

SEARCH PROFILE:

VICE PRESIDENT OF ACADEMIC AFFAIRS



DOANE
UNIVERSITY

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Doane University invites inquiries, nominations, and applications for the position of Vice President of Academic Affairs. The university seeks an experienced and innovative academic leader who will embrace the liberal arts and collegiality of the university community, as well as play a central role in implementing and overseeing strategies to strengthen the university's academic programming.



THE UNIVERSITY AND ACADEMICS

Doane University is one of the top liberal arts universities in Nebraska. We're renowned for our commitment to academic excellence. Our innovative approach stresses critical thinking to produce thought leaders of tomorrow. As our mission states, Doane creates distinctive educational experiences, immersed in the liberal arts, to prepare our students for careers and lives grounded in inquiry, ethics, and a commitment to lead and serve in the global community. *At Doane, We Build Leaders.*

Founded in 1872, Doane is recognized for valuing the liberal arts and professional studies in order to empower and prepare students for life, career, and community engagement. Students have the opportunity to lead and serve others both on campus and within communities through various opportunities, including non-profit organizations, internships, undergraduate and graduate research projects, and community partnerships. Through these teaching and learning initiatives, Doane equips students with the skills necessary to become the leaders of tomorrow.

Doane's flagship campus is in Crete, Nebraska. The historic 300-acre accredited arboretum is the location of three buildings named to the National Register of Historic Places, our traditional undergraduate programs, performing arts groups and 22 intercollegiate athletic teams. The nonresidential campus is located in Lincoln with an additional nonresidential location in Bellevue. Various Doane educational sites are also located throughout Nebraska.

Doane enrolls more than 1,000 students in undergraduate programs and approximately 580 students in graduate programs. Open Learning Academy, DoaneX, Acadeum and Dual Credit — our extended learning opportunities — are home to more than 1,000 students.

Our student body includes students from 38 states and 25 countries. In fall 2024, 57% of the student body identified as female and 43% as male. The racial and ethnic breakdown is 4% African American, 9% Hispanic, 1% Asian, and 70% White. The average age of degree-seeking students is 27, with approximately 90% of undergraduates being of traditional age. The average family Adjusted Gross Income for Doane University students was \$96,750 during the 2022-2023 financial aid year.

Students benefit from experiential learning both inside and outside the classroom. Our 97 full-time faculty and 110 adjunct instructors are experts in their fields, bringing real-world experience and unique learning opportunities to the classroom. Of our full-time faculty, 64% hold doctoral degrees, ensuring that students are guided by highly qualified professionals dedicated to their success.

Doane offers nine graduate degrees and more than 30 undergraduate majors, all delivering real-world experience through three colleges: Arts and Sciences,

Doane is committed to:

Inclusion - Doane values creating an environment in which all individuals and communities are able to fully participate, belong and thrive in authentic ways.

Integrity - Doane values ethical, principled decision-making and taking responsibility for one's actions.

Innovation - Doane values forward thinking and the ability to develop and implement new or re-imagined ideas in a collaborative environment.

Transformation - Doane values enhancing lives and developing potential.

THE UNIVERSITY AND ACADEMICS (CONT.)

Business, and Education. In addition to in-person classes held in Lincoln, Crete, Bellevue, and North Platte Nebraska, Doane offers hybrid and online courses. Doane also provides professional certificates and Dual Credit.

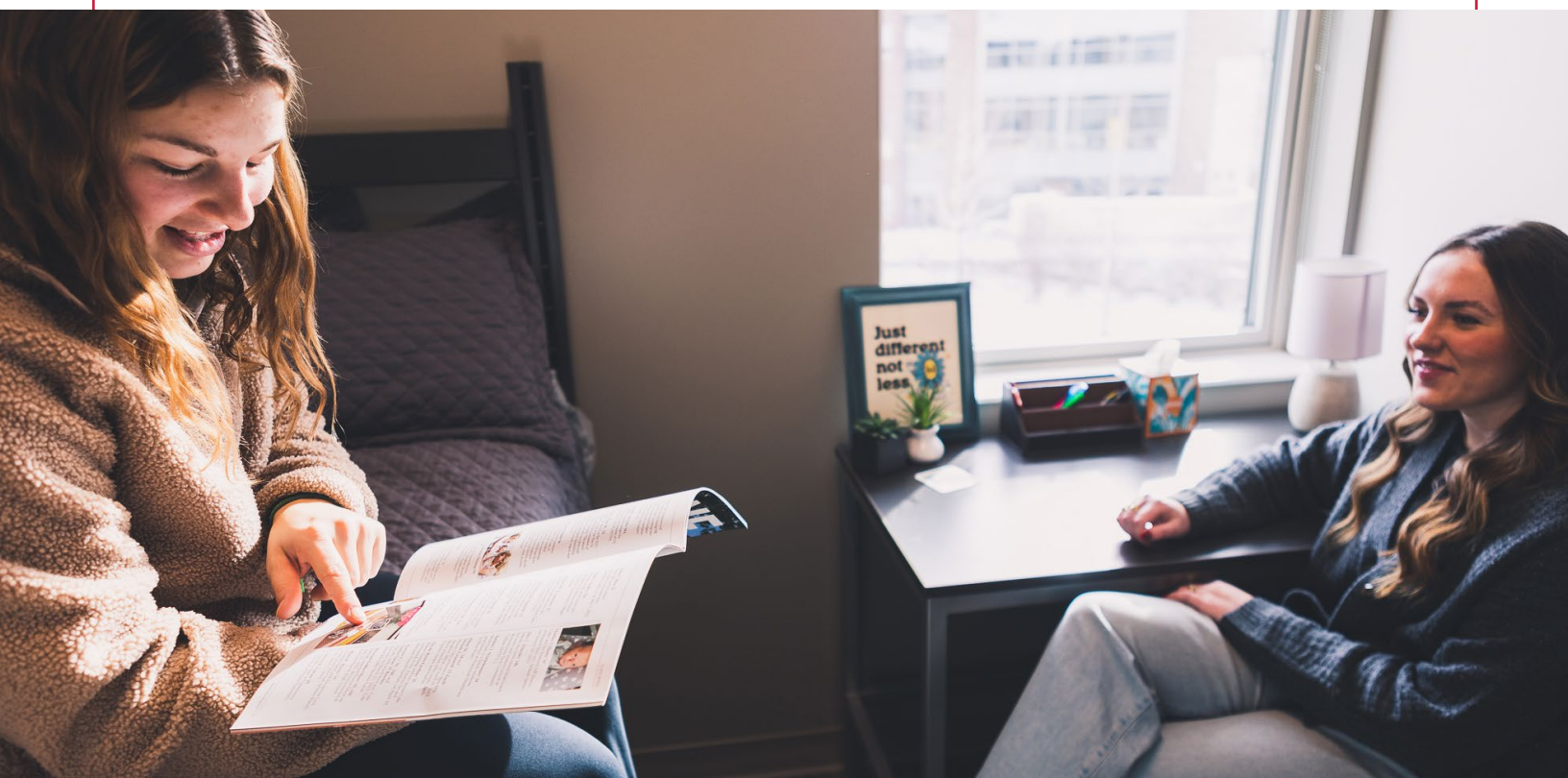
The largest number of credit hours (68%) are taken by students in the College of Arts and Sciences in areas such as biology, engineering, psychology, history, and music, to name a few. Approximately 10% percent of course hours are taken in the College of Education, which offers programs in education, counseling, and curriculum and instruction. Another 22% percent of credit hours are earned in studies of business administration, leadership, and accounting, offered by the College of Business. In fiscal year 2023, the University awarded 16 doctoral degrees, 14 educational specialists, 276 master's degrees and 268 bachelor's degrees.

ACCREDITATION

Doane is accredited by the Higher Learning Commission and Nebraska Coordinating Commission of Post-Secondary Education. Doane is also a partner in the State Authorization Reciprocity Agreement (SARA), an agreement process that supports interstate postsecondary distance education. This makes it easier for students to take online courses from institutions in

another state that also participate in SARA. Doane holds specialized accreditation with:

- The Teacher Preparation programs are approved and accredited by the Nebraska Department of Education and the Council for Accreditation of Educator Preparation.
- The Engineering program is accredited by Accreditation Board for Engineering and Technology.
- The Accounting program is accredited by the Accreditation Council for Business Schools and Programs.
- The Agribusiness program is accredited by the Accreditation Council for Business Schools and Programs.
- The Business Administration program is accredited by the Accreditation Council for Business Schools and Programs.
- The Music Department is accredited by the National Association of Schools of Music.
- The Master of Arts in Counseling is accredited by Council for Accreditation of Counseling and Related Educational Programs.
- The Master of Business Administration, which can be completed fully online or in person at the Lincoln campus, is accredited by the Accreditation Council for Business Schools and Programs.





GROWTH AND INNOVATION

Doane University is experiencing an exciting period of growth and innovation, making this an exceptional time to join our Leadership Team as the Vice President of Academic Affairs. Key projects and initiatives that will shape the university's future include:

PERFORMING ARTS CENTER

Announced at the fall Board of Trustees meeting, Doane will break ground on a new \$23 million Performing Arts Center. This state-of-the-art facility will provide world-class performance spaces for our fine arts students and faculty, underscoring Doane's commitment to fostering creative excellence.

C. DONALD BRODIE HALL

Opened in January 2024, Brodie Hall represents a new era in student housing. This stunning, suite-style residence accommodates 127 students in a coed, community-focused environment. Named in honor of longtime trustee C. Donald Brodie, this modern facility blends comfort, innovation, and architectural brilliance, offering students a lifestyle that promotes both learning and collaboration.

DINING HALL RENOVATION

During summer of 2024, the Perry Campus Center's dining hall underwent a renovation, featuring new kitchen facilities, seating, and amenities to enhance the dining experience for students and staff alike.

HEALTH CENTER RENOVATION

The Health Center saw significant updates to the waiting area and exam rooms, allowing our Nurse Practitioner to provide care to 658 students through 1,284 appointments during the 2023-2024 academic year.

LINCOLN CAMPUS RENOVATION

Plans are in place for the university's Lincoln campus, home to non-residential students, to enhance their collaborative and modern eating spaces, right-size

classrooms, and provide study environments in order to support students as they balance their academic and professional lives. These campus improvements prioritize both the student and faculty/staff experience, ensuring a dynamic learning environment.

COMPREHENSIVE CAMPAIGN

Doane launched the quiet phase of a \$100 million capital campaign in May 2023 and has raised funds in excess of half the goal. Doane hopes to announce the public phase in early 2025, a testament to our commitment to the university's long-term success and growth. This campaign will fund strategic initiatives, expanding our resources and opportunities.

GRANT RESEARCH

Doane's commitment to research is reflected in our robust Grant portfolio, ranging from multi-million-dollar federal grants to lesser, short-term projects. The university recently secured a \$2.25 million Title III grant aimed at improving retention, data analytics and governance over the next five years – further advancing the institution's mission.

FACULTY SUPPORT

Doane is dedicated to investing in faculty development through the creation of additional faculty endowments in our comprehensive campaign and the desire to create an innovation faculty and staff development center. This ensures our academic leaders will have the resources they need to continue inspiring excellence in the classroom and beyond.

These remarkable projects, paired with Doane's strategic focus on innovation, make this an unparalleled opportunity for a visionary academic leader to shape the future of the university.



STUDENT LIFE AND ATHLETICS

Beyond the classroom, students have the opportunity to be involved in Greek life and more than 30 student organizations that encourage inclusion and leadership. There is a close relationship between Academic Affairs and Student Affairs as students learn outside of the classroom to foster a holistic and supportive environment. This creates a well-rounded student experience.

Many of our students also add “athlete” to their Doane experience — 70% of the Crete student body is student-athletes who excel on the field, court, mat, track and in the classroom. Doane Athletics is home to 22 intercollegiate teams. The university is one of eight

schools in Nebraska that are part of the National Association of Intercollegiate Athletics (NAIA). Doane is a member of the Great Plains Athletic Conference (GPAC) and ranked 23rd out of 197 schools for athletic excellence.

The fact that 21 out of 22 collegiate athletic teams maintain an average GPA of 3.0 or higher is a testament to the strong collaboration between our coaches and faculty. This partnership reflects a shared commitment to fostering both academic and athletic excellence, ensuring that our students are equipped for success in all areas of their Doane experience.

WELCOME TO NEBRASKA

Doane’s main campus is located in Crete, Nebraska, just 25 miles from the capital city of Lincoln. Crete was platted in the late 1860s along the Burlington Missouri River Railroad and the banks of the Big Blue River. The city is home to around 7,500 residents with several major industries, public school district, parochial grade school, new public library, churches, and volunteer organizations.

Just a short drive from Crete, Lincoln offers a variety of experiences, including fine dining, artistic treasures, and a growing live music scene. You’ll also find public and private golf courses, scenic trails and the warm Midwestern hospitality Nebraska is known for. Lincoln is home to professional and collegiate sporting events. With its own airport, Lincoln is a convenient stop and home for people seeking adventures.

Our Bellevue location is in Nebraska’s largest city, just 83 miles from Crete. Omaha’s Henry Doorly Zoo and Aquarium is consistently ranked one of the world’s best zoos for its ultimate interactive zoo experience and a biological park leading the nation’s conservation efforts. Omaha is also home to the NCAA College World Series, college baseball’s biggest event. Eppley Airfield is the state’s primary airport connecting Nebraskans to many travel destinations.

To learn more, visit [City of Crete, Nebraska](#); [Crete Chamber of Commerce](#); [Crete Quick Facts](#); [Visit Lincoln](#); [City of Lincoln, Nebraska](#); [Lincoln Chamber of Commerce](#); [Lincoln Quick Facts](#); [Visit Omaha](#); [Omaha Quick Facts](#).



UNIVERSITY LEADERSHIP

As only the second alumni president in Doane's history, Dr. Roger Hughes brings his passion as a Tiger and his extensive coaching experience at multiple universities to lead Doane into its next 150 years. His leadership philosophy emphasizes a strengths-based approach, guiding a Leadership Team that leverages individual expertise to foster a cohesive and highly competent group. Each team member is empowered to excel in their respective areas, contributing to the overall success of the organization.

Hughes first came to Doane in 1979 as a sophomore transfer on a basketball scholarship, journeying east from his hometown of Crawford, Nebraska. Forty years later, he returned to campus as Doane's president. While Doane has expanded, growing from a college to a university, from one campus to multiple campuses and locations, and extending learning opportunities, the key parts Hughes loved as a student have remained strong throughout the years:

- The connections created between faculty, students, and the Tiger community.
- The passion and commitment faculty and staff have for preparing students for their careers and lives.
- The experiences unique to a small, liberal arts university.



After graduating from Doane in 1982, Hughes earned his master's and doctorate degrees at the University of Nebraska-Lincoln (UNL), where he also served on the Husker football coaching staff under Tom Osborne. Hughes went on to hold coaching roles at the University of Wisconsin-Whitewater, Dartmouth College, Princeton University, and most recently, Stetson University, where he was hired to rebuild the football program after a 56-year hiatus. Over the course of 10 years, he worked closely with Stetson's administration to manage the needs of 135 football players and helped the program thrive in Division I competition.

Becoming president of Doane University has always been at the back of his mind. His previous experiences at prestigious institutions have prepared him well for his role. As president, Hughes aims to ensure current students continue to have those personal experiences, regardless of how or where they pursue their Doane education. He is also focused on fostering an environment where faculty and staff can grow and develop, enabling them to better serve both students and alumni.



LEADERSHIP AGENDA FOR THE VICE PRESIDENT OF ACADEMIC AFFAIRS

Doane University seeks a creative, strategic, and forward-thinking Vice President of Academic Affairs (VPAA) to advance its compelling core values, purpose, and mission, applied through the lens of the liberal arts.

The next VPAA must demonstrate an appreciation for Doane's distinctiveness and play a central role in realizing the university's vision for its future as laid out in Doane's 2023-2026 [strategic plan](#). The university is planning for continued growth and expansion in the coming years, continuing to transform to meet the needs of students and the world beyond its campuses. It is also an exciting time to join the Doane community, as the university is in the early stages of embarking on a fundraising campaign. The successful candidate will join Doane as a visible, accessible, and engaged member of the community and will provide collaborative, transparent leadership for Academic Affairs.

Critical to this role is the deep dedication of this individual to the mission of Doane as a liberal arts institution. The next VPAA must champion a liberal arts education and bring creative ideas and strategies to promote academic excellence. The university seeks an experienced academic leader with the ability to examine current programming and to seek out new opportunities and programs within a sustainable financial mode. This will better market the university through a connection to emerging trends in higher education, including the strategic use of technology across the curriculum. The new VPAA must work with the academic units of the institution to continue to examine the undergraduate education and graduate education programs, to offer and grow experiential learning opportunities, and to develop additional partnerships to open new pathways for students.

A great strength of Doane University is its faculty and staff, who are not only committed to teaching students

but also to serving as mentors and role models. They are also dedicated to innovative and evidenced-based teaching and learning and value the ability to take risks in the classroom to better their capacity to serve students. The next VPAA will serve as an advocate for the academic unit and recognize and encourage the contributions of Doane's dedicated faculty and staff to build and empower a strong sense of community across the campuses. They will work collaboratively with other departments to create a more symbiotic relationship between curricular and co-curricular activities, enhancing the overall student experience.

The university is working diligently to increase its enrollment and retention in a measured and strategic way. The next VPAA will work closely with other divisions in continued coordination of recruitment and retention strategies regarding both residential and non-residential students. The VPAA will also work with the Deans and Faculty Council to examine current policies and procedures to further support faculty and provide more intentional opportunities for them to grow as well as create additional possibilities for professional development to improve the recruitment, onboarding, and retention of faculty from varied backgrounds. The VPAA will be responsible for supporting the growth and development of the staff they oversee as well.

In addition, the university seeks an administrator with a successful record of resource and partnership development through attracting philanthropic support, securing grants and contracts, and building innovative partnerships with other institutions and with businesses and other community entities.

As a part of President Hughes's Leadership Team, the VPAA works in partnership with the Vice President of Finance and Administration; Director of Human Resources; Vice President of Student Affairs; Vice

LEADERSHIP AGENDA FOR THE VICE PRESIDENT OF ACADEMIC AFFAIRS (CONT.)

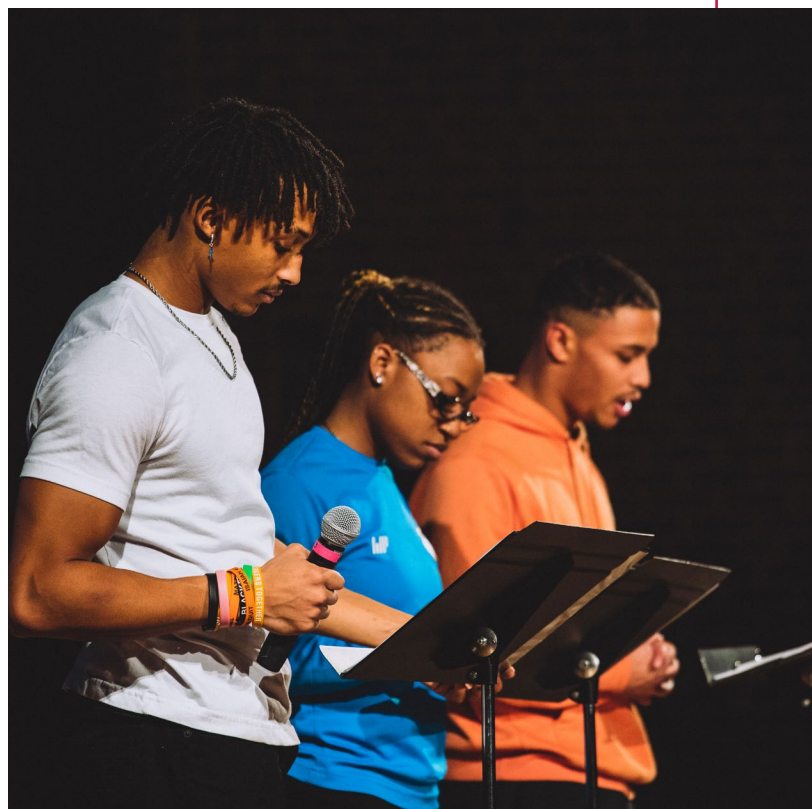
President of Advancement; Vice President of Diversity, Equity, and Inclusion/Government Relations; Chief Information Officer; Vice President of Enrollment Management and Marketing; Director of Institutional Effectiveness; and Director of Athletics. The VPAA will also work closely with the governing bodies of the university, including the college Deans, Faculty and Staff Councils, as well as the Board of Trustees, in particular those who serve on the academic affairs committee.

The VPAA oversees the Dean of the College of Arts and Sciences; Dean of the College of Business; Dean of the College of Education; Director of the Lincoln Campus & Omaha Location; Assistant Dean of Academic Affairs; Registrar; Executive Director of Academic Support Services; Director of Academic Advising; Director of the Center for Teaching & Learning; Director of Extended Learning Opportunities; Director for Student Retention Initiatives; and Executive Assistant to Academic Affairs.

ESSENTIAL RESPONSIBILITIES

Reporting to President Hughes, the VPAA serves as the chief academic officer of the university and leads efforts to achieve strategic, academic, and financial planning goals. The VPAA provides the vision, energy, managerial and entrepreneurial acumen necessary for the identification, development, and support of high-quality academic programs and services. This involves coordinating curriculum development, use of best practices in teaching and learning, program assessment, academic standards, faculty hiring, institutional research, institutional effectiveness, and accreditation. The VPAA additionally helps ensure that administrative structures are in place to effectively support university operations. In addition, the VPAA will:

- Work with university leadership to establish and implement strategic and budget priorities for the university, including playing a pivotal role in implementing the current strategic plan and engaging Academic Affairs in the next strategic planning process.
 - Collaborate with the Vice President of Finance and Administration on budgeting and allocation models.
 - Support and evaluate the assessment and revision of academic offerings to ensure they are current, timely, prepare students, and satisfy unmet and emerging market demands.
 - Stimulate and nurture dynamic partnerships with internal and external stakeholders to identify, develop, and launch new campus, online, and international educational opportunities.
- Provide leadership in matters of academic policy and administration and regularly advise the President on these issues.
 - Assume responsibility for the effective management, development, and support of a range of offices and staff that are a part of the Academic Affairs functions of the university.
 - Oversee the collection and analysis of quantitative and qualitative data regarding Doane's students, faculty, staff, curriculum, pedagogy, course offerings, and learning outcomes.
 - Develop and implement strategies to improve academic scholarship, retention and persistence, scholarly activities, and student outcomes.
 - Provide oversight of curriculum development, academic planning, faculty appointments, faculty development, and promotion and tenure decisions.
 - Serve as a conduit for communications with Deans and faculty to promote quality and shared faculty governance.
 - Serve on the President's Leadership Team and other committees as needed.
 - Perform other duties as assigned by the President.



LEADERSHIP AGENDA FOR THE VICE PRESIDENT OF ACADEMIC AFFAIRS (CONT.)

REQUIRED QUALIFICATIONS

- An earned doctorate or other terminal degree in a field that is appropriate to Doane's liberal arts curriculum.
- A distinguished record of teaching, scholarly or creative activity, and service commensurate with appointment at the rank of professor at Doane University.
- Significant and progressively responsible experience in academic administration, including management of personnel and budget.

DESIRED ATTRIBUTES

- A passion for the liberal arts with the ability to articulate the transformational value of a liberal arts education.
- Experience advocating for Academic Affairs while taking an institution-wide perspective on priorities and resources and cultivating a shared vision and collaborative culture to achieve institutional goals.
- A successful record of coordinating the identification, development, and launch of new academic programs, including experience creating academic opportunities for non-traditional students through online courses and innovative program delivery strategies.
- Experience with and a commitment to both residential and non-residential programs in multiple locations.
- Strong interpersonal and communication skills with a respectful, consultative, and accessible style of leadership conducive to building relationships with diverse populations.
- Strong personal integrity and work ethic.
- A seasoned fiscal manager and excellent steward of institutional resources, including the ability to make strategic budget decisions.
- Experience in strategic planning and implementation.
- A demonstrated commitment to innovative excellence in teaching and learning and support for faculty development and risk taking in teaching.
- Experience playing a successful role in student recruitment and retention.
- Capacity to balance competing priorities, multiple constituencies, and numerous responsibilities simultaneously, with a commitment to data-informed decision making, transparency, and accountability.
- Ability to develop new and creative ways to continue to attract, support, and retain high-quality, diverse faculty and academic staff.
- A deep understanding of and respect for shared governance and a commitment to fostering supportive and effective working relationships with faculty.
- A demonstrated record of and personal commitment to diversity, equity and inclusion for all students, faculty, and staff and support of diversity, equity and inclusion being reflected in curriculum development, policies, and co-curricular activities.
- Understanding of the changing landscape of higher education and knowledge of current and emerging best practices in the academy.
- Experience building partnerships with and promoting collegiality and collaboration amongst external constituencies, including alumni, donors, community members, local businesses, and more.





APPLICATIONS, INQUIRIES, AND NOMINATIONS

Doane University is being assisted by Academic Search. Prospective candidates may arrange a confidential discussion by contacting Dr. Jerry Israel at Jerry.Israel@academicsearch.org or Andrea Cowsert at Andrea.Cowsert@academicsearch.org. Applications and nominations should be submitted electronically to DoaneVPAA@academicsearch.org. Applications must include a cover letter that addresses the responsibilities and requirements described in this position prospectus; a curriculum vitae; and a list of at least five professional references with contact information, including telephone and email, and a note indicating the candidate's working relationship with each. References will not be contacted without the explicit permission of the candidate. This position is open until filled, but only applications received by **December 8, 2024**, can be assured full consideration.

To learn more about Doane University, visit www.doane.edu.

Doane University does not discriminate on the basis of race, color, religion, sex, genetic information, national origin, disability, age, marital status, sexual orientation, or any other protected class recognized by state or federal law in admission or access to, or treatment, or employment in its programs and activities.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Doane 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.

