

SEARCH PROFILE:

PROVOST AND DEAN OF THE FACULTY



HAMLIN UNIVERSITY

— MINNESOTA'S FIRST UNIVERSITY —

TABLE OF CONTENTS

ABOUT HAMLINE	4
ACADEMIC PROGRAMS	5
ACCREDITATION	5
FACULTY AND STAFF	5
STUDENTS	6
INCLUSIVE EXCELLENCE	6
FINANCIAL OVERVIEW	8
UNIVERSITY LEADERSHIP TEAM	9
BOARD OF TRUSTEES	9
LIFE IN THE AREA	10
THE POSITION	11
PRIORITIES AND OPPORTUNITIES FOR THE PROVOST	11
CREDENTIALS, EXPERIENCES AND QUALIFICATIONS	13
APPLICATION PROCEDURES	14



Hamline University is seeking its next Provost and Dean of the Faculty. This is a pivotal leadership role at an outstanding private university known for its commitment to liberal arts excellence and transformative education. The Provost and Dean of the Faculty (Provost) will guide Hamline to its next level of success and will join an institution that values diversity, fosters inclusivity, and cultivates a community of respect. Hamline seeks a candidate with a proven track record of innovative leadership who is deeply committed to fostering diversity and inclusion, and can inspire faculty and academic staff through collaborative and creative leadership.

The new Provost will drive the advancement of the university's academic programs, while also championing student affairs through a commitment to enriching co-curricular experiences and nurturing a personalized, student-centered learning environment. Serving as a key member of the University Leadership Team and reporting directly to the President, the Provost will play a critical role in elevating Hamline's academic profile, strengthening shared governance, and upholding the university's mission and values. The successful candidate is expected to assume the position in Summer 2025.

Important Note: This is an exciting time of change and opportunity at Hamline University. Hamline is currently in a Presidential search slated for completion in January 2025. The Presidential and Provost searches are staggered so that the newly appointed President will be involved in the semifinalist and finalist selection of Provost candidates.



MISSION

Hamline’s mission is to create a diverse and collaborative community of learners dedicated to the development of students’ knowledge, values, and skills for successful lives of leadership, scholarship, and service.

ABOUT HAMLINE UNIVERSITY

Hamline is Minnesota’s first university, founded when Minnesota was still a territory. The university’s existence predates that of the State of Minnesota by four years. Hamline was founded in 1854 in Red Wing, Minnesota, before operations moved to the state’s capital city of Saint Paul in 1880.

Hamline has a long history of promoting inclusion. The university’s first two graduates were women—the Sorin sisters, for whom a residence hall is named on today’s campus—and has been in the national forefront of promoting equity and diversity ever since. For example, Hamline also is known for its work with Japanese-American students during World War II and more recently was one of the first universities in the United States to offer a George Floyd endowed scholarship.

The university strives to ensure that students graduate prepared for successful lives of leadership, scholarship, and service in their communities and beyond. A Hamline education gives students the tools to change the world. Hamline University is one of only four private universities in Minnesota, Wisconsin, Iowa and the Dakotas that rate within the top 20% for students’ economic mobility after graduation according to the national non-partisan think tank “Third Way.”

Hamline is the only United Methodist Church-affiliated institution in Minnesota. Hamline University lives by the motto attributed to John Wesley of “doing all the good you can, in all the ways you can.” Academic excellence goes

HAMLINE UNIVERSITY PURPOSE AND BELIEF

- A History of Firsts and a Commitment to Educate All
- A Career-Ready Education
- Building a Better Society Through Education

To read the entire Statement of Purpose and Belief, go to (www.hamline.edu/about/mission-history)

*“Do all the good you can, by all the means you can,
In all the ways you can, in all the places you can,
At all the times you can, to all the people you can,
As long as ever you can.”*

--Attributed to John Wesley

To access the list of Hamline Firsts, go to: www.hamline.edu/about/mission-history

hand-in-hand with improving the lives of others. While embracing the values of the Methodist tradition, Hamline University welcomes people of all religious traditions as well as those with none.

The university’s 62-acre campus is located midway between downtown Minneapolis and Saint Paul, and the light rail line, just a mile from campus, provides easy access to the centers of both cities and the Minneapolis-St. Paul International Airport. Hamline’s campus features eight academic buildings, seven residence halls/apartments, six administrative buildings, the Bush Memorial Library, and many other facilities that house student life, auxiliary, and athletic functions.

ACADEMIC PROGRAMS

Hamline University offers undergraduate and graduate programs through its College of Liberal Arts, School of Education and Leadership, and School of Business. The university offers more than 75 undergraduate program areas, an online bachelor's degree completion program, and over 50 graduate degrees, licenses and certificate programs including 12 master's degrees and two doctoral degrees. The university has four online degree completion programs and a dossier of continuing studies offerings. Most programs are led by program directors or department chairs.

Hamline also offers one of the largest teacher preparatory programs in Minnesota. In the last ten years, four of the Minnesota Teacher of the Year awardees were Hamline graduates, and many others were finalist candidates as well. Hamline also has the only public/private partnership in the nation between HSEL (Hamline School of Education and Leadership) and Hamline Elementary collaborative lab school.

The faculty have been an active partner with leadership. Over the past three years the college underwent a deep and extensive program review process, which resulted in rethinking elements of the traditional curriculum, led to new connections between programs, and positioned the college toward meeting the changes in higher education by developing new and innovative programs that have the potential to drive revenue. This resulted in 36 new and/or transformed majors, concentrations, minors, and graduate

degrees. The University has developed strong programs in criminology, criminal justice, and forensic science. Hamline has the only graduate pathway program into substance counseling at Hazelden/Betty Ford Treatment Center.

Furthermore, the University has developed skills-based minors that intentionally connect the curriculum to life after Hamline.

Hands-on experiential learning is built into every undergraduate degree program. Every Piper will complete at least one paid internship, and/or a collaborative research project or service-learning experience while at Hamline. All students are strongly encouraged to work side-by-side with a faculty mentor on at least one research or engaged-learning project.

The Hamline experience is rooted in equity, justice, and civic engagement. Students learn the essential skills that empower them to excel in the rapidly changing job market and contribute meaningfully to society.

Mitchell Hamline School of Law was formed in 2015 through the combination of William Mitchell College of Law and Hamline University School of Law, with a strong, visible, and long-lasting affiliation to Hamline University. Hamline students can apply to earn their JD through the 3+3 program or earn dual graduate and JD degrees through the Mitchell Hamline School of Law and Hamline University affiliation. The Hamline University president sits on the Board of Trustees of the Mitchell Hamline School of Law.

ACCREDITATION

Hamline University is in year seven of the Accreditation Cycle (AY 2024-25) through the Higher Learning Commission. The University's 4th Year Assurance Review was completed in Spring 2022. The institution developed and submitted the Quality Initiative Project which was approved, and the report is due by June 2027. The university's next comprehensive review is scheduled for AY 2027-28.

FACULTY AND STAFF

Hamline employs over 100 full-time faculty in three schools spanning both the undergraduate and graduate programs, in addition to a robust portfolio of certificates, concentrations, and a growing portfolio of fully online bachelor's degree completion programs. The majority of the faculty are tenured or on the tenure track, publish regularly, and maintain strong regional, national, and international reputations in their disciplines. The Provost's Office negotiates and coordinates with the undergraduate adjunct union. The faculty-to-student ratio is 1:13.

Hamline University employs over 200 staff members who serve the university with dedication and professionalism.



Faculty and staff are committed to empowering each student to pursue a lifetime of learning and accomplishment in all arenas of human endeavor. Hamline provides a student experience that takes advantage of the deep commitment and care of faculty and staff to create a nurturing and supportive environment where students can meet the challenges of a rigorous educational environment and prepare themselves for their futures after graduation.



STUDENTS

Hamline’s students are at the heart of its mission. High-impact learning is a commitment—all Hamline undergraduate students participate in internships, field-based or collaborative research, apprentice teaching, and/or service learning. Students are active in 70+ clubs and organizations.

Hamline currently enrolls 2,575 students, of which 1,816 are undergraduate and 759 are graduate students. Of the undergraduate students enrolled, 40% are the first in their families to attend college, 41% identify as Black, Indigenous or people of color, and nearly 30% are student-athletes.

Hamline is recognized as one of the top institutions in the nation for student voting participation and is home to five Rhodes Scholars, 57 Fulbright Scholars, three Truman Scholars, and numerous other academic laurels including Phi Beta Kappa scholars and winning teams in national data analytics competitions. Four of the last 10 Minnesota Teachers of the Year are Hamline graduates.

Hamline is nationally recognized for the percentage of students who participate in undergraduate research projects and conferences. Each year Hamline sends one of the largest delegations of students to the National Conference

on Undergraduate Research (NCUR). Students have access to state-of-the-art science facilities, including Minnesota’s only environmental scanning electron microscope. The Pipers to Professionals Internship Program, which was launched in 2023 after receiving \$2.5 million in federal and donor support, provides wages and wrap-around support services while students engage in active internships.

Hamline University has 22 varsity sports, 20 of which are members of the Minnesota Intercollegiate Athletic Conference (MIAC). Hamline University is the birthplace of intercollegiate basketball. The men’s and women’s hockey teams play at TRIA Rink—the practice facility for the NHL’s Minnesota Wild—and Hamline’s baseball team shares space at CHS Field with the Class AAA St. Paul Saints. Both venues are located in the Lowertown area of downtown Saint Paul, conveniently connected to Hamline’s campus by the Green Line train. Hamline athletic teams routinely participate in postseason competitions, with women’s hockey, women’s lacrosse, women’s gymnastics and men’s basketball earning recent distinctions.

INCLUSIVE EXCELLENCE

The Office of Inclusive Excellence provides institutional leadership on all matters of diversity, equity, and inclusion. Inclusive excellence is an integral part of the university’s identity. The office seeks to support a campus climate and culture where all community members feel welcome, supported, and experience a sense of belonging. This

overall well-being will be tangible through authentic, respectful, engaged relationships.

The university, consistent with its history and values, formally adopted a statement of civility in October 2020 which further reinforces its commitment to creating a vibrant and respectful institutional culture. It reads:

Hamline is dedicated to intellectual inquiry in its full depth, breadth, abundance, and diversity. It is committed to academic freedom and celebrates free expression for everyone. The university embraces the examination of all ideas, some of which will potentially be unpopular and unsettling, as an integral and robust component of intellectual inquiry. It is expected that the expression of ideas will be done in ways that are respectful of others and which do not include personal vilification based on race, ethnicity, religion, gender, sexual orientation, sexual identity, appearance, disability or political affiliation. Hamline University encourages all, whether it be on campus or off, to foster a respectful, and inclusive community defined by a concern for the common good, by developing relationships and through a culture that promotes the rights, safety, dignity, and value of every individual. A university community embracing these common values, consisting of students, faculty, staff, the Board of Trustees, and external constituents, is vital to the pursuit of excellence in research, scholarship, and creative activity.



HAMLIN FAST FACTS

41%

of undergraduate students identify as Black, Indigenous, or students of color

40%

of undergraduate students are first-generation students (meaning neither parent has a four-year bachelor's degree)

62%

of undergraduate students are women

44%

of undergraduate students receive Pell grants

70+

student organizations (more than 20 are dedicated to advocacy and service)

13:1

student-faculty ratio

21

average class size

22

varsity sports (20 of which are members of the Minnesota Intercollegiate Athletic Association, or MIAC)

95%

More than of incoming undergraduates receive Hamline grants and/or scholarships (gift aid does not need to be repaid)

BEST REGIONAL UNIVERSITY

IN MINNESOTA

12TH IN THE MIDWEST

—U.S. News & World Report, 2023

BEST VALUE REGIONAL UNIVERSITY

IN MINNESOTA

9TH IN THE MIDWEST

—U.S. News & World Report, 2023

Hamline graduates achieve more economic mobility than their peers at

80%

of other US higher education institutions

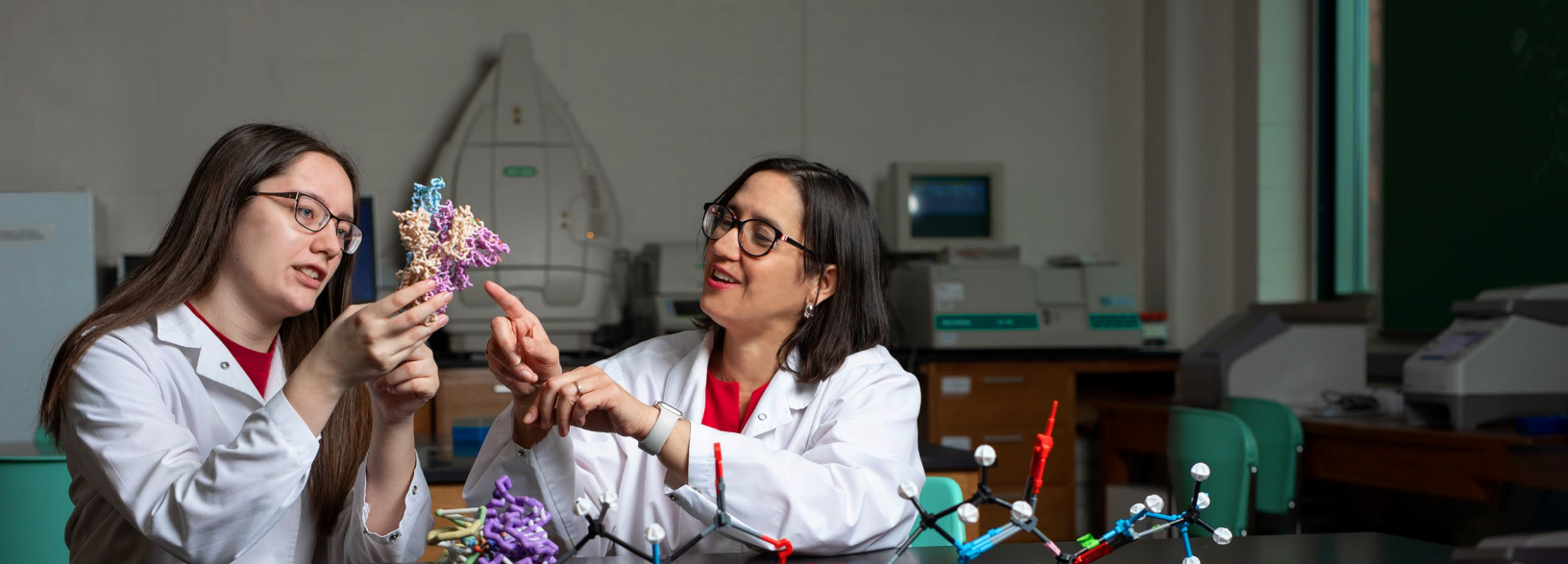
—ThirdWay.org

100%

of students participate in internships, field-based or collaborative research projects with faculty, apprentice teaching, and/or service learning



1536 HEWITT AVENUE, SAINT PAUL, MN 55104



FINANCIAL OVERVIEW

Hamline University has an annual operating budget of approximately \$65 million and an endowment of \$147 million. The university's total net assets equal \$202 million (FY 2024), and the university's total debt is \$43 million. Gross tuition and fee revenue total \$87 million, and institutional scholarships and grants awarded are \$42 million. Spending on instructional and academic support accounts for more than 42% of total expenses, which is on par with, or higher than, most same-sized and similarly endowed private colleges and universities in the state.

Despite the nation's financial downturn over the past few years, Hamline's endowment has had returns better than average, and the university also has received new gifts to build the endowment. Donors contributed \$8.9 million to the endowment in FY 2024, giving \$19 million in gifts and pledges to all funds, and there are currently over 419 endowed scholarships. Hamline University successfully completed the *Take the Lead* Campaign on December 31, 2023. The campaign goal of \$110 million was surpassed, realizing more than \$122 million in gifts and pledges. The results will benefit students with increased scholarships, improved facilities, and additional faculty and student research opportunities.

Like many small private liberal arts colleges, Hamline is tuition-dependent in its operating budget. The university has maintained a lean budget with limited operating reserves since at least 2008. There has been strategic management of the resources; however, as the environment grows more challenging, the current business model of Hamline University is being strained.

Faculty, staff, and trustees have been deeply engaged in discussing how to build on Hamline's strengths, offer programs and degrees that match the market's needs and student interests, and deliver them in a way that is compelling and accessible. Strategic focus and bold initiative will be required to distinguish Hamline in a state rich with opportunities to gain a higher education degree. In addition, investment in capital improvements, growing the endowment, and developing an operating cash reserve to allow implementation of new revenue opportunities will be critical to successfully position Hamline for more success in the future.

POINTS OF PRIDE

- The campus boasts state-of-the-art learning and recreational facilities including the Anderson Center, Klas Center, and Sundin Music Hall—all well-known regionally.
- Hamline is nationally recognized for the percentage of students who participate in undergraduate research projects and conferences. Our students have access to state-of-the-art science facilities, including an environmental scanning electron microscope.
- Hamline is the home of the internationally recognized Violence Prevention Project Research Center.
- Hamline University is the birthplace of intercollegiate basketball. On February 8, 1895, Hamline hosted a hard-fought contest with the University of Minnesota School of Agriculture. Despite losing 9-3 in 1895, today's Pipers serve as a touchstone to an iconic moment in intercollegiate sports history.
- Hamline athletic teams routinely participate in postseason competitions, with women's hockey, women's lacrosse, women's gymnastics and men's basketball earning recent distinctions.
- Hamline faculty are recognized for their teaching and research and are leaders in their fields of study as determined by numerous professional organizations and academic societies.
- The Pipers to Professionals Internship Program launched in 2023 after receiving \$2.5 million in federal and donor support to level the playing field for students by providing wages and wrap-around support services while they engage in an active internship.

UNIVERSITY LEADERSHIP TEAM

Dr. Kathleen Murray took office as the 21st president of Hamline University on January 1, 2024, becoming the third consecutive woman to lead Minnesota's oldest institution of higher education, which entered its 170th year in 2024. She currently serves as Acting/Interim President.

Acting/Interim President Murray has a twenty-year track record of effective and outcome-based leadership at private institutions nationwide. She most recently served for seven years as president of Whitman College in Walla Walla, Washington, coming out of retirement to serve in this temporary role. Dr. Murray succeeds Dr. Fayneese Miller, who retired on June 30, 2024 after leading the university for nine years. Dr. Miller oversaw the university's largest first-year enrollment growth and initiated the Take the Lead campaign, which surpassed its fundraising goal and realized more than \$122 million in pledges and gifts to the university.

The University Leadership Team is composed of a dynamic, creative, and energetic group of senior leaders. The University also recently concluded the appointments of a Vice President for Finance & Administration/Chief Financial Officer, and a Vice President of Enrollment Management. This diverse team is deeply committed to promoting diversity and the success of every student. Together, they work tirelessly to foster an inclusive and supportive environment where every student can thrive. Some members also support one or more committees of the Board of Trustees.



BOARD OF TRUSTEES

Hamline is governed by an active, vibrant 30-member Board of Trustees, which meets at least three times a year and has the following standing committees: Executive Committee, Audit Subcommittee, Academic and Student Affairs Committee, Facilities Committee, Finance Committee,

Investment Committee, and Trusteeship Committee. The Board works in partnership with the president to advance the mission and well-being of the faculty, staff, students, and community.





LIFE IN THE AREA

Hamline is located in Saint Paul, Minnesota, the capital city of the state and part of the beautiful Twin Cities metropolitan area. Originally a village on the train line between Minneapolis and Saint Paul, the Hamline Midway neighborhood, in which Hamline University is located, is in many ways still a small town right in the middle of the two cities. The busy, urban thoroughfares of Snelling and University Avenues quickly give way to walkable tree-lined neighborhoods and gardens tended by active neighbors with a deep commitment to the local community. A diverse, working-class neighborhood, it is home to many dozens of Hamline faculty and staff who walk to work.

The Twin Cities, comprising Minneapolis and Saint Paul, offer a compelling array of advantages and attractions that appeal to residents and visitors alike. Renowned for their cultural richness, the cities boast a vibrant arts scene, featuring world-class museums, theatres, and music venues such as the Guthrie Theater and the Walker Art Center. Beyond cultural amenities, the Twin Cities are celebrated for their robust economy, anchored by Fortune 500 companies and a thriving healthcare sector, providing ample employment opportunities and economic stability. The region's commitment to education is exemplified by the plethora of fine institutions of higher education it hosts, enhancing the area's intellectual vitality and fostering innovation. Moreover, the cities' natural beauty, with

numerous lakes, parks, and bike trails, encourages an active lifestyle and outdoor recreation year-round. Combined with a reputation for safety, excellent healthcare facilities, and a strong sense of community, life in the Twin Cities offers a unique blend of urban sophistication and natural serenity, making it an appealing destination for individuals and families seeking a high quality of life.

The light rail line, just a mile from campus, provides easy access to both communities, downtowns, and the Minneapolis-St. Paul International Airport. Saint Paul is a city of over 303,000 residents that retains a strong sense of charm through defined neighborhood identities. Saint Paul is home to Summit Avenue, which is the longest preserved Victorian avenue in the United States, highlighted by the Governor's Mansion.

Saint Paul also hosts the Minnesota History Center, the Science Museum of Minnesota, the Como Park Zoo and Conservatory, and the Minnesota Children's Museum. Allianz Field, home of Minnesota United of Major League Soccer, is less than two miles from campus. CHS Field, home to the St. Paul Saints, the Class AAA affiliate of the Minnesota Twins, is also nearby. Saint Paul also houses the Xcel Energy Center, home of the NHL's Minnesota Wild and the PWHL's (Professional Women's Hockey League) Minnesota Frost.



THE POSITION

The Provost and Dean of the Faculty is responsible for all academic matters including program development, delivery, and assessment. The Provost provides leadership for the curriculum and integration with the co-curriculum, assessment and planning.

The Provost Office is currently being reorganized and the new Provost will have an opportunity to shape the office. Some of the offices and individuals reporting to the Provost will include:

- Two associate or assistant Provosts (*specific titles and scope of work to be determined by the new Provost*)
- Vice President for Inclusive Excellence
- Athletic Director
- University Registrar
- University Librarian/Chief Information Officer
- Advising
 - CASA (Center for Academic Success and Achievement)
 - Graduate advising
- Career Development Center
- Institutional Effectiveness

The Provost is directly responsible to the President for curriculum, instructional and research programs, faculty development, and development of academic operating and capital budgets.

The Provost advises the President and acts on the President's behalf during their absence. The Provost is responsible for all undergraduate and graduate academic matters, student academic support services, and program development, delivery, and assessment. The Provost provides leadership for the curriculum and integration with the co-curriculum, including the liberal studies core curriculum; all undergraduate and graduate academic program curricula and faculty development programs; athletics, academic centers, and the career center.

The Provost develops and administers the annual academic budgets; manages development and implementation of strategic planning; and recommends and selects faculty for initial appointments, promotion, and tenure. In collaboration with the President and Vice President for Institutional Advancement, the Provost will participate in fundraising efforts and lead in the development and enhancement of community partnerships.

PRIORITIES AND OPPORTUNITIES FOR THE PROVOST

The Provost and Dean of the Faculty at Hamline University will have the opportunity to lead on several key initiatives, including:

Ensure Hamline is a Student-Ready and Relevant Institution for the 21st Century

The expectations and needs of today's students have evolved, necessitating a more dynamic and responsive approach from institutions. To become truly student-ready, Hamline must foster new, bold conversations across both curricular and co-curricular spheres. This transformation will be defined by the creation of cross-functional learning communities, rooted not only within Hamline but extending beyond its campus. These communities will be dedicated to advancing student success through an integrated and holistic approach. The

university seeks an innovative Provost to lead this academic evolution, ensuring that the curriculum not only remains rigorous and relevant, but also equips students with the skills and knowledge needed to thrive after graduation. This will require a forward-thinking and unified approach to aligning academic, co-curricular, and professional development pathways, ensuring that students' educational experiences are both transformative and applicable. The Provost will guide Hamline's academic community in preserving what is most valuable while also envisioning and implementing what is necessary for the institution's continued success. The challenge will be to remain rooted in Hamline's rich traditions while embracing innovative practices that meet the demands of current and future students.

PRIORITIES AND OPPORTUNITIES FOR THE PROVOST (CONT.)

Promote Change, Innovation, and Collaboration to Expand Both Undergraduate and Graduate Enrollment

The incoming Provost, working with Hamline's committed faculty and staff, will play a pivotal role in fostering and supporting an academic and work environment which can grow innovation, cultivate collaboration, and drive meaningful change to enhance enrollment at both the undergraduate and graduate levels. This will require initiating cross-disciplinary dialogues that extend beyond traditional academic boundaries, nurturing a culture of inclusivity, engagement, and academic excellence. Encouraging cross-disciplinary course offerings and amplifying high-impact practices will further enhance the student experience. Strengthening ties between curricular and co-curricular programming will be crucial in aligning Hamline's educational offerings with the diverse needs of the Midway community, the Twin Cities, and the broader Minnesota region. Expanding outward-facing programs—such as minors, certificates, and both undergraduate and graduate degrees—will increase Hamline's relevance in key areas. These offerings could include innovative fields such as strategic digital communication, social work, addiction prevention and intervention, applied bioethics, and master's programs in applied artificial intelligence and counseling psychology. Such programs will not only enrich Hamline's academic portfolio, but also create meaningful connections to the public advocacy, business, and healthcare sectors. Additionally, the Provost will be instrumental in building strategic partnerships with industry leaders, nonprofit organizations, and community stakeholders. These collaborations will enhance learning opportunities, provide new internships, expand career pathways, and attract philanthropic support—further embedding Hamline in the fabric of the region's economic and social systems.

Establish a Well-Designed, High-Functioning Academic Administrative Structure

The creation of a new academic administrative structure is a crucial step in ensuring Hamline's future success, and it must be approached with careful consideration and thoughtful design. Faculty are invested in this reorganization, which unifies all academic and academic-adjacent programs under the ultimate oversight of the Provost for both strategic and operational effectiveness. This reorganization presents a welcome opportunity to build a system that better supports faculty, facilitates curricular innovation, and enhances the overall academic environment.

A well-conceived academic structure will offer numerous strategic benefits. By consolidating academic leadership and

oversight within the Provost's Office, the university can achieve clearer communication channels, more cohesive decision-making, and better alignment of resources with institutional priorities. Faculty will benefit from reduced administrative burdens, greater transparency, and more streamlined processes, enabling them to focus more fully on teaching, research, and student engagement. This reorganization will also pave the way for more innovative and cross-disciplinary program development, ensuring that Hamline remains relevant and competitive in an evolving higher education landscape. For this transition to be successful, it is imperative that the Provost actively engages with faculty throughout the process. Regular, transparent communication and opportunities for input will foster trust and buy-in, ensuring that faculty feel supported and are able to adapt effectively to the new structure. The Provost must also collaborate with division and department heads and academic staff to identify potential challenges early on and address them proactively, helping to ensure a smooth and efficient transition.

Foster a Strong Partnership with the New President and Leadership Team

As Hamline University embarks on a new chapter under the leadership of a new president and a revitalized leadership team, the next Provost will play a critical role in shaping the institution's future. The incoming Provost must be an enthusiastic and collaborative team player, forging a dynamic partnership with the president and other members of the University Leadership Team (ULT). This period of transition presents a unique opportunity for the Provost to work alongside a leadership team that is newly energized and deeply committed to driving the university forward in alignment with its mission and values.

The Provost will find ready partners within the ULT—leaders who are dedicated to fostering an environment of mutual respect, social justice, diversity, and inclusion. The strength of this team lies in its collegiality and shared commitment to making Hamline a student-ready institution that responds to the evolving needs of its community. Given the wide scope of the Provost's role, there is significant potential to leverage the interconnectedness of the university's academic and administrative functions. By actively engaging with the ULT, the Provost will help to facilitate greater interaction and collaboration across departments, ensuring that interdependent parts of the campus work in harmony to serve students more effectively. This partnership will be crucial in implementing strategic initiatives, aligning resources, and ensuring the success of both academic and co-curricular programs.





CREDENTIALS, EXPERIENCES AND QUALIFICATIONS

Hamline's Provost and Dean of the Faculty will:

- Serve as the chief academic officer and champion a relevant, dynamic applied liberal arts curriculum.
- Lead, advocate for, and implement institutional strategic objectives and innovations.
- Actively support and participate in Hamline's shared governance structure.
- Demonstrate genuine enthusiasm and support for faculty work and innovation and possess a facility for the political and operational mechanics of academic administration.
- Embrace Hamline's mission and be comfortable representing all aspects of the University's ideals, vision, culture, and heritage.

QUALIFICATIONS

Required Qualifications and Experiences

- An earned doctorate from an accredited university.
- A scholarly record that supports an appointment as a tenured faculty member, at associate professor rank, in one of the academic departments at Hamline University.
- Prior experience as a distinguished faculty member; a record of successful and extensive academic experience as a dean and/or senior administrator.
- Experience in academic budgeting, strategic planning, committee service, and institutional accreditation and assessment practices.
- A demonstrated commitment to fostering diversity, equity, and inclusion in higher education.

Desired Qualifications and Experiences

- Leadership experience in academic administrative positions and the proven ability to plan and implement strategic initiatives.
- Willingness and ability to utilize data to inform decisions.
- Commitment to expanding students' access to liberal arts education, academic success, and high-impact experiential learning opportunities.

- An understanding and appreciation of student affairs and a student-centered mission.
- Ability to provide leadership to and work collaboratively with the Vice President and Dean of Students to ensure that student engagement opportunities are integrated across the student experience, blending academic, campus, and community engagement.
- Ability to enhance the student experience, retention, and student success.
- Experience with curricular and co-curricular development and integration, academic advising, assessment of learning and academic programs, and accreditation.
- Ability to translate strategic vision into successful action, with a track record of successfully executing multiple projects at a high level and in a timely manner.
- Demonstrated ability to cultivate and develop inclusive and equitable working relationships with students, faculty, and staff.
- An understanding of the value of, and commitment to, shared governance in higher education.
- Ability to build a cohesive team through a unifying leadership style and to encourage a culture of support, direction, collaboration, and accountability throughout the organization.
- An accessible and collegial personal style; someone who engages with others in a way that builds trust; a person of impeccable integrity and character who is humble, hungry, and smart; courageous, even-tempered, and resilient in the face of challenges.
- Appreciation for community engagement, environmental sustainability, and other initiatives that contribute to student learning and the health of the local community in a manner that demonstrates institutional mission.
- Successful record of recruiting and retaining faculty from diverse backgrounds and a commitment to fostering an open intellectual environment.
- Demonstrated financial acumen, including the ability to effectively manage budgets and assess financial performance.



APPLICATION PROCEDURES

ASSISTING IN THIS SEARCH

Hamline University is being assisted in this search by Dr. Katherine Haley, Senior Consultant, from Academic Search.

Applications should include the following (as two separate PDFs):

1. a thoughtful letter of interest addressing, as appropriate, the key responsibilities and qualifications outlined in this profile.
2. a current resume, showing relevant administrative responsibilities and accomplishments.

Inquiries, nominations, and applications should be sent to HamlineProvost@academicsearch.org. For nominations, please include the nominee's name, position, employer, and email address.

By university policy and search committee affirmation, all information from and about candidates will be kept in strict confidence. For full consideration by the search committee, applications should be submitted by **January 10, 2025**.

Hamline University does not and will not tolerate discrimination, harassment, or retaliation based on race; color; religion; creed; sex; sexual orientation; gender expression; gender identity; national origin; marital status; familial status; status with regard to public assistance; service with local human rights commission; disability; age; or protected veteran status in its employment or educational opportunities. In addition, a romantic or physical relationship between a student and an employee who is not a student worker is prohibited.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Hamline University 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.

