# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overview of The Search</td>
<td>3</td>
</tr>
<tr>
<td>About Mount Marty</td>
<td>4</td>
</tr>
<tr>
<td>Academics</td>
<td>5</td>
</tr>
<tr>
<td>Students and Student Life</td>
<td>8</td>
</tr>
<tr>
<td>The Community of Yankton and The Region</td>
<td>9</td>
</tr>
<tr>
<td>Leadership Agenda and Selection Criteria</td>
<td>11</td>
</tr>
<tr>
<td>President Marcus Long</td>
<td>12</td>
</tr>
<tr>
<td>Procedure for Nominations and Applications</td>
<td>13</td>
</tr>
</tbody>
</table>
OVERVIEW OF THE SEARCH

Mount Marty College which will become Mount Marty University as of July 1, 2020, invites nominations for and inquiries and applications from individuals interested in a leadership opportunity as Vice President for Academic Affairs (VPAA) in a supportive academic and values-oriented environment. The VPAA is expected to be an effective collaborative partner with President Marcus Long (see his bio), the executive team, the Academic Affairs Committee of the Board of Trustees, faculty, staff, alumni, community members, and students. The VPAA oversees the Dean of Nursing and Health Sciences for all academic matters, the chairs and program directors of academic programs, graduate programs, registrar, Director of Mother Jerome Schmitt Library, Institutional Research and other administrative support staff.

There are 45 full-time faculty and 7 part-time faculty. In addition, many adjuncts are part of the academic program delivery. Of the full-time faculty, 84 percent (38) are tenured or on tenure track. The college-wide headcount is 1,051 (560 undergraduate, 182 graduate, 254 dual credit, 55 Federal Prison Camp). Total student FTE is 835. Student-faculty undergraduate ratio is 12:1 and the average class size is 16.

It is an exciting time of transformation at Mount Marty with the recent announcement that will change from Mount Marty College to Mount Marty University. In addition, construction is underway for the new Ruth Donohoe First Dakota Fieldhouse, a $15 million, 100,000 square foot facility. It is scheduled for completion in July 2020. The fieldhouse will include a 74,000 square foot event space with a 200-meter, eight-lane track as well as a 7,500 square foot training and fitness center open to both the campus and partnering Yankton community members. Another sign of positive momentum is the construction of a $4.5 million suite-style residence hall for upper-class students.
Mount Marty is a Catholic, Benedictine institution founded in 1936 by the Sisters of Saint Benedict of Yankton, South Dakota. The University is named in memory of Martin Marty, a Swiss monk, who came to the Dakota Territory in 1876 and became the Territory's first Catholic Bishop. He took the initiative to invite Benedictine Sisters from Switzerland to establish a religious community in Yankton.

For the first fifteen years the institution functioned as a junior college for women and in 1951 awarded the first Bachelor of Arts and Bachelor of Sciences degrees. In 1969 Mount Marty College became co-educational. Associate of Arts degree programs were introduced in 1975 in areas compatible with already existing programs. Graduate study began with the first Master of Science degree awarded in 1983 and the first Master of Arts degree awarded in 1999. In 2017, Mount Marty became the first independent college or university in South Dakota to offer a doctoral degree, the Doctor of Nurse Anesthesia Practice. In 2020 Mount Marty will attain University status.

The Benedictine Community of the Sacred Heart Monastery serves as the sponsoring agent for the institution and the Board of Trustees serves as the governing board for the institution. Mount Marty determines its general policies and objectives in the context of its original charter, historical development, educational needs of the region, and the professional goals of the entire community.

In keeping with the Benedictine tradition, the institution exists as a community of learners. Primary emphasis is placed on the development of each person as a complete human being with

**THE MISSION STATEMENT FOR MOUNT MARTY:**
Mount Marty, an academic community in the Catholic, Benedictine, liberal arts tradition, prepares students for a contemporary world of work, service to the human community, and personal growth.

**THE VISION STATEMENT FOR MOUNT MARTY:**
Mount Marty is committed to becoming a preeminent academic institution in the region, combining the liberal arts and career-oriented education.
intellectual competence, professional and personal skills, and a composite of moral, spiritual, and social values. The mission of the institution is renewed year by year within the framework of Benedictine traditions, the teachings of the Catholic Church, the goals of American higher education, and the educational needs of all students.

CORE VALUES INCLUDE:

Awareness of God
- To remember that the Divine Presence is everywhere
- To appreciate personal growth within a Christian atmosphere
- To foster integrity in all interactions
- To promote the integration of learning and faith
- To recognize that academic leaders are ministers as well as educators

Community
- To build relationships based on trust
- To establish cooperative efforts to create value-centered lives
- To create opportunities for service as a way to express a corporate witness
- To recognize that educational quality is grounded in person-centered communities

Hospitality
- To respond to all as Christ Himself
- To provide an environment in which all are welcomed and respected

Life-Long Learning
- To promote a holistic approach to learning
- To develop life skills
- To develop critical thinking and creative problem-solving skills
- To equate quality of life with the value of life-long learning

ABOUT MOUNT MARTY (CONT.)

The academic programs are housed in three separate locations in South Dakota. There are about 800 students in these three locations. The main campus is in Yankton, adjacent to the Avera Sacred Heart Hospital which is part of the Avera Health system that serves more than 100 communities in five states. Avera is jointly sponsored by the Benedictine Sisters in Yankton and the Presentation Sisters in Aberdeen, SD.

The second campus offers programs as an adult education center in Watertown, SD which is approximately 155 miles north of Yankton. The location is housed on the campus of Lake Area Technical Institute in Watertown. Personnel includes a Director, 27 adjunct faculty, and an Associate Director of Admissions. Mount Marty Watertown offers nine bachelor’s degree programs and associates programs tailored to individuals with busy work and life schedules. Students seeking a Bachelor’s degree in Criminal Justice or Human Service will be able to attend classes (offered in an eight-week format).
The Sioux Falls location is home to Mount Marty’s nationally recognized doctoral program in Nurse Anesthesia. The Sioux Falls location is approximately 80 miles north of Yankton and includes the Director of the Graduate Program in Nurse Anesthesia, six full-time faculty members and an office manager.

At Mount Marty there are five academic divisions including arts and humanities, education, natural sciences, nursing and health sciences, and social sciences. There are also three graduate programs. The institution has traditional strengths in nursing and education.

Mount Marty offers Bachelor of Arts, Bachelor of Science, Bachelor of Science in Nursing, Master of Education, Master of Science in Nursing, Associate of Arts and Associate of Science degrees, Doctor of Nurse Anesthesia Practice and Certificates in a variety of concentrations.

Mount Marty offers 22 undergraduate majors including teacher education, business, exercise science, criminal justice, nursing, and radiologic technology. Undergraduate research opportunities are provided to students through the Biomedical Research Infrastructure Network (BRIN) grant of over $100,000.

Mount Marty is accredited by the Higher Learning Commission and will be preparing for its next visit in 2022. Three programs are approved and/or accredited by specialized accrediting bodies. They include 1) Graduate Nurse Anesthesia Program by the Council on Accreditation of Nurse Anesthesia, 2) Nursing (bachelors and masters) Program by the South Dakota Board of Nursing and the Commission of Collegiate Nursing Education (CCNE), and 3) Teacher Education program by the South Dakota State Board of Higher Education.

The liberal arts foundation and Catholic, Benedictine heritage ensure that Mount Marty students benefit from a long tradition of faith-based learning focused on developing the whole person. Students gain confidence and skills in classes that engage them as future professionals, citizens, and lifelong learners. Their graduate placement rates attest to their commitment to integrating academic skills with career-focused practical learning. Ninety-six percent find employment or continue onto graduate school within six months after graduation.
Mount Marty has developed a systematic and aspirational strategic plan with major focuses in five areas: Rural Health & Wellbeing, Benedictine Leadership, Growth & Visibility, Experiential Learning, and Community Engagement. Through these focus areas, the institution is able to enhance the student experience, effectively drive growth, and build beneficial relationships throughout the community and the region.

The faculty and staff at Mount Marty believe that tomorrow’s successful graduates will be critical thinkers, articulate communicators, confident problem solvers, and capable leaders. The campus offers a variety of opportunities for students to succeed such as a comprehensive advising program, the Center for Academic Excellence, internships, service learning and clinical experiences.
Students at Mount Marty have many opportunities to engage in a variety of majors with faculty and staff members who care about their intellectual, physical, social, and spiritual growth. Bachelor’s degree majors at the Yankton location (in order of student numbers) include registered nursing (21%), Education (Elementary, Secondary or Special Education) (21%), Radiologic technology/science (4%), Business Administration (11%), Criminal Justice/Safety Studies (5%), Exercise Science (10%) and Biology (5%). Many other majors are provided for students with other interests.

Students also have the opportunity to serve others through the Benedictine Leadership Institute where they explore life’s peaks and valleys through trips with their class to exciting destinations at no additional cost above tuition. Part of the student experience at Mount Marty is to embrace service and leadership with the goal of transforming lives, organizations, and communities.

In addition to enjoying the beautiful 80-acre campus built high on the bluffs overlooking the wide Missouri River, students can join any number of active clubs, join an intramural team, serve as a leader in the Student Government Association, or join the campus ministry group.

The Mount Marty “Lancers” are part of the National Association of Intercollegiate Athletics (NAIA), primarily competing in the Great Plains Athletic Conference. Men’s sports include archery, baseball, basketball, cross country, golf, soccer, tennis, and track and field. President Long has announced the addition of football which will begin in fall, 2021. Women’s sports include archery, basketball, cross country, golf, soccer, softball, tennis, track and field, and volleyball. Currently, there are 342 students participating in athletics.
Yankton is a city in, and the county seat of Yankton County, South Dakota. The population is approximately 15,000 people. Yankton was the first capital of Dakota Territory, and named for the Yankton tribe of Western Dakota people. Yankton is located on the Missouri River downstream from Gavins Point Dam and Lewis and Clark Lake and upstream of the confluence with the James River. Yankton is commonly referred to as the “River City” due to its proximity to the Missouri River and the importance that the river played in the city’s creation and development of the Dakota Territory. It is directly east of campus and is within easy walking or biking distance to Mount Marty.

The city of Yankton maintains fourteen municipal parks, including Fantle Memorial Park, which is the location of an outdoor public swimming pool, and Riverside Park that is home to the city’s Riverside Baseball Field. Four miles west of Yankton, Lewis and Clark Lake attracts over 1.5 million visitors per year. With its beautiful natural resources, Yankton is widely known for its popular recreational opportunities. Activities include camping, swimming, water skiing, fishing, hiking, horseback riding, biking, and boating. Attractions include Gavins Point Dam tours of the power plant, Corps of Discovery Welcome Center for a panoramic view of the Missouri River Valley and Yankton, Gavins Point National Fish Hatchery that produces over five billion fish for release in Midwestern waters and the aquarium with its 13 tanks of fish and turtles to observe.

Yankton is home to the Dakota Territorial Museum, the Bede Art Gallery (at Mount Marty), the National Field Archery Association, and the South Dakota Magazine. Yankton is just a little more than an hour’s drive to Sioux Falls (population-250,000), 50 minutes northwest of Sioux City, Iowa (population 90,000), and two and a half hours north of Omaha, Nebraska (population 900,000.)

Yankton was ranked number three on the 2016 Best Places to Live in South Dakota list. It offers unique restaurants and coffee shops, local stores, bowling, theater performances, or movies.
The Vice President for Academic Affairs presents an exceptional leadership opportunity to advance the momentum of Mount Marty established under President Long and the vision of the institution’s strategic plan. He or she will have an opportunity to manage growth, build community, and support the mission of holistic student development within the Benedictine tradition, a tradition that embraces students of all faiths.

The Vice President for Academic Affairs is the linchpin of the shared governance model. He or she will be an advocate for faculty, while also providing collaborative leadership as part of the President’s senior leadership team. The VPAA is the chief academic officer of the institution, leading the Faculty Senate and the chairs and program directors of the academic divisions and graduate programs. Direct reports to the VPAA also include the registrar, director of Mother Jerome Schmitt Library, the director of institutional effectiveness, the director of the Watertown campus, and other administrative support staff.

Priorities for the next VPAA will include the following:

- **Implement the Strategic Plan:** Under the leadership of President Long, the Board of Trustees approved in 2018 a strategic plan with five core components: rural health and well being, Benedictine leadership, growth and visibility, experiential learning and community engagement. The strategic plan enjoys wide support across the community and has sparked considerable optimism about the future. The VPAA will be expected to embrace, support and implement the plan, while providing ideas to advance its core elements.

- **Support Faculty and Effective Academic Governance:** The VPAA is entrusted with ensuring effective and transparent faculty participation in decision-making in academic affairs and as appropriate in the shared governance structure. He or she will be an advocate for faculty and faculty professional development, and will work effectively within the senior leadership team to strengthen the quality of the faculty and academic programs.
• *Navigate enrollment growth:* The adoption of intercollegiate football beginning in Fall, 2020 will generate a significant bump in enrollment over the next few years. The VPAA will be tasked with ensuring that faculty and academic resources support a larger undergraduate population, and will work with the Vice President for Student Life to ensure a smooth integration of this growth into campus life. The VPAA will also provide leadership to promote growth in graduate students and adult learners, one of the initiatives identified in the Strategic Plan.

• *Embrace and engage with the community and region:* The city of Yankton and surrounding region has embraced Mount Marty and are excited about the University’s momentum and potential. The next VPAA will receive a warm welcome into the community and will be expected to take advantage of opportunities for building relationships and programs to the mutual benefit of the university and the community.

• *Bring stable leadership and continuity:* The Mount Marty community has a strong desire that the next VPAA bring a personal commitment to a tenure that is sufficient to realize new initiatives in support of the strategic plan, provide for stability and continuity in academic planning, and be an effective partner to President Long.

• *Work cooperatively with administrative colleagues on the executive leadership team:* While the VPAA is the chief advocate for faculty and academic programs, he or she must also work cooperatively with all other administrators, trustees and others in support of student success and overall institutional goals. He or she must be an advocate for positive internal community relations and work to avoid the development of “silos.” As a key member of the President’s executive team, the VPAA must support the complementary roles that academics, student life, athletics and co-curricular programs play in creating holistic student development. The VPAA must also work collaboratively with the president, vice president for finance and administration and the entire leadership team to plan and implement budgets that support academic excellence while maintaining financial stability.

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**KEY SELECTION CRITERIA**

**Required qualifications:**

Candidates must possess an earned doctorate or terminal degree, a strong record of teaching and scholarship, and significant experience in academic administration at the level of department chair or above.

Candidates must appreciate and support Mount Marty’s vision, mission and core values. It is not required that the VPAA be Catholic; however, he or she must embrace the Benedictine academic tradition, be a person of Christian faith and model Christian values.

**Desired attributes:**

• An open and collaborative leader of the faculty, with an appreciation for transparent faculty governance;

• The ability to be an effective, collegial member of the University's senior leadership team;

• Strong communication skills—listening, writing and speaking;

• Experience in financial management and budget planning;
The ability to listen openly, gather and analyze relevant data, and make decisions in a timely manner;

- A person with broad and lofty vision, but also attentive to details of policy implementation;
- An appreciation of the importance of the liberal arts in the Benedictine tradition, but supportive of professional education and open to developing new academic programs, including programs for graduate students and adult learners, to meet student and regional needs;
- A management style centered around setting measurable goals, tracking performance and enforcing accountability;

- An appreciation for the culture, community values and quality of life in a small city in South Dakota, and a desire to be an active member of the community;
- A commitment to setting ambitious goals in support of the strategic plan, and seeing them through to completion;
- The ability to work effectively with the entire Mount Marty community and maintain professional and friendly relationships when dealing with internal and external individuals and groups.

Marcus Long, Ph.D., joined Mount Marty as the 11th president on July 15, 2015, after serving more than 20 years in a variety of higher education administrative positions at two different institutions. From 2007-2015 Long served as Vice President of Marketing and Communications, Chief of Staff to the President, and Vice President of Administration at St. Louis College of Pharmacy, one of the oldest and largest colleges of pharmacy in the United States, located within the Washington University Medical Center. Before moving to St. Louis, Long was a member of the senior public affairs leadership team at the University of Missouri in Columbia (1994-2007.) As director of university affairs, he managed the university’s marketing, web communications and visitor relations offices, as well as budget and human resources functions for the University Affairs division. Previously he worked in broadcasting, law enforcement, and politics.

Long received bachelor’s degrees in political science and history and a master’s degree in education from the University of Missouri. He earned a Ph.D. in education from the University of Missouri-St. Louis. During his time in St. Louis Long served as an adjunct professor of public policy and taught government classes at St. Louis College of Pharmacy, while maintaining a research program in health policy.

Long currently serves as chair of the Association of Benedictine Colleges and Universities and vice chair of the Great Plains Athletic Conference, is the past president of the South Dakota Association of Independent Colleges, and is on the boards of directors of Yankton Area Progressive Growth and the United Way and Volunteer Services of Greater Yankton.

The new Vice President for Academic Affairs will be working closely with President Long who looks forward to a collaborative leader who will complement his strengths in charting a path toward the future.
The search is being assisted by Academic Search, Inc. For a confidential discussion of this position prior to applying or nominating, please contact Senior Consultants Dr. Pamela M. Balch at pam.balch@academicsearch.org and (304) 678-7797 or Dr. Stuart Dorsey at Stuart.Dorsey@academicsearch.org and (830) 305-6291.

The position will remain open until filled, but only applications received by March 31, 2020 can be assured full consideration. Materials should include 1) a letter of interest addressing how the applicant meets the qualifications and the responsibilities described above, 2) a curriculum vitae or resume, and 3) a list of at least five professional references with contact information and a note explaining their relationship to the candidate. Materials may be sent to:

MountMartyVPAA@academicsearch.org.

Mount Marty is an EEO employer.
ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting Mount Marty in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit http://www.academicsearch.org/.