadership.



Dakota Wesleyan University is an equal opportunity employer and provider.

The Corn Palace in Mitchell attracts more than 500,000 visitors annually.



Mitchell, South Dakota

Just an hour west of South Dakota's largest city, Sioux Falls, Mitchell offers the best of small-town living. Restaurants, boutiques, thriving businesses, performing arts, dozens of annual events, an unparalleled outdoor lifestyle, and light traffic provide a high quality of life in the city of 15,000 residents. Its location is within minutes of some of the best fishing and upland game hunting in the United States.

Additionally, the cost of living in Mitchell is 20 percent lower than the national average, according to bestplaces.net. To add to those savings, South Dakota does not have a state income tax.

Technology is an important part of the Mitchell economy, with several large employers attached to the telecommunications industry. Rare for a city of its size, Mitchell has multiple broadband service providers and offers every home and business fiber-to-the-premise. In fact, Mitchell was named a Top 7

Intelligent Community by the Intelligent Community Forum in 2015. This global honor is given to cities of any size that use technology to improve quality of life for all citizens. Multiple manufacturing plants employ hundreds, and a dynamic service economy is essential to the economic success of the entire region.

Quality healthcare is readily available. Mitchell has a 67-bed hospital and related facilities, including the Avera Cancer Institute. With more than 800 personnel, it is one of the largest employers in the region, offering 45 medical providers, and is an excellent resource to the university for clinical instruction and in the practice of health and wellness through the DWU/Avera Sports and Wellness Complex.

DWU is fortunate to partner with the local two-year public Mitchell Technical College in several degree areas. Mitchell's public K-12 education system, a vital partner to DWU's Department of Education, is award winning, and the city is home to two private schools, John Paul II and Mitchell Christian School.

Application & Nomination Process

Confidential inquiries are welcomed, and nominations are invited.



(478) 330-6222 MyersMcRae.com

Applications

1) Application packet must include:

- A letter of application that addresses the responsibilities and qualifications of the position
- Current résumé
- At least five references with full contact and e-mail information. (*References will not be contacted without applicant's consent.*)

2) **Submit application packet** (preferably as PDFs) to DWU-Provost@myersmcrac.com by **February 1, 2024**, for best consideration. Additional information will be requested upon receipt of application. Applications will be accepted until the position is filled.

Nominations

Submit nominations to DWU-Provost-nominate@myersmcrac.com with complete contact and e-mail information for the individual being nominated.

Consultants

Darrel Colson, Senior Consultant, and **Kenny Daugherty**, President of **Myers McRae Executive Search and Consulting**, are assisting Dakota Wesleyan University with this search. **Request a conversation at** DarrelColson@myersmcrac.com.