Dakota State University (DSU) invites nominations and applications for the position of Provost and Vice President for Academic Affairs. Under the dynamic and visionary leadership of its new president, Dr. José-Marie Griffiths, DSU seeks an accomplished academic leader with a comprehensive understanding and appreciation of the role of technology across all academic disciplines in a 21st century educational experience. As the chief academic officer for DSU, the provost reports directly to the president, works closely with the chief financial officer, and serves as the senior member of the President’s Cabinet. The successful candidate for provost is expected to begin service no later than July 1, 2017.

**IMAGINE WORKING AT A PLACE WHERE**

*We really are focused on students, their learning and their futures!*

**IMAGINE WORKING AT A PLACE WHERE**

*Data and analytics are actually USED in making strategic decisions!*

**IMAGINE WORKING AT A PLACE WHERE**

*Planning is more than a regional accreditation requirement. We use planning to drive our direction and our future!*

**IMAGINE WORKING AT A PLACE WHERE**

*Transformation is not just a word, but is something we believe in!*  

**IMAGINE WORKING AT A PLACE WHERE**

*Cutting edge technology is an everyday occurrence.*

**IMAGINE WORKING AT A PLACE WHERE**

*Leadership is “in the air” in terms of our President, in terms of our connections with federal agencies, and where we build powerful consortia to get the job done!*
Dakota State University
Dakota State University (DSU) is located in Madison, South Dakota, a scenic lake region 50 miles from Sioux Falls, one of the fastest growing metropolitan areas in the country with expanding industries in information technology, financial services, agriculture and health care.

Dakota State offers one of the country’s most distinctive sets of technology-intensive undergraduate and graduate programs in information technology, computer science, cyber security, and healthcare informatics. DSU holds four Department of Homeland Security/National Security Agency (NSA) National Center of Academic Excellence awards in: Information Assurance Education, Information Assurance Research, Cyber Operations, and, most recently, as a Cyber Defense Regional Resource Center.

Complementing its strength in high tech programs are over 40 high quality technology-infused programs in business, teacher education, and arts and sciences.

The placement rate for DSU’s students is over 95 percent, with several programs achieving 100 percent. Dakota State University is recognized as an innovative, entrepreneurial institution well equipped to support and drive economic development in the region.

Enrollment at DSU is on an upward trajectory, with significant increases in applications, admissions, and retention over the last 5 years. The University is in the midst of a significant building program, with two renovations (one of which will ease the housing constraints that presently limit DSU’s on-campus enrollment) along with a new technology-forward academic building. Plans are also underway for a new comprehensive cyber research and development facility and organization, the Madison Cyber Labs or MadLabs, which will be home to various multidisciplinary research, scholarship, and applications clusters.

Dakota State University serves 3,190 students on its beautiful 61-acre campus in Madison, at the University Center location in Sioux Falls, and on-line. DSU promotes excellence in teaching and learning at the bachelor, masters, and doctor of science levels; supports competitive research, scholarly, and creative activities; supports economic development for the State of South Dakota and the region; and provides a strong sense of community to its faculty, students and staff on its close knit campus.

Mission Statement
Dakota State University is part of the South Dakota state university system, 1 of the 6 universities and 2 special schools under the jurisdiction of the South Dakota Board of Regents. Dakota State began in 1881 as a teacher's college, but over the years developed into a comprehensive university.

In 1984, the South Dakota State Legislature chose Dakota State to become its state university to focus on a “signature” mission of technology-intensive and technology-infused degrees. They modified the mission of the institution (in bill SDCL 13-59-2.2) to specialize in "programs in computer management, computer information systems, and other related undergraduate and graduate programs." At the same time, the Legislature added a clause that DSU was not to lose its “heritage” mission of teacher preparation, but added that the preparation of elementary and secondary teachers at DSU was to include “expertise in the use of computer technology and information processing in the teaching and learning process.” Consistent with this mission emphasis, all DSU education majors graduate with all the course work necessary to achieve an instructional technology endorsement.

The final portion of DSU’s state-legislature mandated mission is to “support research, scholarly, and creative activities, and provide service to the State of South Dakota and the region.”
President José-Marie Griffiths, Ph.D.
DSU welcomed Dr. José-Marie Griffiths as its 23rd president in the summer of 2015. She has previously served as Vice President for Academic Affairs at Bryant University in Smithfield, Rhode Island; as the Dean of the School of Information and Library Science at the University of North Carolina at Chapel Hill; Chief Information Officer at the University of Michigan; Vice Chancellor at the University of Tennessee-Knoxville; and Vice President for King Research, Inc. She has a B.Sc. with honors in Physics, a Ph.D. in Information Science, and a Post Doctorate in Computer Science and Statistics, all from University College London, London, England.

Dr. Griffiths has spent over 30 years in research, teaching, public service, corporate leadership, and higher education administration. She has been awarded presidential appointments from two United States Presidents, including The National Science Board, the U.S. President’s Information Technology Advisory Committee, and the U.S. National Commission on Libraries and Information. She has had appointments to multiple projects as lead or key personnel for over 28 United States federal agencies, departments and offices, and all of the branches of the military and U.S. intelligence agencies. NATO, UNESCO, and the British Library Research and Development Division have funded some of the many projects she has participated in or lead in over 35 countries; and she has carried out and/or served in advisory roles on projects in science and technology with over 20 major corporations such as AT & T Bell Laboratories, IBM, Eastman Kodak, Johnson & Johnson, and Du Pont.

Faculty
Dakota State University has 335 faculty and staff, and 202 student employees. There are 145 instructional faculty members in the 2016-2017 academic year supported by 161 full-time staff and 29 part-time staff. There are 11 currently or soon to be advertised open positions.

DSU has 63 full-time tenure and tenure-track faculty, and 40 full-time term faculty. There are 42 adjunct faculty. There are presently 2 posted tenure-track faculty positions, and 2 more to be posted shortly. Nine of the full-time faculty are from minority groups; there are no instructional faculty from minority groups in the part-time category. Sixty-five percent of instructional faculty are men; 35% are women. The student/faculty ratio averages 17.4/1. The average class size for undergraduate classes is 16.7 students, though for on-campus classes (excluding online or at other locations) the average undergraduate class size is 15.5 students. The average class size for graduate classes is 6.5 students overall and 4.1 students for on-campus (Madison campus) students. DSU’s overall average class size is 15.3 students.

Faculty are distributed across four colleges, Arts & Sciences, Business and Information Systems, Computing, and Education. A robust array of degree programs and curricular offerings provide students with many strong choices for building academic programs that are all integrated with the latest technology and high degree of applicability. Additional details and information can be found at http://dsu.edu/academics/degrees-and-programs

Reporting to the position of DSU Provost and Vice-President of Academic Affairs are:
• The four colleges: Education, Arts & Sciences, Business and Information Systems, Computing
• Graduate Studies and Grants and Contracts
• Registration and Records
• Institutional Effectiveness and Assessment
• Library
• Online Programs
• International Programs
Dr. Griffiths, along with the President’s Cabinet, has launched a Strategic Master Planning process, beginning with the creation of a Master Academic Plan, presently under development. The Planning Process will develop the following plans as shown in this diagram:

Dr. Griffiths has also identified some strategic priorities for the 2016-2017 academic year as indicated below, with special emphasis on campus culture and climate:

**University Planning and Priorities**

**Students**

Nearly 3,200 students (fall 2016) (42% female, 58% male) from 49 states and 59 countries attend classes on the DSU campus or at the Sioux Falls University Center or online. Of that total, undergraduate population was 2,844 (89% of total students) with 346 (11% of total students) graduate students. Students of color constituted 17% of the population with approximately 6% international students.

Dakota State University students are able to participate in over 45 clubs and campus and national organizations, and enjoy varsity sports including football, basketball, softball, volleyball, baseball, and track. More than $1.3 million in scholarships and aid were awarded in 2015-2016. During that period, over 95% of DSU’s students received some form of financial aid.

The University has a comprehensive Student Services program. The renovation of the old Madison hospital presently underway will include a new Learning Engagement Center. This facility will bring together DSU’s Career Services, International Programs, Student Success Center (counseling, academic probation, wellness, and tutoring), Diversity and Inclusion and services from a Title III Grant (staff offices, testing center, and reading & writing lab).

The new Learning Engagement Center will also be where new student support activities will be developed and piloted. New support activities include Supplemental Instruction for high-risk gateway and majors courses, provided by SI peer leaders who will attend classes with students and provide group instruction in the LEC. Sessions will be recorded and made available online to all students. Students will also have access to learning assistance to build writing and reading and science reasoning skills provided by peer Learning Assistants and monitored by faculty in the LEC.

An additional new initiative under development is DSU’s Spectrum STRONG program, which will provide additional training and support in “soft skills” for students on the Autism Spectrum as well as others. The STRONG program will focus on Social skills, Tutoring, Reducing stress, Organizational skills, Navigating for success, and Guidance for life.

**Campus Culture and Climate**

Inclusive Engagement

Continuous Improvement

DSU’s Strategic Priorities

Campus Culture and Climate

Assessment

Transparency
Dakota State University Metrics

There are a number of metrics by which universities measure their effectiveness and success. DSU is in the process of defining exactly what metrics the institution will use; below are some initial indicators of the status of DSU factors:

**ENROLLMENT: FALL 2014 TO FALL 2015:**

**Total:**

<table>
<thead>
<tr>
<th>Metric</th>
<th>Fall 2014</th>
<th>Fall 2015</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>DSU Total Student Headcount</td>
<td>3,145</td>
<td>3,157</td>
<td>+3.22%</td>
</tr>
<tr>
<td>DSU Total Student FTE</td>
<td>1,760</td>
<td>1,839</td>
<td>+6.85%</td>
</tr>
<tr>
<td>DSU Total Student Credit Hours</td>
<td>27,420</td>
<td>28,548</td>
<td>+6.91%</td>
</tr>
</tbody>
</table>

**Freshmen:**

<table>
<thead>
<tr>
<th>Metric</th>
<th>Fall 2014</th>
<th>Fall 2015</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Freshmen Headcount</td>
<td>291</td>
<td>346</td>
<td>+18.9%</td>
</tr>
<tr>
<td>Freshmen FTE</td>
<td>267.7</td>
<td>323.2</td>
<td>+20.73%</td>
</tr>
<tr>
<td>Freshmen Credit Hours</td>
<td>5,015</td>
<td>4,848</td>
<td>+20.75%</td>
</tr>
</tbody>
</table>

**On Campus** *(Enrolled in at least one on-campus course)*:

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<tr>
<th>Metric</th>
<th>Fall 2014</th>
<th>Fall 2015</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-Campus Undergraduate Headcount</td>
<td>1,181</td>
<td>1,254</td>
<td>+6.18%</td>
</tr>
<tr>
<td>On-Campus Total Headcount</td>
<td>1,266</td>
<td>1,290</td>
<td>+1.90%</td>
</tr>
<tr>
<td>On-Campus Total Credit Hours</td>
<td>15,057</td>
<td>15,260</td>
<td>+13.5%</td>
</tr>
</tbody>
</table>

**Internet Only** *(Enrolled in Internet courses only)*:

<table>
<thead>
<tr>
<th>Metric</th>
<th>Fall 2014</th>
<th>Fall 2015</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internet-Only Total Student Headcount</td>
<td>1,134</td>
<td>1,134</td>
<td>+12.5%</td>
</tr>
<tr>
<td>Internet-Only Total Student Credit Hours</td>
<td>5,435</td>
<td>6,483</td>
<td>+19.28%</td>
</tr>
<tr>
<td>Internet-Only Total Student FTE</td>
<td>450</td>
<td>450</td>
<td>+18.57%</td>
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</tbody>
</table>
Dakota State University Metrics Summary
June, 2016

RETENTION:

Dakota State Student Retention
Freshmen, 2013 to Freshmen, 2014

- Freshman Fall, 2013 registered for Fall, 2014
- Freshman Fall, 2014 registered for Fall, 2015
- 64.90% Target=70%
- 73.70% 14% Increase

Retention Improvement with FYRE, 1st to 2nd year

- Fall 2011: 65%
- Fall 2012: 71%
- Fall 2013: 76%
- Fall 2014: 81%

FYRE: First Year Residence Experience program

PLACEMENTS:

Dakota State University 2014 Graduates Average Job Placement Percentage

- 95%

U.S. College 2014 Graduates Average Placement Percentage

- National Center for Education Statistics
- 82%

Dakota State University 2015 Graduates - Placement Rates ABOVE the U.S. Average

- Elementary Education/Special Education (BS Ed)
- Elementary Education (BS Ed)
- English for New Media (BS)
- Respiratory Care (BS)
- Health Information Administration (BS)
- Secondary Education (BS Ed)
- Biology for Information Systems (BS)/Physical Science (BS)
- Business Administration (BBA)
- Computer and Network Security (BS); Cyber Operations (BS)
- General Studies (BS/S)
- Computer Information Systems / Information Systems (BS)
- Exercise Science (BS Ed)
- Computer Science (BS)
- Network & Systems Administration (BS)
- U.S. National College Graduate (Associates and Bachelor's) Average Placement

- 100%
- 100%
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The Position of DSU Provost and Vice President for Academic Affairs
Dakota State University invites nominations and applications for the position of Provost and Vice President for Academic Affairs. As the chief academic officer of the institution, this position reports directly to the President and provides campus-wide leadership in achieving the academic goals and objectives of Dakota State University. The University consists of four dynamic colleges – Arts & Sciences, Business and Information Systems, Computing, and Education as well as the Graduate School. The academic support areas of institutional effectiveness and assessment, online education, graduate studies and research, international programs, library, and registrar currently report to this position. This position is responsible for the academic integrity of all academic programs and serves as the institutional liaison to the Higher Learning Commission for accreditation purposes.

Minimum Qualifications:
The successful candidate for Provost and Vice President for Academic Affairs will be able to
- Demonstrate that he or she meets these minimum qualifications.
- Doctorate from a regionally-accredited U.S. university or equivalent international institution
- Faculty experience at the rank of Professor
- A strong record of successful academic administrative experience in progressively responsible positions, which include budgeting, policy, and academic program development
- Experience in fostering collaboration between academic programs to create interdisciplinary educational experiences for students
- Experience in faculty leadership, mentoring, and faculty development
- Knowledge of enrollment management, facility planning, and research (such as grant writing)
- A record of achieving institutional goals and directing major projects
- Knowledge of accreditation standards set forth by one or more of the regional accreditation agencies
- Knowledge of compliance with state and federal education guidelines

Preferred Qualifications:
- Experience with evaluating tenure-line faculty
- Demonstrated experience with curriculum development
- Experience with international programs, online learning, technology, and graduate education.
- Significant faculty and administrative experience including a distinguished record of accomplishments
- A spirit of imagination, openness and collegiality, coupled with the ability to act decisively, proactively, and fairly
- Ability to evaluate proposed partnerships analytically and with a sense of discernment and entrepreneurship
**Accreditations**

Dakota State University is accredited by the Higher Learning Commission through the Academic Quality Improvement Program (AQIP). DSU’s Health Information Management programs are accredited by the Commission on Accreditation for Health Informatics and Information Management Education (CAHIM) and Respiratory Care programs have specialized accreditation from the Commission on Accreditation for Respiratory Care (CoARC). DSU’s teacher education programs are accredited by the NCATE and will undergo accreditation through the Council for the Accreditation of Educator Preparation (CAEP) in 2016, in addition to accreditation by the South Dakota Department of Education. DSU’s undergraduate business programs are accredited by Accreditation Council for Business Schools and Programs (ACBSP).

**Nomination and Application Process**

Assisting the search will be: Sally Mason, Ph.D., AGB Search Consultant, sally.mason@agbsearch.com 765.414.0299 (mobile).

Prospective candidates are encouraged to initiate a conversation about this opportunity through email contact with Dr. Mason prior to submitting materials. Nominations and application materials should be submitted by the target date of **November 19, 2016**, although expressions of interest may be considered until the position is filled.

Application materials must include:

1. a letter of interest stating how the candidate’s experiences and qualifications connect with the required qualifications/desired leadership characteristics and strategic priorities as expressed in the position profile;
2. a resume; and
3. the names, addresses, telephone numbers, and email addresses of five references for future contact—please also include your professional relationship with each reference listed. All candidate names will remain confidential, except for those individuals invited to campus interviews.

Application and nomination materials should be submitted electronically to: dsuprovost@agbsearch.com.

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*Dakota State University is committed to the recruitment, hiring and retention of minorities. We urge individuals from underrepresented groups to apply. Applicants with disabilities are invited to identify any necessary accommodations required in the application process. EOE.*

*Any offer for employment is contingent on the University’s verification of credentials and other information required by law and/or University policies, including but not limited to, a criminal background check.*