

SEARCH PROFILE:

PROVOST AND VICE PRESIDENT
FOR ACADEMIC AFFAIRS



AQUINAS COLLEGE

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Aquinas College (AQ) seeks candidates for its next Provost and Vice President for Academic Affairs (Provost). The successful candidate will be an innovative, inclusive, and visionary academic leader who will bring a deep understanding of the changes occurring in higher education and a track record of successful leadership experiences. The College is located on a beautiful tree-lined campus in Grand Rapids, Michigan, the second largest city in the state. The President and College seek a strategic and entrepreneurial leader who will be results oriented and collaborative in advancing the mission and vision of Aquinas College. The new Provost is expected to assume office in July 2024.



ABOUT AQUINAS COLLEGE

Aquinas College is recognized as a national liberal arts institution with an approximate total fall 2023 enrollment of 1,300 (including traditional-aged undergraduates, part-time adult and early college undergraduates and graduate students). Full-time undergraduate enrollment for fall 2023 was 1,135 students (including 96 students in the College's collaborative nursing program with the University of Detroit Mercy), part-time undergraduate enrollment was 74 and graduate student enrollment was 87. The College offers 100 areas of study for undergraduates and four graduate programs. The average class size is 14 and the student/faculty ratio is 11:1.

MISSION STATEMENT

Aquinas College, an inclusive educational community rooted in the Catholic and Dominican tradition, provides a liberal arts education with a global perspective, emphasizing career preparation focused on leadership and service to others, and fosters a commitment to lifelong learning dedicated to the pursuit of truth and the common good.

VISION STATEMENT

Aquinas College will be regarded among the premier Catholic colleges in the Midwest, recognized for its excellence in preparing the whole person to lead a life of purpose and success in service to a just and sustainable world.

VALUES

Members of the Aquinas College community share a profound respect for the dignity of all humans. They believe that the strength of the institution lies in its commitment to being a place of belonging, where rich differences are celebrated, and that their common values are rooted in the College's Catholic and Dominican identity. The heritage and history of the College have shaped its values to include: integrity, diversity and non-discrimination. Distinctive elements of the Aquinas educational experience include education of the whole person, purpose, success, and service.

DISTINCTLY CATHOLIC AND DOMINICAN

Aquinas College is a Catholic liberal arts college within the Dominican tradition, welcoming students, faculty, and staff of all faiths. The four Dominican pillars of prayer, study, service, and community help form students to lead a life where they can thrive in all dimensions. The College seeks to enable students to realize God's purpose for their lives and be empowered to make a difference in the world. Mindful of the College's patron, St. Thomas Aquinas, the community fosters respect for all human beings and material creation in pursuit of Truth and the common good. This perspective is also lived out throughout the Aquinas community through all facets of the College.

ABOUT AQUINAS COLLEGE (CONT.)

HISTORY

Aquinas College was founded by the Dominican Sisters of Grand Rapids in 1886 and is the only Catholic college in the western half of Michigan. Aquinas evolved from the Novitiate Normal School for Dominican Sisters, to become the first coeducational Catholic institution of higher education founded by a congregation of women religious in the United States. In 1940, the College moved from downtown Grand Rapids to a larger campus that had been an historic family estate, nestled in a Grand Rapids residential neighborhood on the east side of the city.

Aquinas College welcomed the ninth president of Aquinas College and the first female president, Alicia Córdoba DMA, on October 7, 2022. She brought with her more than two decades of experience in Catholic higher education, both as a faculty member and administrator. Dr. Córdoba draws from her broad expertise in strategic planning, financial management and stewardship, curriculum and program design, fundraising, marketing, team building, process improvement and more.

With the hiring of Dr. Alicia R. Córdoba, a new strategic planning process was implemented. Using appreciative inquiry and design thinking, multiple campus constituents were surveyed about mission, academics, recruitment, outreach, and resource utilization. Guided by a strategic taskforce, the *Advancing Aquinas Strategic Plan* is being formulated through community-based conversations and committees and is focused on the following five goals:

- GOAL 1: Advance our Catholic and Dominican mission and identity.
- GOAL 2: Design and deliver an exceptional and distinctive education.
- GOAL 3: Foster an inclusive and engaging student experience.
- GOAL 4: Demonstrate excellence and sustainability in operations and finances.
- GOAL 5: Cultivate more meaningful partnerships with the external community.



ABOUT AQUINAS COLLEGE (CONT.)

ACADEMIC PROGRAMS

Aquinas College attracts undergraduate and graduate students with its wide variety of academic programs, scholarship and research, experiential learning, and personal discovery. The College is committed to education in the humanities, arts, and sciences, and in programs that prepare students for various professions (e.g., business administration, business and sport management, PreK-12 education).

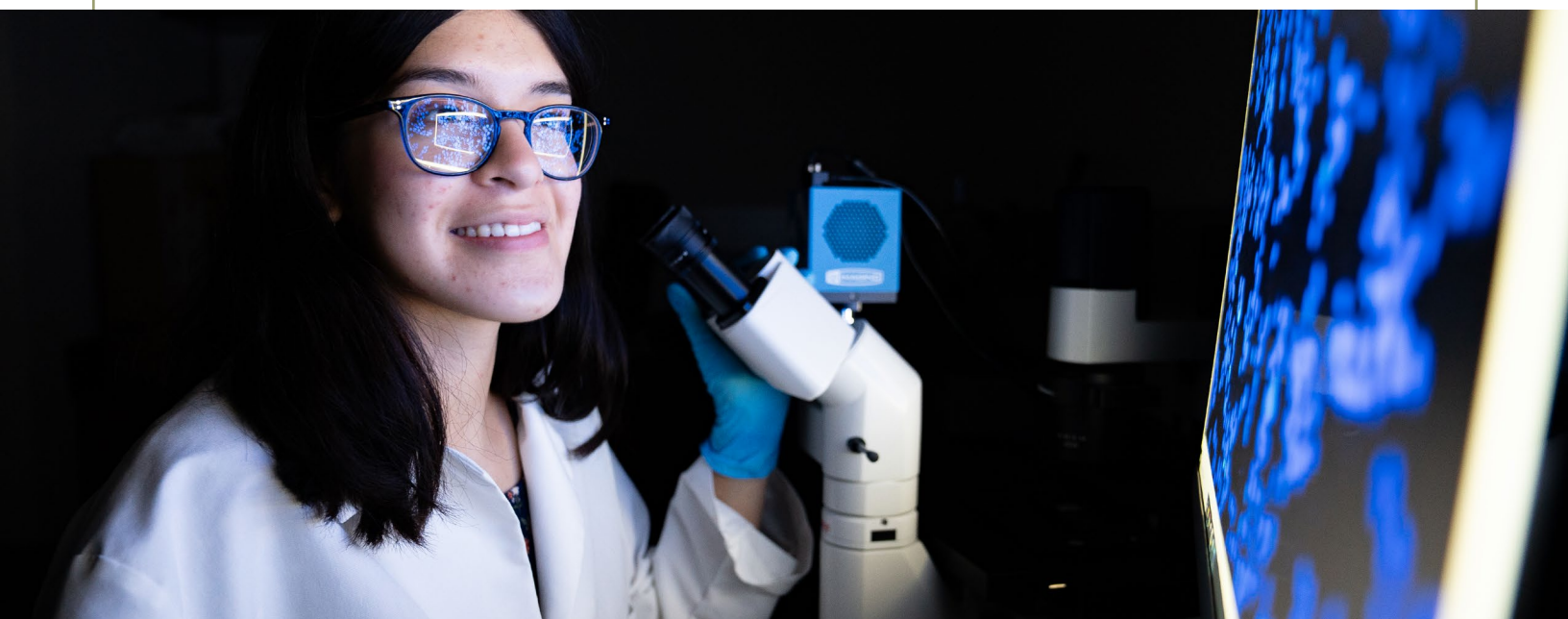
The most subscribed areas of study include business/management, biology and pre-health sciences, exercise science, psychology, and education. The undergraduate curriculum continues to evolve in response to changes in student interest while continuing to support a well-rounded liberal arts education. Degree programs in biochemistry/molecular biology, data analytics, and environmental science have been added or revamped in recent years. In addition, Aquinas has a number of partnerships that expand curricular offerings. For example, the College offers a nursing program through a partnership with the University of Detroit Mercy and dual enrollment opportunities with area high schools.

A number of particularly distinctive programs reflect Aquinas College's interdisciplinary approach and Dominican identity. Examples include:

- Biochemistry and Molecular Biology: An interdisciplinary major intended to train students to approach biological problems from both a biological and physical perspective.
- Data Analytics: Combining statistics, mathematics, computer programming, information technology, and business administration in order to spot trends and other behaviors that inform action.
- Geography: One of only two liberal arts colleges in Michigan to offer a geography major, since 2006, 100% of AQ graduates applying to geography graduate programs have received assistantships or fellowships.
- Business: Our largest major prides itself on developing leaders in business that are equipped to not only succeed, but make a positive impact on the world. To that end we also offer a sustainable business major focused on building profitability, restoring the health of natural systems, and promoting prosperous communities.

Aquinas College is currently in its first year of a two-year, one-course-at-a-time “block” model pilot. Eight-two first-year students are participating in this pilot, and take one class, Monday through Friday, from 9:00 a.m. to 12:00 p.m. (science courses with labs meet additional time). Each course lasts 18 days and ends with a four-day weekend; students take four courses (16 credit hours) per semester.

Faculty teaching in the pilot have spent time preparing for the pedagogical challenges this model presents. So far, survey data collected from pilot students as well as D/F/W/I and attendance findings, have indicated that this model could bring positive change to the College, especially since early admissions deposits and an increase in applications are likely due to this initiative.



ABOUT AQUINAS COLLEGE (CONT.)

POINTS OF DISTINCTION

- *U.S. News and World Report* 2024 Best Colleges National Liberal Arts Colleges list and Top Performers on Social Mobility
- 2023-2024 Colleges of Distinction
- 96% of 2022 graduates either employed, in graduate schools or engaged in service work within six months of graduation
- 100% of graduates in nursing (AQ/Detroit Mercy nursing program) and chemistry employed within six months of graduation
- NCLEX (National Council Licensure Examination) scores of recent nursing (University of Detroit Mercy at Aquinas College) students are above state and national averages.
- 93.6% of education students passed the Michigan Test for Teacher Certification between 2019 and 2022
- 90% acceptance rate into physician assistant, physical therapy and dental programs

Should faculty vote to adopt the block model, Aquinas College will be the first institution in Michigan and only one of four in the country to offer it, setting the College apart in innovative, meaningful ways that will hopefully continue to increase enrollment efforts.

In addition to changes to curricular offerings, the overall academic program has recently undergone a comprehensive review. The faculty of the College voted to shift the curriculum to a four-credit base model, which was implemented in the fall of 2023. This conversion is an opportunity to gain efficiency throughout the undergraduate academic program and, more importantly, to engage in broad curricular and course redesign to substantially increase opportunities for experiential, applied, and engaged learning. This conversion moves Aquinas further down the path of becoming a model school for evidence-based student-centered learning practices.

The Office of International Programs currently supports semester long, faculty-led short term, and summer study abroad opportunities. Current semester long opportunities to study abroad include England, Spain, Germany, Ireland, France, and Argentina.

Short-term trips in 2024 include Iceland and Ireland and summer offerings include Poland and Germany. The AQ Advantage Center provides numerous opportunities for students seeking career services, undergraduate research opportunities, and internships. Aquinas provides a range of student support services, including the Center for Opportunities, Resources, and Excellence (CORE), Bridge Community Program, Writing Center, and Study Tables.

Aquinas College serves populations beyond traditional undergraduates as well. The College also offers a continuing education program for adult learners starting a degree, finishing a degree, earning an additional degree, or seeking personal enrichment. Master's degree programs are offered in management, education, and counseling.

ACCREDITATION

Aquinas College has maintained accreditation through the Higher Learning Commission of Colleges and Schools (HLC) since 1946. HLC accredits Aquinas and it has specialized accreditation through the Commission on Accreditation of Allied Health Education Programs. The last HLC accreditation visit occurred in 2021, granting the College a 10-year renewal.

In addition, Aquinas holds a number of other accreditations, certifications, and approvals:

- Classified by the Carnegie Foundation for the Advancement of Teaching as a Baccalaureate College: Arts & Sciences Focus.
- Approval to participate in the National Council for State Authorization Reciprocity Agreements (NC-SARA).
- The School of Education was awarded the highest level of national accreditation from
- the Council for the Accreditation of Educator Preparation (CAEP) in Spring 2018.
- Accredited by the National Association of Schools of Music (NASM).
- The Bachelor of Science in Nursing offered in partnership with University of Detroit Mercy is accredited by the Commission on Collegiate Nursing Education.

STUDENT LIFE AND ALUMNI

With more than 30 clubs and organizations, students (known as AQ Saints) are involved in a wide range of activities from cultural groups, fun hobbies, honorary societies to service and advocacy. The small size of the College offers many opportunities for involvement, helping students to live out the Dominican pillars of prayer, study, service, and community outside the classroom. Aquinas also has a three-year residency requirement; a mix of traditional residence halls, houses, and apartments creates a vibrant learning community in which students learn, grow, and develop lasting relationships.

Student Affairs includes our Housing and Residence Life department, Counseling Health and Wellness, the Center for Diversity Inclusion and Equity, Student Activities and Orientation, Title IX, and our Conduct Process. We are working together to continue to collaborate and innovate to provide an excellent student experience.

Service and community are two foundational elements of campus life and the undergraduate curriculum at Aquinas. Students contribute a substantial number of service hours each academic year. Service learning engages students in civic responsibility, critical thinking and structured reflection by actively involving them in community service, thus preparing them for a lifetime of personal growth.

POINTS OF DISTINCTION

- Multiple Michigan Campus Compact Awards:
 - Faculty Service Learning
 - Commitment to Service
 - Heart and Soul award
- President's Higher Education Community Service Honor Roll

The Sisters and the College have a long tradition, both within the College and beyond, of working for racial and social justice with outreach to persons and places in need. Aquinas College continues to live this commitment to justice through the mission of the college and many of the innovative programs it offers. Diversity is seen as a blessing and an opportunity to bring a richness of perspectives to the intellectual, cultural, social, and spiritual life of the campus community.

STUDENT INFORMATION

- Geographic Representation: More than 50 Michigan counties; 31 states; 21 countries
- Approximately 61% female, 39% male
- Domestic Underrepresented Racial/Ethnic Student Population: 20%
- Domestic First-Generation Undergraduate Enrollment: 298
- International Enrollment: 59

Aquinas is committed to diversity as an extension of its Dominican and Catholic identity, and this commitment is evident in the College's educational offerings. The teacher education program, for example, is successfully running programs intended to increase the racial/ethnic diversity of those pursuing the teaching profession and providing training to teachers who work with English Language Learners. In keeping with the College's Dominican values, all members of the Aquinas community - faculty, staff, and students – are expected to demonstrate respect for each other regardless of differences.



STUDENT LIFE AND ALUMNI (CONT.)

AQ Athletics offers 30 varsity athletics programs (13 men, 15 women, and 2 coed) and six junior varsity programs with more than 700 student-athletes – more than 65% of the undergraduate student population. The mascot is Nelson the Saint Bernard. AQ Athletics competes in the Wolverine Hoosier Athletic Conference (WHAC) and the National Association of Intercollegiate Athletics (NAIA), with other national associations in sports such as hockey, rugby, and swimming and diving.

POINTS OF DISTINCTION

- 11-time winner of the WHAC (Wolverine-Hoosier Athletic Conference) All-Sports Trophy Award
- More than 350 NAIA All-Americans
- More than 700 Academic All-Americans
- Five consecutive top-30 NACDA Directors Cup Standings (national all-sports rankings)

The College is well-known in the West Michigan community for high performance, excellent facilities, and strong fan attendance. To date, the Saints have earned 11 WHAC all-sports championships as the top athletic department in the conference.

Aquinas houses AQ Athletics in two indoor facilities and one outdoor field: Alksnis Athletics and Recreation Building, Sturris Sports and Fitness Center and the AQ Athletic Field. AQ Athletics also partners with several indoor and outdoor athletic facilities in the Grand Rapids Metro area.

The College also enjoys collaborative relationships with many local high schools that use AQ athletic facilities for competition.

ALUMNI

The graduating class of 2020 exemplified the success of Aquinas College alumni, with 96% of respondents either employed, in graduate school, or doing service work six months after graduation; that number was 100% in nursing and chemistry. Aquinas has a dedicated and loyal alumni base of over 21,000. Alumni regularly engage with the College through mentoring programs, internships, financial support, and leadership in the Alumni Association Leadership Council (AALC). Alumni also participate in events throughout the year regionally, locally or on campus. The AALC recently established a committee for diversity and inclusion.

QUICK FACTS

- Full-time Undergraduate Enrollment (including nursing): 1,135 (Fall 2023)
- Part-time Undergraduate Enrollment: 74 (Fall 2023)
- Graduate Enrollment: 87 (Fall 2023)
- Full-time Faculty: 76
- Adjunct Faculty: 140
- Administrative and Professional Staff (including coaches): 152 (full-time); 67 (part-time)
- Areas of Study: 100+ undergraduate areas of study, 4 graduate programs

FACULTY AND STAFF

Faculty and staff at Aquinas are remarkably committed to the unique mission of the College, and their concern for each other and its students is evident daily. Aquinas College employs 76 full-time and 140 adjunct faculty who bring a combination of research and real-world experience to their classrooms. Among the full-time faculty, about three quarters have terminal degrees in their field. Including coaches, the College employs 152 full-time administrative and professional staff and 67 part-time.





LEADERSHIP AND GOVERNANCE

The College's administrative leadership includes the President's Cabinet consisting of vice presidents and associate vice presidents. To ensure regular communication throughout the institution, an Executive Leadership Council comprised of senior leaders and program directors meets regularly to discuss current topics and provide insights to support the strategic priorities of the president and operational functions of the institution. Members of the President's Cabinet include:

- Provost and Vice President for Academic Affairs
- Vice President for Finance
- Vice President for Institutional Advancement
- Vice President for Enrollment Management
- Chief Information Officer
- Associate Vice President for Operations
- Associate Vice President for Student Affairs

The institution is governed by a 15-member Board of Trustees. Among the board members are leaders in finance, law, health care, manufacturing, non-profit service, Catholic mission, and education; the Board includes three Dominican Sisters. The Dominican Sisters of Grand Rapids remain closely involved in supporting the College and are committed to the College's future success. While the Sisters have reserved powers, reflecting their integral connection with the College and their canonical responsibilities, they also respect the nearly 50-year history of entrusting leadership of the College to a committed Board of Trustees.

Faculty and Staff Assemblies are invaluable to the leadership of the College in helping to inform policy and develop curriculum. Each of the two assemblies is governed by a three-person executive leadership committee. Within each assembly are multiple standing committees. Student Senate is composed of an executive committee and three senators per class.

SUSTAINABILITY

The Aquinas Sustainability Initiative works toward three objectives: improving the health of natural systems, enhancing the quality of life for the Aquinas community and neighbors, and increasing the long-term financial stability of the College. In addition, the College has signed onto the *Laudato Si'* Action Platform, an initiative of the Vatican Dicastery for Promoting Integral Human Development inspired by Pope Francis' 2015 encyclical *Laudato Si'*. The ideas in *Laudato Si'* deeply resonated with the Aquinas community. As a Catholic and Dominican college, many students, faculty, and staff feel called to do this work of caring for our common home on the basis of faith. A steering committee of key contributors will be assembled, and all voices are invited to the table.

POINTS OF DISTINCTION

- 1st nationally in the smaller campus division of the 2021 Race to Zero Waste – One Building Challenge
- The Princeton Review's Guide to Green Colleges: 2021 Edition (11th year) y Sierra Club 2020 Cool Schools Ranking (9th year)
- Top performer in the Association for the Advancement of Sustainability in Higher Education 2021 Sustainable Campus Index
- Bronze Bicycle Friendly University award in 2020 from the League of American Bicyclists
- Aquinas signed the St. Francis Pledge for Sustainability with the Catholic Climate Covenant to continue caring for the planet in a way that aligns with Catholic and Dominican views
- Aquinas College signed onto the *Laudato Si'* Action Platform, an initiative of the Vatican Dicastery for Promoting Integral Human Development inspired by Pope Francis' 2015 encyclical *Laudato Si'*



THE CAMPUS AND LOCAL COMMUNITY

Aquinas College is nestled on a 117-acre, tree-lined campus in the midst of Grand Rapids that provides a beautiful, safe campus that supports learning, discovery and reflection. The beautiful campus features historic buildings and gardens and is identified by its lush urban canopy. Located on the eastern edge of Grand Rapids, the College's location reaps the benefits of being in Michigan's second largest city, being part of unique neighborhoods, and close to the natural/environmental benefits of the region.

Recent years have seen the addition of several new and improved facilities:

- Albertus Magnus Hall of Science – A Gold LEED-certified, state-of-the-art science building.
- Our Lady Seat of Wisdom Chapel – The first dedicated chapel on campus.
- Grace Hauenstein Library – A modern, LEED-certified library and media center.
- A LEED-certified residence apartment building.
- An outdoor, all-season athletic competition surface on the AQ Athletic Field.
- Alksnis Athletics and Recreation Building – A LEED-certified athletic fieldhouse that includes a full competition size track.

The campus also features an art gallery, Performing Arts Center, recital hall, and student center.

Located in the vibrant Eastown neighborhood, bordering East Grand Rapids, and just two miles from downtown, Aquinas faculty, staff and students are surrounded by opportunities available in a prospering city that is frequently ranked as one of America's best mid-sized cities.

GRAND RAPIDS

Grand Rapids is located on the banks of the Grand River and serves as the hub of West Michigan's major employment industries: life sciences, food manufacturing, retail trade, construction, professional/scientific/technical services, manufacturing, and health care and social assistance. Grand Rapids has two large health care systems and 14 higher education institutions close by. The region boasts several high-performing public school districts, private schools, faith-based schools, and specialized schools.

With more than one million people and more than 130 international companies (including the Medical Mile) located in the greater metropolitan area, Grand Rapids has a vibrant economy, a thriving medical community, and a rich culture:

THE CAMPUS AND LOCAL COMMUNITY (CONT.)

- Attractions – Van Andel Arena, DeVos Performance Hall, ArtPrize, LaughFest, Gerald R. Ford Presidential Museum, Frederik Meijer Gardens & Sculpture Park, Grand Rapids Art Museum, Grand Rapids Public Museum, Heritage Hill Historic District, Frank Lloyd Wright Meyer May House, Grand Rapids Children's Museum, Urban Institute for Contemporary Art, John Ball Zoo, Blandford Nature Center, Grand Rapids Downtown Market
- Performing Arts – Grand Rapids Symphony, Circle Theatre, Grand Rapids Ballet Company, Grand Rapids Civic Theatre, Broadway Grand Rapids, Opera Grand Rapids
- Sports – West Michigan Whitecaps baseball, Grand Rapids Griffins hockey, Grand Rapids Gold basketball

“Green” is also a way of life in Grand Rapids, and the city has received worldwide recognition for its sustainability efforts. The city is committed to protecting and preserving its abundant natural resources, including the coast of Lake Michigan—25 miles away—known as one of the world's top shorelines.

FINANCIAL OVERVIEW

The College's current annual operating budget is approximately \$30 million. For the fiscal year ending June 30, 2023, total assets were approximately \$128 million. The budget is heavily tuition-dependent, which requires vigilant attention to strong enrollment and net tuition revenue as well as stewardship of expenses. Nearly all full-time undergraduates receive financial aid. Aquinas had a discount rate of approximately 61% for fiscal year 2023. Net tuition revenue was approximately \$16 million.

COSTS

- Tuition and Fees: \$37,720 (FY24)
- Room and Board: \$10,994 (FY24)
- Average Student Award: \$21,000
- Discount Rate: 63%
- Students Who Receive Aid (scholarships and/or grants): 100%

RECENT RECOGNITION FOR THE CITY

- #1 Aquinas College earns Best College Location in Michigan (Niche, 2023)
- #1 Safest Cities in Michigan (Wallet Hub, 2022)
- #1 Best Cities to Raise a Family in the U.S. (Rocket Homes, 2022)
- #2 Top 10 Remote-Ready Cities in the U.S. (Livability, 2021)
- #2 Most Beautiful and Affordable Places to Live in the U.S. (Travel + Leisure, 2023)
- #10 Top Cities for Young Female Professionals (Pheabs, 2023)
- #18 Best U.S. Cities for starting a Career After College (Coworking Cafe, 2023)
- #20 Best Place to Live in America (U.S. News & World Report, 2023)



The endowment stands at approximately \$40 million as of October 31, 2023, and the total with two trusts is \$47 million. In fall 2021, Aquinas completed the largest comprehensive campaign in its history, generating \$61 million in cash and pledges. This campaign resulted in the expansion and renovation of the state-of-the-art Albertus Magnus Hall of Science, the College's first dedicated chapel Our Lady Seat of Wisdom, more than \$17 million in student scholarships and resources for campus infrastructure, technology and beautification.

Fiscal year giving to the Annual Scholarship Fund as of June 30, 2023, totaled \$882,430 from all sources with 2,366 individual donor households. The solicited undergraduate alumni giving rate as of June 30, 2023, was 7% and bequests realized in fiscal year 2023 totaled \$263,785.



LEADERSHIP AGENDA

The selected candidate will join the Aquinas College community at a time of great change, opportunity, and challenge occurring across higher education. As the chief academic officer and second in command at the College, the Provost and Vice President for Academic Affairs' leadership offers a unique opportunity at a time of transition and change with a new president to shape strategy. Working in concert with faculty in a shared governance model and the senior executive team, the Provost will have a meaningful impact on both the student experience, academic vision for the future and critical college outcomes. Key priorities for the next Provost include:

Lead collaboratively and build an academic vision and plan that results in innovation in program development and enrollment growth. Like many institutions of higher education facing recovery from the pandemic and declining demographic challenges in the Midwest, the College has experienced enrollment decline. Aquinas has implemented a significant change from a 3-credit model to a 4-credit model which has been well received. The faculty is now piloting a block scheduling in course delivery for the fall of 2023 with first year students, a model which has been implemented at several liberal arts colleges across the country. This pilot will extend to a second cohort of first year students in fall 2024 and will be evaluated by faculty in the spring for the success of the ongoing pilot project prior to decisions about full implementation.

In addition, the faculty has started an academic prioritization process across all their curricula and programs. The new Provost, as the leader of the faculty, will have the opportunity to shape the academic vision of the College that builds on the current strengths of the curriculum and develop new innovative programs that are occurring in response to the requests and demands of students and the community's needs. The importance of the liberal arts for preparing students for the future with the critical thinking strategies remains ever relevant. At the same time, there is a growing demand for academic professional programming for students, and the opportunity for the College to expand and grow their adult and graduate program offerings that are in demand with organizations and the community is present for growing enrollment and fulfilling the mission.

Strengthen a culture of transparent communication, trust and visibility with the internal community. The campus has seen turnover in key leadership positions. With leadership transitions, there is a strong need to have the new academic leader work in concert with the President and faculty to move forward with an academic vision and plan. The new Provost must apply strong listening and communication skills to establish trust and goodwill across the campus in a time of change and uncertainty. S/he will be expected to work with

LEADERSHIP AGENDA (CONT.)

faculty and academic staff in a shared governance model and demonstrate the ability to foster a healthy organizational culture, including teamwork and collaboration and to work effectively across all parts of the institution and make necessary decisions. As the chief academic officer, the Provost is an advocate for faculty and their role in ensuring academic quality and excellence and provides leadership and direction to ensure that high quality education and delivery through all modalities is completed.

Work in partnership with the President to achieve strategic outcomes for the College that promote and grow the College, stabilize finances, build external relationships, and promote visibility of the institution. A key priority for the successful candidate is to closely collaborate and partner with the President to achieve important strategic outcomes. The Provost will value and use the expertise of the faculty and staff in developing and advancing external partnerships with community agencies, organizations, corporations, and foundations to further the goals and outcomes of Aquinas. The Provost will be instrumental in building and creating new opportunities for innovative programs and partnerships that will build on the reputation of the College and contribute to fiscal sustainability of the institution.

Promote and Build on a strong student-centered community that supports diversity and inclusion.

Aquinas is known as a close community that is focused on the welfare and growth of its students. With a predominantly undergraduate institution where 70% of the students are also athletes, the new Provost, with oversight of academics and student affairs, must be an approachable, visible presence with the students in the academic curricular and co-curricular realms. Students will need a strong visible leader who hears the needs of students and holds a high priority for building and celebrating diversity, equity, and inclusion as part of the values of the Catholic, Dominican institution.

Exercise and demonstrate a strong collaborative style of leadership and change management.

A key priority for the new Provost is to lead in a strong collaborative style and to be skilled in change management and working with others to further the goals of the institution. While working with others internally and externally, the Provost will be an important change agent for the institution in moving forward with academic excellence, ongoing assessment and review, and innovation in programming to meet the needs of regional employers, and grow the fiscal health of the institution.



REQUIREMENTS, DESIRED QUALIFICATIONS & CHARACTERISTICS

The ideal candidate to become the Provost and Vice President for Academic Affairs will possess:

- A terminal degree and a record of teaching, scholarship, and service commensurate with appointment at the rank of associate professor or full professor with tenure.
- Progressive experience in positions of increasing responsibility and leadership in higher education.
- Understanding, appreciation, and enthusiasm for the College's Catholic and Dominican identity, core values and pillars of prayer, study, service, and community.

In addition to meeting these requirements, the ideal candidate will bring many of the following preferred characteristics, skills and experiences:

- Excellent communicator with strong interpersonal and listening skills. Ability to engage collaboratively with multiple constituents on campus internally and with the external community. Displays a visible presence both on campus and to the external community and a transparency in communication and decision making that warrants confidence and respect.
- Deep understanding and commitment to student-centered learning, with attention to the needs of all student groups and a commitment to fostering and growing diversity, equity, and inclusion with attention to social justice.

- Experience of leading ongoing academic data-driven change and revisions that align with the institutional mission, student demand, workforce and societal needs, and current financial realities.
- Experience with working on a leadership team.
- Strong financial and business skills, with experience in budgetary and fiscal management skills needed in a higher education environment. Demonstrates the willingness to challenge the status quo and make hard decisions when needed.
- Adept at conflict management and mediation skills to engage in creative problem solving to find the best solutions for the College and move forward with institutional goals.
- Experience building (and desire to build) external community relationships and partnerships to increase institutional and academic program visibility, gain advisory capacity, and internship opportunities for students.
- Ability to work with all disciplinary areas and build equitable structures and accountability.
- Experience with fundraising and grant procurement in previous leadership positions with aptitude for partnership development, including organizations, foundations, and other external groups that further the mission and resources of the College.
- A person of integrity and authenticity whose honesty and strong ethical approach inspires trust.





NOMINATIONS & APPLICATIONS

Academic Search is partnering with Aquinas College in this search. Those who are considering applying are encouraged to schedule a confidential conversation with Senior Consultant, Dr. Suzanne Mellon at Suzanne.mellon@academicsearch.org or you may utilize her [bookings calendar](#) to schedule a conversation.

Applications, nominations, and inquiries should be sent to AquinasCollegeProvost@academicsearch.org.

To apply, a candidate should submit (in two separate attachments): 1) a letter of interest addressing the leadership agenda and desired qualities and attributes outlined in this profile and 2) current curriculum vitae. The position is open until filled, but only applications received by **Sunday, February 11, 2024**, will be guaranteed full consideration.

Additional information about the institution can be found [here](#).

Aquinas College, located in Grand Rapids, Michigan, an inclusive educational community rooted in the Catholic Dominican tradition, provides a liberal arts education with a global perspective, emphasizing career preparation focused on leadership, service to others, and a lifelong passion for learning. Aquinas offers an inclusive and welcoming environment. Aquinas College is committed to recruiting talented and diverse faculty and staff who are capable of exposing its students to a wide range of cultures and perspectives and whose presence on the campus will enhance the diversity of the community in which the College resides.

Aquinas College has a long-standing commitment to equal opportunity and a work environment which is free of unlawful harassment or discrimination. Aquinas College provides equal employment opportunities without regard to race, color, religion, sex (including pregnancy), sexual orientation, gender identity, national origin, age, disability, marital status, veteran or active-duty military status, familial status, height, weight, genetic information or any other status protected by applicable law.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Aquinas College in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.



Committed to IDENTIFYING
AND DEVELOPING LEADERS
by providing the highest
level of EXECUTIVE
SEARCH to our
higher education
partners.