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Whitworth University invites nominations and applications for the position of provost & executive vice president of academic affairs. The successful candidate will serve as the most senior administrator reporting directly to President Beck A. Taylor, hold an appointment to the president’s cabinet and serve as the university’s chief academic officer.

Since 1890, Whitworth University, a private, residential, comprehensive, master’s-level, liberal arts institution affiliated with the Presbyterian church, has held fast to its founding mission to provide its students an education of mind and heart characterized by rigorous and open intellectual inquiry and the integration of Christian faith and learning. Anchored in the Reformed tradition and enriched throughout its history by strong evangelical and ecumenical currents, Whitworth’s mission is carried out by a diverse community of dedicated Christian scholars and staff members who are called to a variety of vocations to serve and support students. Whitworth believes the best learning occurs in the context of relationships – inside and outside of the classroom – where professors and staff members alike invest in the lives of students. Whitworth is committed to modeling the highest standards of integrity and fairness and being a trusted and valued member of the community. As Whitworth's mission states, the university seeks to equip its graduates "to honor God, follow Christ and serve humanity."

Academic Excellence
Recognized as one of the top regional colleges and universities in the West, Whitworth University has an enrollment of more than 3,000 students and offers more than 100 undergraduate and graduate degree programs. Whitworth seeks to equip its students to be inquisitive, creative and discerning thinkers who effectively address the complex issues they face in the world. The university works to cultivate an intellectually vital and inclusive campus culture in which faculty and students engage regularly in civil discourse on challenging ideas. Faculty-student interaction is a hallmark of a Whitworth education, evidenced by Whitworth's consistent 11:1 student-faculty ratio.

The university focuses on providing compelling opportunities for advanced collaborative learning, creative expression, in-depth research, cross-cultural engagement and leadership development to attract and retain high-achieving students. Whitworth's graduates consistently receive admittance into highly selective graduate schools and post-baccalaureate fellowships. Ninety-five percent of recent Whitworth undergraduates were either employed or in graduate programs within nine months after graduation.

Whitworth's faculty are committed to excellence in teaching and scholarship. This fall, U.S. News & World Report ranked Whitworth No. 1 in the Best Undergraduate Teaching in the West category. Scholarly activity is viewed at Whitworth as a complementary rather than a competing enterprise to teaching. In fact, Whitworth's professors engage students fully in the process of discovery and dissemination of new knowledge and in the creation of original contributions to their fields. The faculty's scholarship ranges from laboratory experiments resulting in journal articles to creative analyses presented at national conferences to original works of art and music shared with an admiring public. In recent years, Whitworth has
MISSION (cont.)

strenthened research opportunities for faculty by increasing the number of endowed chairs, professorships and centers from three to 10, and by establishing a $1 million endowment to fund interdisciplinary faculty research and teaching fellowships.

Whitworth University is accredited by the Northwest Commission on Colleges & Universities, a status which was reaffirmed without hesitation in 2018.

Faith & Learning
Whitworth University walks on what its presidents have described as the "narrow ridge" between the university's Christian calling and its pursuit of academic excellence. This metaphor paints a picture of the institution situated on a precarious mountain crest that connects two steep and dangerous slopes. One slope represents the temptation that Christian universities have faced historically to jettison their Christ-centered missions in favor of things like greater academic reputation. The other slope represents the temptation for many Christian universities to abandon their commitments to open and fearless intellectual inquiry and academic freedom. In a sense, institutions that have stumbled down this side of the ridge, in an effort to protect some privileged version of truth, have discarded their academic missions to remain more faithful.

By aspiring to locate itself squarely on the ridge that separates these two extremes, Whitworth commits itself to pursuing faith as rigorously as it pursues truth, and to pursuing truth as devotedly as it pursues faith. Whitworth subscribes to the Reformed theological view that all truth is God's truth, and that we should honor that truth, whether it is revealed through an act of human discovery or through divine revelation.

Holding on to Whitworth's commitments to Christ and Christ's redemptive work in this world, while at the same time remaining devoted to the courageous search for truth, is a challenging prospect. But the scenic views from the peak offer amazing perspectives on the world and our place in it. By remaining committed to academic excellence and to the integration of Christian faith and learning, and by continuing to provide safe harbor for conversations among faithful Christians who disagree, Whitworth offers its students and faculty the best opportunities to learn, question and discover.

Providing structure, substance and symbol to this ethos on campus is the Weyerhaeuser Center for Christian Faith & Learning. Its mission is to provide resources and support for faculty and students in their efforts to integrate faith and learning. The academic center has helped shape Whitworth's culture by facilitating faculty scholarship, integrating faith and learning in and out of the classroom, and mentoring students toward vocations of Christian scholarship and service.

One of the key programs available to faculty through the Weyerhaeuser Center is the Vocations of the Christian Professor Workshop, an annual program that provides practical instruction on how faculty can integrate faith and learning in their courses. Guiding faculty both within and outside of the workshop is a white paper approved by the faculty assembly that codifies Whitworth's framework for faith-learning integration.

Diversity, Equity & Inclusion
Whitworth University is committed to delivering a mission-driven educational program that cultivates in students, faculty, staff and trustees the capacity to work effectively across the myriad dimensions of the global family. Whitworth's goal is to achieve and sustain a level of inclusive excellence throughout the life of the university that emphasizes the deep truth, love and grace of the gospel.

The university is guided by its Christ-Centered Rationale for Diversity, Equity & Inclusion. This central document explains that Whitworth's distinctive educational ethos is grounded in its commitment to the triune God revealed in Jesus Christ. Precisely because of that commitment, Whitworth seeks to be a diverse, equitable and inclusive community – a university where the self-giving love of God for all creation is reflected in an atmosphere of inclusion and respect for all people.
Our commitment to Jesus Christ nourishes our commitment to being a welcoming community that encourages the pursuit of truth in a spirit of freedom, humility and charitable disagreement. What makes Whitworth unique is the unusual degree to which these are not merely ideals to which it aspires but qualities of our community as it currently exists.

Whitworth has been recognized by both religious and secular organizations for its work related to diversity, equity and inclusion. The university was one of the first institutions within the Council of Christian Colleges & Universities to hire a chief diversity officer. In 2018, Whitworth’s outstanding commitment to diversity and inclusion was recognized by INSIGHT Into Diversity magazine, which honored Whitworth with its Higher Education Excellence in Diversity Award.
History
Whitworth University was founded by George Whitworth, an ordained Presbyterian minister and pioneer. In 1883, Whitworth opened Sumner Academy in the village of Sumner, in Washington Territory. On Feb. 20, 1890, the school's trustees signed resolutions to increase the curriculum and stature of the academy, which would be known as Whitworth College. The catalog from 1890 defined the vision for Whitworth College: "It is intended to give both sexes a thorough course of education... ever directing them in pursuit of that learning and culture of mind and heart that make the finished scholar.... While it is denominational, it does not aim to be sectarian, opening its doors to all lovers of truth and learning." Since its founding, Whitworth has accepted students regardless of their religious beliefs.

In 1899, the college had outgrown the rural community of Sumner and moved to Tacoma, Wash. Fifteen years later, when Spokane, Wash., developer Jay P. Graves offered land in his Country Homes Estates, Whitworth moved a final time. In September 1914, classes began in Spokane.

Whitworth began a new era after 117 years as a college when, in 2007, the school changed its name to Whitworth University.

Selected 2018-19 Faculty & Student Achievements
- Christianity Today named Haley Jacob, assistant professor of theology, one of 10 new female theologians to know.
- Professor Lisa Laurier, chair of the teacher education program, received the YWCA's Women of Achievement Education Award, and she was also awarded a Hagan Foundation grant to continue her groundbreaking literacy work.
- Jann Leppien, the Margo Long Chair in Gifted Education, received the Advocacy Award from the Washington Association of Educators of the Talented and Gifted.
- The M.J. Murdock Charitable Trust announced Kraig Wheeler, the Hugh W. Johnston Professor of Chemistry, as the recipient of the Lynwood W. Swanson Scientific Research Award. Wheeler spearheaded the establishment of the university's new crystallography center, the first integrative applied crystallography center in the Spokane area.
- Students from the School of Business won the regional Chartered Financial Analyst Institute Research Challenge for the fifth straight year.
- Two students and an alumna were selected as Fulbright scholarship finalists, continuing Whitworth’s tradition of producing Fulbright scholars. More than 40 students and alumni have been selected since 2000.
- Political science major Shannon Price was awarded the prestigious David L. Boren Scholarship.
- One hundred ninety-four student-athletes were Academic All-Northwest Conference honorees – the most of any athletics program in the Northwest Conference.
LIVING IN SPOKANE

Nestled among 200 acres of stately pines, Whitworth University offers wide-open green spaces and first-rate educational facilities – right in the middle of one of the most scenic regions in the United States.

Spokane has a metropolitan population of more than half a million people, a thriving arts community, and recreational opportunities provided by mountains, lakes, rivers, and miles of hiking and biking trails. The city is large enough to have a vibrant downtown area with a riverfront park, yet small enough to avoid the heavy traffic associated with larger cities. The region enjoys four seasons with the associated outdoor activities (mountain biking, climbing, swimming, boating, snowmobiling and skiing, among others). Spokane is within 4-5 hours of three major national parks (Mount Rainier, North Cascades and Glacier) and the Canadian Rockies. Spokane International Airport offers direct flights to 17 destinations throughout the country.

Spokane has excellent healthcare facilities and other top educational institutions close by. The Spokane area has several outstanding school districts including the Mead School District in which Whitworth University is located. Besides the strong public schools, the area has a number of highly ranked private schools, faith-based schools, and schools that have developed specialized programs with an emphasis on STEM and entrepreneurial curriculum.

Spokane is a community with a growing multicultural population, in which 62 languages are spoken. The region has received recognition for the unique work being done to preserve the indigenous Salish languages. Several local organizations focus on cultural diversity, such as a chapter of the NAACP, the Hispanic Business/Professional Association, The Latino Hope Foundation, the Hispanic/Latino Resource Center and World Relief, to name a few.
ACADEMIC AFFAIRS
The provost is the chief administrator for Whitworth University Academic Affairs. The office provides leadership for all aspects of the university's academic programs. Within guidelines prescribed by the board of trustees, academic affairs is responsible for assuring the educational principles of the institution.

Academic affairs coordinates the work of many people and offices that support and enhance the university's academic program. The office helps shape a curriculum in which tradition and current relevance balance and enrich one another—a curriculum that equips students to make a living while they honor God, follow Christ and serve humanity. Academic affairs provides services that enable students to construct course schedules that meet their educational objectives. The office also provides programs that enable Whitworth faculty to grow as Christian teacher-scholars. The office works continuously to evaluate and improve both learning outcomes and stewardship of university resources.

The following areas comprise Whitworth University Academic Affairs.

Schools & Colleges
The College of Arts & Sciences provides an education grounded in the liberal arts and sciences and committed to the integration of faith and learning. The college supports the general education curriculum across the university and houses Whitworth's 18 undergraduate arts and science departments, offering 41 majors; the university's M.A. in Theology and M.S. in Athletic Training graduate programs; and Whitworth's interdisciplinary programs, such as U.S. Cultural Studies, Women's & Gender Studies, and the Core Worldview Program.

The School of Business emphasizes values and ethics within a rigorous academic setting that provides practical application experiences and prepares graduates to succeed in today's international marketplace. The school includes undergraduate programs in accounting, business management, economics, finance, marketing and organizational management, as well as a graduate program in business administration. The master of business administration program has an outstanding reputation in the community and enrolled more than 100 students for the first time this fall. The university is working to attain AACSB accreditation for its business programs and expects a visit from the accreditation team in 2020.

The School of Continuing Studies provides opportunities for adult students to earn a bachelor's degree in an environment that cultivates student success, critical reflection and professional development. Through its evening degree programs, the school offers accelerated-format classes leading to degrees in organizational management, management & accounting, criminal justice administration, public service administration, human services, humanities or elementary education with teacher certification.

Graduate Enrollment Management is an important function of academic affairs, as Whitworth experiences record enrollment and works strategically to extend the university's mission and influence in the graduate market. Whitworth offers graduate programs in education (including marriage & family therapy), business, theology and athletic training. In recent years, the university has expanded the scale and scope of its graduate programs, adding master's degree programs.
programs in athletic training, Montessori early learning, applied behavior analysis, and gifted & talented education.

Programs
The International Education Center supports the strategic internationalization goals of the university and drives growth and innovation in global programming, international student services, and global learning assessment. The center is comprised of two divisions: International Admissions and Off-Campus Programs.

Sponsored Programs assists faculty in obtaining external funding to support their creative and scholarly activities and to provide support for institution-wide initiatives. In addition to these activities, the SPO also administers the Institutional Review Board and oversees federally required policies on Conflict of Interest, Responsible Conduct in Research, and Misconduct in Science.

Other Areas
The Registrar serves students, faculty and staff in support of administrative services.

The Department of Instructional Resources provides operational support, installation and maintenance of academic facilities and resources.

The Whitworth Library serves students, faculty and staff with information resources and related services that support learning, teaching, scholarship, and intellectual, professional and spiritual development.

EXECUTIVE VICE PRESIDENT & CABINET APPOINTMENT
The executive vice president serves as the most senior administrator reporting directly to the president and holds an appointment to the president’s cabinet. As such, the provost & executive vice president represents the president as assigned, and performs some of the duties of the president in her/his absence. The president’s cabinet provides primary leadership support for strategic priorities and initiatives, and functions as an advisory body to address and assist with matters of substantial importance to the university. The cabinet enjoys high levels of diversity. Out of 11 members, five are women and four are members of historically underrepresented racial and ethnic populations.

ACADEMIC DISTINCTIVES
Unique Programs and Attributes
The university in recent years has worked to develop and fine-tune the George F. Whitworth Honors Program. The program provides high-achieving, motivated students who are admitted with honors with a variety of challenging academic-enrichment experiences. Its strength is that students direct themselves through a diverse set of learning experiences across multiple disciplines. These experiences may include honors general education or interdisciplinary courses, honors courses within a major, advanced seminars, creative projects, research, off-campus programs and internships. For two fall semesters in a row, the program has placed a cohort of Whitworth honors students in internships at the Smithsonian under the supervision of a faculty advisor.

Off-Campus Programs, a division of the International Education Center, serves as an integral part of the academic experience by offering a range of domestic and international programs that provide opportunities for study and other types of experiential learning. The office oversees a robust
selection of domestic and international faculty-led programs, offering about 20 highly customized programs each year. Professors provide students with cultural immersion and comprehensive support over the course of a semester or Jan Term – a popular time for students to study away. An important component of these programs is the time spent in the classroom before and after on preparation and reflection. Off-Campus Programs also offers exchange programs and other partner programs. In 2019, 37 percent of Whitworth's graduating class had participated in an off-campus study program.

Whitworth Forensics is an award-winning interdisciplinary program that provides a rigorous intellectual experience for students interested in the exchange of ideas and in sharpening their public speaking skills. The Whitworth Forensics Team competes in intercollegiate tournaments in the Northwest Forensics Conference and in speech and debate tournaments nationwide. Team members test their skills against some of the finest speakers in the U.S. and consistently earn recognition. In 2019, Whitworth won the National Christian College Forensics Association's national tournament for the seventh time in eight years. Whitworth's Ethics Bowl team is likewise a strong interdisciplinary team comprised of top students. Whitworth won the National Intercollegiate Ethics Bowl in 2019, marking the team's third national championship in eight years.

Opportunities for student-faculty scholarship abound throughout the academic disciplines. Whitworth students regularly collaborate with their professors on conference presentations and journal articles. Research opportunities are especially plentiful within Whitworth's STEM departments. At Whitworth, science students and professors design mobile apps together, work in the lab to advance research on cancer and celiac disease, study threatened sage-grouse habitat out in the field, conduct research for NASA, and more. Student-faculty research takes place throughout the year, but Whitworth’s Summer Research Program presents a special opportunity for 15-25 science students to assist professors in the lab.

Academics at Whitworth are closely tied to the university’s Student Life Division and co-curricular programming, which provide additional educational opportunities outside of the classroom. The Dornsife Center for Community Engagement, under the Student Life Division, works to enrich Whitworth’s educational programs by providing strategic service-learning opportunities. Each fall, the Dornsife Center organizes Community Building Day, when more than 1,000 members of the Whitworth community go out into Spokane to perform community service. Whitworth's chartered clubs also provide hands-on learning opportunities to students. For example, the popular Whitworth Student Investment Group equips business students with valuable skills and knowledge as they invest a portion of the university's endowment.

Innovations and Improvements
Whitworth is in the process of implementing an exciting, state-of-the art revision to the university's shared curriculum (formerly known as general education). Based on a foundational commitment to the liberal arts and to the integration of Christian faith and learning, the new shared curriculum – a set of courses and experiences required of all undergraduate students – is designed to create lifelong competencies across four domains of inquiry: belief, culture, science and expression. A fifth area of study, called Praxis, promotes habits of mind and wellness. At the heart of the shared curriculum is Whitworth's iconic Core
Worldview Program, an experience valued by students for nearly 50 years. Faculty have shown overwhelming support for the new shared curriculum and are currently revising and creating courses in anticipation of the program’s rollout in fall 2020. Students are also being given a voice in the formation of the program.

The university is in the early stages of creating its first **doctoral programs, in physical therapy and occupational therapy**. The Whitworth Health Sciences Department has grown rapidly over the last decade and enrolls more undergraduates than any department. Whitworth health science graduates' top postgraduate paths are occupational and physical therapy, and they have shown exceptional acceptance rates and performance at programs across the country. Whitworth sees exciting potential for enrollment in the OTD and DPT programs, pending regional and professional body accreditation.

Whitworth has invested heavily in **new and improved academic facilities** as it has made over $125 million in campus improvements in recent years. Major projects have included the construction of the state-of-the-art Robinson Science Hall ($32 million); the renovation and expansion of Cowles Music Center ($13.5 million) and Beeksma Family Theology Center ($2.8 million); and the renovation of the Megan E. Thompson Aquatic Center ($1.5 million) and Cowles Auditorium ($3.2 million). Construction of the Athletics Leadership Center ($13 million) is underway, and plans are being made for a new health sciences facility and a new innovation lab that will serve a variety of disciplines.
RESPONSIBILITIES AND DUTIES
Academic Affairs provides strategic leadership and vision in planning, directing, administering and evaluating the university's academic programs. Key responsibilities for the provost/EVP include the following:

1. Embraces Whitworth's historic mission to provide an education of mind and heart; serves as a leader of the university's community of Christian scholars as Whitworth seeks to equip a diverse student body to "honor God, follow Christ and serve humanity."

2. Articulates the institution's academic vision and goals and supervises their implementation within the context of the university's vision and strategic plan.
   a. Provides leadership in long-range curricular and institutional planning; cooperates with deans and faculty in developing and overseeing undergraduate and graduate curriculum and programs of study.
   b. Develops special initiatives, in cooperation with deans and faculty, that reflect institutional commitments articulated in Whitworth's strategic plan.
   d. Encourages academic excellence and innovation in both general education and major undergraduate and graduate programs of study.

3. Works collaboratively with the academic deans, helps to recruit, support and supervise faculty; encourages strong faculty performance.
   a. Actively supports the recruitment of an exceptional and diverse faculty committed to the mission of the university; makes recommendations to the president regarding hiring and termination.
   b. Promotes faculty morale, renewal and development; encourages excellent teaching, helpful mentoring and advising; fosters creative program development and significant scholarship.

4. Administers the university's academic division (including traditional undergraduate, continuing studies and graduate programs), encouraging excellent preparation of students as lifelong learners, professionals and responsible citizens of the world. In consultation with appropriate elements of shared governance and through overseeing the work of members of the deans council and the academic affairs staff, the provost:
   a. Allocates and supervises use of financial resources within academic affairs; articulates compensation philosophy and oversees faculty salary schedules and contracts, college and school budgets and other academic financial matters, serving as an advocate as well as a manager.
   c. Oversees faculty evaluation; assesses and conveys recommendations to the president for promotion and tenure and for all matters related to contractual working policies.
   d. Administers personnel policies within academic affairs according to faculty and staff handbooks.
   e. Promotes a positive working environment for faculty, including the maintenance and improvement of facilities, support of the library, and provision of needed technology, instructional resources and research equipment.
THE OPPORTUNITY (cont.)

b. Promotes development and implementation of academic grant applications and expenditures; encourages development of relationships with funding foundations and organizations.
c. Encourages and assists in overseeing a productive institutional research program.
d. Administers areas that directly serve the academic work of the university, including instructional resources, international programs, the library and the registrar.
e. Oversees institutional accreditation efforts with regional and special accreditation agencies.

5. Collaborates across divisional and institutional lines, helping to promote a culture that is communicative and mutually supportive.
a. Maintains cooperative ties with other division vice presidents and members of the president's cabinet as part of a common educational mission.
b. Coordinates communication among faculty, between faculty and members of the administration, and between faculty and the academic affairs committee of the board of trustees.
c. Represents faculty to the university’s external constituencies, including professional organizations and donors, when appropriate.

6. Represents the president as assigned, and performs some of the duties of the president in her/his absence. Serves as the second-highest ranking administrator, oversees president’s cabinet meetings in the president’s absence, and speaks on behalf of the president when appropriate.

REQUIRED EXPERIENCE, SKILLS, KNOWLEDGE AND ABILITIES

1. Personal commitment to the Christian faith and a commitment to the educational mission of Whitworth as a comprehensive Christian liberal arts university affiliated with the Presbyterian church.
2. Excellent writing, communication and interpersonal skills.
3. Demonstrated ability to function effectively as a member of the university’s leadership team.
4. Successful supervisory and budget-management experience.
5. Self-motivated, confident style, coupled with sensitivity, empathy and flexibility.
6. Experience in establishing and growing graduate and nontraditional programs.
7. Demonstrated ability to establish and maintain positive working relationships with faculty, staff and students.
8. Experience working with diverse populations and demonstrated ability to foster diversity, equity and inclusion across academic programs.

ORGANIZATIONAL RESPONSIBILITY

This position provides managerial oversight for academic programs, research and outreach involving faculty members, students and staff members. The position also oversees the quality of programs of instruction and research through collaborative work with vice presidents, the associate provost, academic deans, faculty leaders and directors of other units related to the university. Additionally, the provost and executive vice president is responsible for overseeing academic and budgetary planning and priorities. Finally, when appropriate, the provost will represent the president and perform certain critical functions in her/his absence.
REQUIRED QUALIFICATIONS AND APPLICATION PROCESS

Education: An earned terminal degree is required. Experience: Candidates should have an outstanding record of academic achievement and demonstrated leadership experience relevant to leading the academic division of a premier Christian comprehensive university; demonstrated experience in facilitating institutional initiatives that enhance a commitment to diversity, equity and inclusion; and at least five years of senior-level administrative experience within higher education.

The search is being assisted by Academic Search, Inc. Applicants should send a letter of interest, current résumé, a faith statement and full contact information for three references no later than Nov. 22, 2019 to: whitworthprovost@academicsearch.org. Confidential discussions and information regarding this opportunity may be arranged by contacting Dr. Jack Ohle at jack.ohle@academicsearch.org or 507-469-5541.
ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting Whitworth University 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/.

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