



# FLORIDA GULF COAST UNIVERSITY



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*Inviting Applications and Nominations for*

## Associate Vice President, Academic Engagement





*Florida Gulf Coast University, a comprehensive state institution of higher education in Southwest Florida, seeks an experienced administrator and innovative leader in student success programs to serve as **Associate Vice President, Academic Engagement**. Reporting to Dr. Mitch Cordova, the Vice President for Student Success and Enrollment Management, the Associate Vice President, Academic Engagement serves on the Vice President Leadership Team and is an active participant in all aspects of University-wide student academic engagement. This administrator provides leadership and administrative oversight for Adaptive Services, Career Development Services, Center for Academic Achievement, Internships and Cooperative Programs, Office of the First Year Experience, Service Learning and Civic Engagement, Testing and Assessment, Student Support Services and Outreach Programs, and University Advising Services. While a start date is negotiable, the preference is November 1, 2022.*



## ABOUT THE UNIVERSITY

Accepting its first student in 1997, Florida Gulf Coast University (FGCU) is one of the newest member institutions of the State University System of Florida and is celebrating its 25th year anniversary. Dr. Michael V. Martin has served as President since July 1, 2017. FGCU's Board of Trustees is launching a national search to hire its fifth president as President Martin retires from office in December 2022.

Emphasizing innovative, student-centered teaching and learning, the University values and promotes environmental sustainability, diversity, community partnerships, public service, civic responsibility, and lifelong learning. In *U.S. News & World Report's* 2022 Best Colleges Report, FGCU is tied for 7th in Most Innovative Schools among Regional Universities in the South in terms of curriculum, faculty, students, campus life, technology, and facilities.

Serving nearly 16,000 students, FGCU offers 63 undergraduate programs, 26 master's degree programs, 7 doctoral programs, and 17 academic certificates, all of which prepare students to excel and innovate. Eighty-one percent of classes are taught by full-time faculty. The University has 11 colleges and schools: College of Arts & Sciences, Lutgert College of Business, College of Education, U. A. Whitaker College of Engineering, Marieb College of Health & Human Services, Honors College, Bower School of Music & the Arts, Daveler

& Kauanui School of Entrepreneurship, School of Nursing, School of Resort & Hospitality Management, and The Water School. In addition to on-campus classes, a number of undergraduate courses and graduate degree programs and certificate programs are taught online. The average freshman retention rate is 81 percent.

The University's 800-acre main campus in Southwest Florida is located south of Fort Myers and is 21 miles from Naples. Multiple facilities have been constructed recently to keep pace with the rapid growth of enrollment, including a new Recreation and Wellness Center, Student Community and Counseling Center, The Water School, and Lucas Hall, a 27,000-square-foot, three-story building for entrepreneurial programs, classes, and students.

Even with the expanding number of buildings on the campus, 400 acres on the main campus have been set aside for environmental preservation. Environmental sustainability is the principal goal expressed in the University's charter. The campus is home to 300 residential and migratory birds and endangered species; a 15-acre solar energy field; nature trails winding through pine flatwoods, cypress swamps, and other ecosystems, and a Food Forest designed and maintained by students as a permaculture botanical garden.

Students have access to significant academic resources and support services to keep them on track to graduate on time and launch successful careers. FGCU's 587 faculty members represent a diverse community of scholars and researchers with a strong commitment to teaching and service. Many professors have entrepreneurial spirits and are excited by the prospect of creating new programs and initiatives that prepare students to address emerging trends and needs.

FGCU houses over 4,700 residents in state-of-the-art award-winning residence halls, including nationally recognized Sovi Hall, of that, 80% are freshman attending college for the first time. Beyond the classroom, FGCU provides meaningful opportunities and programming that support students' interests, enhances personal growth, and encourages campus and community involvement. More than 200 student organizations and 26 sports clubs are active on campus, along with 28 fraternity and sorority chapters. Transportation services include campus shuttles that run between the main campus/academic corridor and University residential housing areas. Students also have access to a bike loan program.

With 15 intercollegiate men's and women's sports, the FGCU Eagles have won a combined 87 conference regular season and tournament titles over the past 14 years in NCAA Division I. The Eagles are a member of the ASUN Conference and the Coastal Collegiate Sports Association in women's swimming and diving.

FGCU has 37,779 alumni of which 53 percent live in Lee, Collier, and Broward counties, Florida. The University holds the second-highest graduate employment rate among all Florida state universities.

**OUR MISSION** - Florida Gulf Coast University, a comprehensive institution of higher education, offers undergraduate and graduate degree programs of strategic importance to Southwest Florida and beyond. FGCU seeks academic excellence in the development of selected programs and centers of distinction in science, technology, engineering, and mathematics (STEM) disciplines, health professions, business, and marine and environmental sciences. Outstanding faculty and staff supported by a strong community of advisors prepare students for gainful employment and successful lives as responsible, productive, and engaged citizens. FGCU emphasizes innovative, student-centered teaching and learning, promotes and practices environmental sustainability, embraces diversity, nurtures community partnerships, values public service, encourages civic responsibility, and cultivates habits of lifelong learning and the discovery of new knowledge.

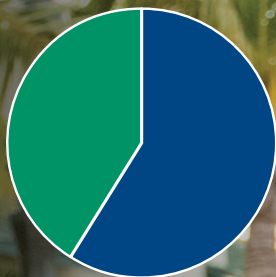
**OUR VISION** - Florida Gulf Coast University will achieve national prominence in offering exceptional value in high-quality educational programs that address regional and statewide needs. Our programs, firmly grounded in the liberal arts and sciences, will employ emerging instructional technologies. Possessing an entrepreneurial spirit, graduates will be well prepared for productive lives as civically engaged and environmentally conscious citizens with successful careers, ready to pursue further education.





■ Female

■ Male



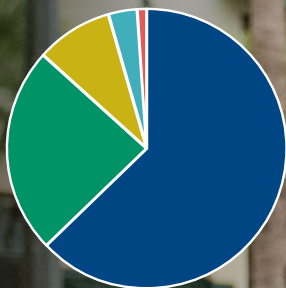
■ White

■ Hispanic

■ Black

■ Asian

■ Native American



**76%**

Selected FGCU as #1 choice

**89%**

Confident they have the ability to be successful in college

## FALL 2021 FRESHMAN CLASS

37% first-generation college students

75% live on campus

4.0 average GPA

1097 average SAT score

22.3 average ACT score

# STUDENT SUCCESS & ENROLLMENT MANAGEMENT DIVISION

Student Success & Enrollment Management is a comprehensive student-centered division that is comprised of four units containing 13 departments. The mission and goal of this division is to optimize and maximize FGCU's efforts in 1) attracting and admitting best-fit students to FGCU, 2) enhancing student engagement and campus life, 3) improving student retention, persistence, and four-year graduation rates, and 4) decreasing the cost of attendance while enhancing the employability of students following graduation.

## ACADEMIC ENGAGEMENT UNIT

Academic Engagement fosters student success through programs and services that support the academic mission of the institution, while playing a role in helping the University to achieve preeminence through meeting the goals outlined in the University's Strategic Plan. The unit includes the following departments, Adaptive Services, Career Development Services, Center for Academic Achievement, Internships and Cooperative Programs, Office of the First Year Experience, Service Learning and Civic Engagement, Testing and Assessment, Student Support Services and Outreach Programs, and University Advising Services.

## ENROLLMENT MANAGEMENT

Enrollment Management is responsible for marketing, recruiting, yielding, admitting, financially supporting, and enrolling undergraduate and graduate students

while serving and retaining the 16,000+ current FGCU students and looking for opportunities to expand recruitment strategies, leverage scholarships and merit aid, and support the success of FGCU's growing student population by creating, maintaining, and protecting academic information. This unit supports Undergraduate Admissions, Graduate Admissions, Records and Registration, Community Outreach, and Veterans Benefits.

## STUDENT ENGAGEMENT

Student Engagement is dedicated to the individual needs of each student and to the support of and advocacy for the diverse of the student body. This staff is fully committed to the personal growth of FGCU students to help maximize their success while attending the University. The unit is comprised of Housing & Residence Life, Student Health Services, Campus Recreation, Prevention & Wellness, and Campus Life.

## STUDENT FINANCIAL, ENROLLMENT & BUSINESS SERVICES

Student Financial, Enrollment & Business Services delivers seamless, efficient, and timely financial aid, scholarships, enrollment, and business services to all students using innovative technology and the highest level of customer service. This unit includes the Enrollment Services Center, Financial Aid & Scholarships, and Retention & Graduation Services.



## THE OPPORTUNITY

The Associate Vice President (AVP), Academic Engagement reports directly to the Vice President for Student Success & Enrollment Management and works collaboratively with members of the Vice President's leadership team and leadership within the Office of the Provost. The AVP for Academic Engagement is responsible for developing a comprehensive vision, in consultation with students, faculty, staff, and the Vice President's Leadership Team, that provides FGCU students with a co-curricular support system that equals the quality and richness of FGCU's academic programs. The AVP will work collaboratively with leadership across the academic colleges to advance the University's mission and strategic plan for academic engagement, including developing strategies and metrics to address specific issues and deliver outcomes that enhance academic success for all students.

The Academic Engagement unit is committed to ensuring students develop the academic, personal, and professional skills needed to be successful, while assisting them in making timely progression to degree completion. The AVP's leadership team includes the Senior Director of Academic Support Programs and Services, Senior Director of Experiential Learning & Career Development, Manager of Testing and Assessment Services, Assistant Vice President of University Advising Services, and Senior Director of First Year Experience & Retention Programs.

### JOB RESPONSIBILITIES

- Provide oversight and direction to the Assistant Vice President, University Advising Services to implement a strategic plan for academic advising that aligns and enhances academic advising, degree planning, and student success at all point in students' academic careers.
- Provide oversight and direction to the offices, programs, and services under Experiential Learning & Career Development that support students' major and career exploration and preparation for the world of work.
- Provide oversight and direction to the offices, programs, and services under Academic Support Programs & Services that support the academic success of all students.
- Provide oversight and direction to the offices, programs, and services under First Year Experience and Retention programs that provide all incoming students audiences with a holistic, multifaceted set of programs and services that foster intellectual and social engagement, as well as a strong connection to the University.
- Provide oversight and direction to the offices, programs, and services under Athletics Academic Advising that support the academic success of all varsity student-athletes.
- Identify trends and factors tied to academic engagement and academic success that can be used to develop strategies to enhance student retention, persistence, and graduation rates.
- Engage in and lead an analytical, data-driven approach to problem solving and decision-making.
- Facilitate a culture of knowledge-based decision-making and accountability in Academic Engagement.
- Generate comprehensive, user-friendly reports for distribution to stakeholders throughout the campus.
- Actively participate as a member of the Vice President's Leadership Team.
- Complete other duties as assigned.



## QUALIFICATIONS

### Required

- Doctoral degree from a regionally accredited institution in a related field or discipline
- Six or more years of progressive leadership experience at the director or assistant vice president level in the area of academic engagement, with an outstanding record of department and/or unit management and leadership
- Demonstrated experience developing strategies and/or programs for advancing students through their academic progression and with their professional goals
- Experience working directly with or overseeing programs designed to help first-generation students succeed
- Experience articulating and executing marketing/communication strategies to successfully engage students
- Experience in the knowledge and use of technology specific to academic engagement: Banner, Workday, Tableau, COGNOS, and any other tools and resources that capture relevant information about academic engagement

### Preferred

- Experience with grant writing and report writing to secure Federal funding for programs such as TRIO
- Experience across other core functional areas of the Division of Student Success & Enrollment Management that align with student engagement, enrollment management, and student financial, enrollment, and business services at the Director or Assistant Vice President level or higher
- Experience collaborating with other core areas and colleges and schools within the Division of Academic Affairs related specifically to retention and graduation rates
- Experience overseeing various Student Success efforts within an academic college or a Division of Academic Affairs
- Experience with utilizing predictive data analytics in an academic engagement setting
- Extensive experience working with student programming, facilities management, and state and auxiliary budget operations on a campus level
- University teaching experience



## KNOWLEDGE, SKILLS & ABILITIES

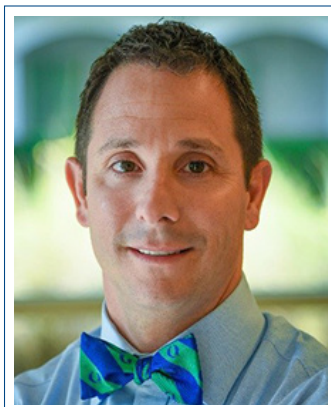
- Ability to effectively address and communicate the needs of a variety of different student populations, including first time in college, first-generation, transfer, non-traditional, commuter, and traditionally underrepresented students
- Ability to work independently, with minimum oversight, attend to multiple projects simultaneously, and to deliver accurate results and meet deadlines
- Knowledge of contemporary best practices in academic engagement and student success, as well as national trends impacting higher education
- Knowledge and understanding of statistical and predictive analysis and the use of data analytics for knowledge-based decision making
- Ability to prioritize and manage multiple responsibilities and move projects efficiently from a vision point to reality
- Skilled with planning, budgeting, and fiscal management in a complex organization
- Ability to effectively manage employees and complex organizations in an environment that values teamwork and professional development
- Proven marketing experience with the ability to articulate strategies to successfully engage students
- Knowledge and experience with the importance of the interdependence and interrelationship of all academic engagement departments to assist with the strategic goals of the institution
- Excellent organizational, interpersonal, written, and oral communication skills
- Ability to provide collaborative leadership and decision making
- Ability to recruit, train, and retain a diverse staff
- Ability to provide long-standing commitment to diversity and inclusion for all community members

***FGCU offers a robust benefits package including medical and dental plans, life insurance, a retirement program with tax-deferred investment options, tuition waiver for employees and their families, paid holidays, sick leave, vacation time, and competitive salaries.***



### **PRESIDENT MICHAEL V. MARTIN, PH.D.**

President Martin became FGCU's fourth President on July 1, 2017. He came to FGCU from the Colorado State University System, where he served most recently as Chancellor Emeritus and Senior Fellow following three years as Chancellor. Prior to this, he was Chancellor of Louisiana State University; President of New Mexico State University; Vice President for Agriculture and Natural Resources at University of Florida; Vice President for Agricultural Policy at University of Minnesota; and served 15 years on the faculty, including a term as Faculty Senate President, at Oregon State University.



### **VICE PRESIDENT MITCH CORDOVA, PH.D.**

Dr. Cordova serves as the founding Vice President for Student Success & Enrollment Management since 2018. A Professor of Rehabilitation Sciences, he previously served for nearly seven years as Dean of FGCU's Marieb College of Health & Human Services. Prior to his arrival at FGCU, Dr. Cordova served as Professor and Chairperson of the Department of Kinesiology at The University of North Carolina at Charlotte for six years where he also served as Founding Director of the Biodynamics Research Laboratory and Research Faculty in the Center for Bioengineering Systems. Before joining the faculty at UNC Charlotte, Dr. Cordova was on faculty at Indiana State University for eight years, serving in many capacities, including: Department Chair, Director of the MS and PhD programs in Athletic Training and Sports Medicine, and Director of the Sports Injury Research Laboratory.





### Love Where You Work and Live!

Florida Gulf Coast University is situated in beautiful Southwest Florida. Sunshine State residents and visitors alike love Fort Myers for its historic, friendly, diverse communities. Located in Lee County with an estimated population of 87,000 people, this city offers a great quality of life as well as beautiful white sandy beaches, scenic waterways, public and private golf courses, delicious cuisine, and year-around warm weather.

Historic Fort Myers has a downtown filled with boutiques, gourmet restaurants and pubs with cozy outdoor patios. Ranked as the “35th Best Place to

Live” and the “#1 Fastest-Growing City in the United States” by *U.S. News and World Report*, the city is considered a great place to live, work, play, and retire.

FGCU is also only minutes away from Miromar Outlets and Coconut Point, which are picturesque, upscale outdoor malls that provide a wonderful atmosphere to shop, dine, and socialize with something for everyone! Florida residents benefit from the state not having an income tax.

Want to see more of Florida? Fort Myers is a short drive to Naples, Bonita Springs, Sanibel, Captiva, and within a three-hour drive to Miami or Orlando.

## APPLICATION & NOMINATION PROCESS

*Confidential inquiries are welcomed, and nominations are invited.*

### Applications

Application packet must include **a)** A letter of application that addresses the responsibilities and qualifications of the position; **b)** Current curriculum vitae or résumé; and **c)** At least four references with full contact information including e-mail (*References will not be contacted without consent from applicant.*)

**Submit application packet (preferably as PDFs) to [FGCU-AVP-AE@myersmcrac.com](mailto:FGCU-AVP-AE@myersmcrac.com) by July 29, 2022, 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 **[FGCU-AVP-AE-nominate@myersmcrac.com](mailto:FGCU-AVP-AE-nominate@myersmcrac.com)** with complete contact and e-mail information for the individual being nominated.

**Emily Parker Myers**, CEO, of **Myers McRae Executive Search and Consulting**, is the lead consultant for this search with **Jennifer Barfield**, Senior Vice President, assisting. Request a conversation regarding this search at **[AmiraBevill@myersmcrac.com](mailto:AmiraBevill@myersmcrac.com)**.



*Florida Gulf Coast University does not discriminate on the basis of race, color, religion, age, disability, sex, national origin, marital status, genetic predisposition, sexual orientation, gender identity/gender expression, or veteran status as required by applicable state and federal law, as well as University regulations and policies.*