A photograph of a university campus. A long, straight brick walkway leads from the foreground towards a large, multi-story brick building with a prominent green dome. The building has several arched windows and a central entrance with steps. The scene is framed by large, leafy green trees on both sides, and a clear blue sky is visible above. A black lamppost stands on the left side of the path.

SEARCH PROSPECTUS
**VICE PRESIDENT FOR
ACADEMIC AFFAIRS**



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INTRODUCTION

The University of Mount Union invites applications and nominations for the position of Vice President for Academic Affairs (VPAA), who will report to Gregory L. King, 14th president of the University (pictured top right).

A private institution founded in 1846, Mount Union offers a variety of rigorous and relevant academic programs that are grounded in the liberal arts tradition. Mount Union's nearly 2,100 students can select from 45 broad-based and career-specific [undergraduate majors](#), including recent additions in engineering, nursing, and data science. In addition, eight [graduate programs](#) are offered in fields such as physician assistant studies, physical therapy, education, and business, with additions in nursing and occupational therapy slated to begin in 2025 and 2026 respectively.

Known for its academic excellence and personal approach, the institution boasts a 13:1 student- faculty ratio and an average class size of 16. Mount Union's robust curriculum is delivered in person and online by dedicated faculty members, 91% of whom hold terminal degrees in their fields. Of our 126 full-time faculty members, 58% are tenured, and 21% are on tenure track.

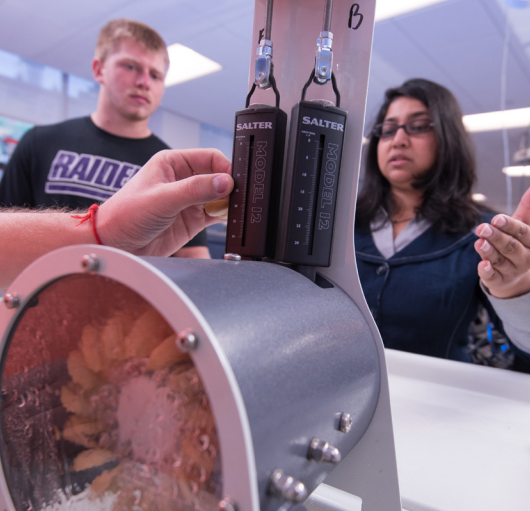
Mount Union and its programs have been recognized regionally and nationally for quality and value. Our undergraduate nursing (Nurse.org, 2023) and sport business (Bachelor's Degree Center, 2023) programs have been ranked #1 in Ohio. Among graduate programs, Mount Union was tied for the top spot in a listing of the Best Private Institutions for Online Master of Education programs and tied for 2nd in a ranking of the Best Physician Assistant Program in Ohio (both by US News, 2023). Athletically, Mount Union has been ranked as the top Ohio Athletic Conference School and 20th in all of Division III in the 2022-2023 LEARFIELD Director's Cup Standings. As an institution, the University is ranked #18 for Best Value and #30 overall in the Midwest Regional Universities category (US News, 2022-2023) and was named the Best Small Employer in Ohio (Forbes, 2023).

Over the past two decades, Mount Union has invested more than \$200 million in the construction and renovation of modern facilities, including a natural sciences building, recreation center, apartment-style housing, a health and medical sciences facility, a performing arts center, a business and engineering building, a football coaching center, and an esports and golf facility. The institution's commitment to diversity has resulted in a newly-constructed center for diversity, equity, inclusion, and belonging and the appointment of a dedicated chief diversity officer.

The University features a student-centered approach and an exceptional educational experience, offering an array of activities for cultural, civic, and social development. Students experience outstanding opportunities for success after graduation, both in the workforce and in graduate study.

A strong commitment to financial stewardship has resulted in 69 consecutive years of balanced financial operations on campus. The University's endowment is in excess of \$165 million.





THE IDEAL CANDIDATE

The VPAA serves as a key pillar in the University's structure, ensuring the support and facilitation that underlies delivery of forward-thinking, high-quality academic programming. This approach enriches the learning experience for undergraduate and graduate students.

The VPAA also serves as the chief academic officer of the University and thus assumes responsibility for Mount Union's educational mission and academic program. In fulfilling this role, the VPAA serves as the leader and advocate for Mount Union's academic programs and faculty. This individual is also a key member of the President's Council and the chief liaison officer to the Academic Affairs Committee of the Board of Trustees. In addition to overseeing all academic programs, the VPAA oversees key administrative areas, including the Library; the Office of Institutional Effectiveness; the Office of the University Registrar, including Digital Learning and Design; the Center for Student Success; the Digital, Written, and Oral Communication Center; the Center for Faculty Development; the Spectrum Education Center; the Center for Global Education; and the Huston-Brumbaugh Nature Center.

The VPAA position invites a candidate whose education, experience, and accomplishments have prepared them for contemporary institutional leadership challenges and opportunities. These include the following attributes:

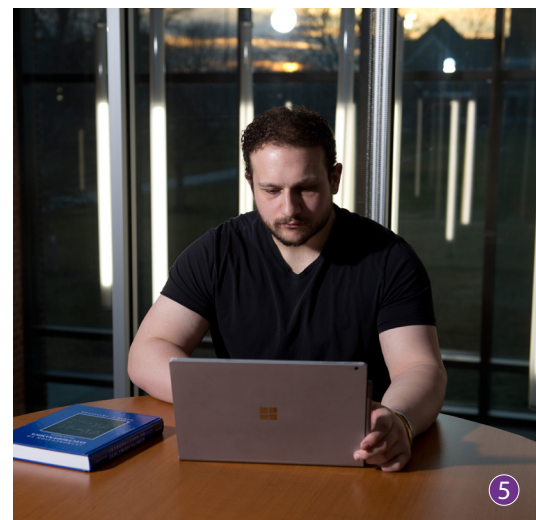
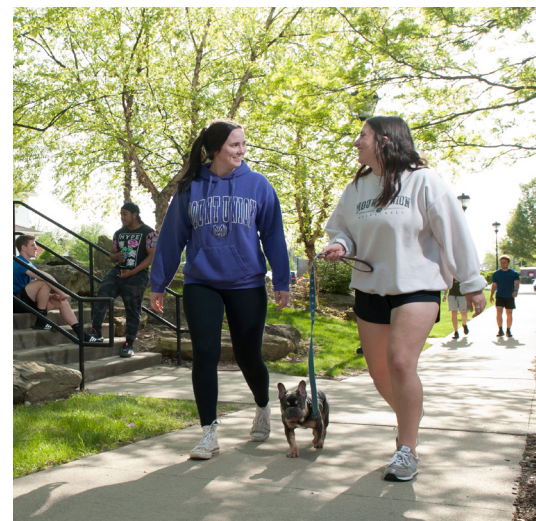
- **Values-centered leadership** that accentuates values consistent with aims established by the University of Mount Union, respectfulness, kindness, honesty, transparency, integrity, service, and fairness in their work.
- **A community-engaged leader** comfortable in a small campus setting, who desires and appreciates frequent interaction with faculty, staff, and students; actively participates in community life; and is committed to being visible and accessible both on and off campus.
- **An accomplished academic leader** who is energized by Mount Union's mission to prepare students for fulfilling lives, meaningful work, and responsible citizenship, capable of working with the University's strategic initiatives, and committed to building a graduate culture on campus.
- **A clear communicator** who has the skills to work effectively in one-on-one settings and in small and large groups, and who is able to serve as an effective public spokesperson for the academic program and the University, both on and off campus.
- **A student of higher education** who has developed a broad knowledge base regarding recent trends and challenges facing higher education, and who is creative in understanding market need, digital innovation, accessibility, and academic program possibilities.
- **An effective relationship-builder and decision-maker** who understands the process of building consensus around ideas and courses of action – one who listens carefully and considers diverse viewpoints, and who is then able to make clear and timely decisions.
- **An astute financial manager** capable of careful financial planning and analysis, budget development, priority setting, and resource allocation, and assuring accountability.



ROLES AND RESPONSIBILITIES

The ideal VPAA candidate will:

- Foster a civil and collegial environment that encourages effective teaching, professional development, scholarship, and service
- Guide the college's academic program and initiatives
- Collaborate and communicate effectively with faculty, community partners, educational entities, and legislative bodies
- Foster intellectual growth, student learning, and scholarly and creative academic programming
- Champion access, diversity, and intercultural competence for an inclusive campus
- Lead and inspire faculty with high standards of teaching, advising, service, and scholarship
- Develop proactive external partnerships to promote the University's academic goals, student recruitment, and fundraising
- Lead academic budget planning to optimize revenues and contain expenses
- Coordinate the evaluation of faculty for tenure, promotion, and continuation and, when necessary, collaborate with relevant faculty committees and administrative offices to devise well-structured plans for corrective action or dismissal
- Align academic resources with the mission of the University
- Establish and meet quantitative metrics for continuous quality improvement in all academic areas
- Through the shared governance structure, participate in an ongoing assessment of the academic organizational design with the goal of meeting current and future demands



2,100

TOTAL
ENROLLMENT

[VIEW QUICK FACTS](#)

24

ATHLETIC
TEAMS

[VIEW ATHLETICS](#)

45

UNDERGRADUATE
MAJORS

[VIEW UNDERGRADUATE DEGREES](#)

8

GRADUATE
PROGRAMS

[VIEW GRADUATE DEGREES](#)

96%

GRADUATE
SUCCESS RATE

ABOUT MOUNT UNION

MISSION

The [mission](#) of the University of Mount Union is to prepare students for fulfilling lives, meaningful work, and responsible citizenship.

HISTORY

Mount Union's [history](#) began with a town meeting held by forward-looking citizens of the village of Mount Union on October 4, 1846. At that time, the people gathered to hear Orville Nelson Hartshorn outline the need for a new institution in the area, where men and women could be educated with equal opportunity, where science would parallel the humanities, where laboratory and experimental subjects would receive proper emphasis, and where there would be no distinction due to race, color, sex or position. On October 20, 1846, this young man organized and taught on the third floor of the "Old Carding Mill" a "select school" of six students, setting the stage for what would eventually become the University of Mount Union.

LOCATION

Primarily residential in nature, Mount Union's picturesque 123-acre [campus](#) is located in [Alliance, Ohio](#). With a population of approximately 22,000, the city is desirably located in [Stark County](#), less than an hour from Canton, Akron, and Youngstown and an hour and a half from Cleveland and Pittsburgh. An additional 162-acre [nature center](#) is located six miles away.



STUDENT BODY

Mount Union's 2,100 undergraduate and graduate students represent 34 states and 12 countries. The student body is approximately 50% men and 50% women. Among our student population, 69% reside on campus, 41% are intercollegiate student-athletes, 75% participate in intramurals or wellness activities, and 80% are engaged in community service.

AFFORDABILITY AND FINANCIAL AID

Mount Union stands strong in our commitment to offer an education that is accessible to students of all backgrounds. Each year, \$36 million in grants and scholarships are offered. Overall, 99% of undergraduate students receive some form of [financial aid](#), and 84% of undergraduate students receive need-based aid. The average financial aid award is \$27,351.



ABOUT ALLIANCE

While Alliance – also known as the Carnation City – maintains a small-town charm, it is a city that is on the move. Recent growth and development have vastly expanded the community's offerings.

NEW TO ALLIANCE

Recent additions to the community include Aeonian Brewery, Buffalo Wild Wings, Chipotle, Fun Times Mini Golf and Go-Carts, Jersey Mike's, Kohl's, Orange Leaf Yogurt, Panera, Sheetz, Starbucks, Walgreens, and TJ Maxx. Additional businesses and restaurants, including Meijer and Raising Cane's, are on the way.

BUSINESSES IN ALLIANCE

Having been dubbed the "crane capital of the world" thanks to the manufacture of overhead cranes by Morgan Engineering, Alliance has also become home to numerous other major corporations with a national reach, including Coastal Pet Products, the largest producer of pet products in the country; MAC Trailer Manufacturing, one of the largest producers of trailer beds in the country; and Aultman Alliance Community Hospital, which is immediately adjacent to campus.

ARTS AND CULTURE

In addition to a rich visual and performing arts program on campus, Alliance is home to Shakespeare at the Castle, Carnation City Players community theatre, the Mount Union Alliance Chorale, and the Alliance Symphony Orchestra. The city also boasts a number of historic landmarks, including Glamorgan Castle, Haines House (a former underground railroad site), and the Mabel Hartzell Historic Home.

OUTDOOR ACTIVITIES

For those who enjoy the outdoors, Alliance offers Beech Creek Botanical Garden and Nature Preserve, two reservoirs, two bike trails, numerous golf courses, a community pool, and a number of city parks, in addition to Mount Union's own Huston-Brumbaugh Nature Center.

WORSHIP AND SERVICE

Alliance is home to churches of various denominations and a variety of non-profit organizations that work to ensure a good quality of life for Alliance residents.



1,582

TOTAL NUMBER
OF BUSINESSES

25+

NEW RESTAURANTS
AND RETAIL OUTLETS



THE PROCESS OF CANDIDACY

To apply, visit the [Employment Page](#) on the Mount Union website.

Candidates are asked to submit electronically in MS Word or Adobe PDF:

- (1) a letter of interest that directly addresses the leadership opportunities outlined in the profile above,
- (2) a curriculum vita or resume, and
- (3) the names, e-mail addresses, and telephone numbers of five references. References will not be contacted without first securing the permission of the candidate.

A review of candidates will begin on November 1, 2023.

Additional information about the University of Mount Union may be found on the [Mount Union website](#).

The University of Mount Union prohibits discrimination on the basis of race, gender, gender identity or expression, sex, sexual orientation, religion, age, color, creed, national or ethnic origin, veteran status, marital or parental status, pregnancy, disability, or genetic information, in student admissions, financial aid, educational or athletic programs, or employment as now, or may hereafter be, required by university policy and federal or state law. Inquiries regarding compliance may be directed to the Office of Human Resources, Beeghly Hall, (330) 829-6560.

Co-Chairs of the VPAA Search Committee: Marci Craig, Director of Human Resources, and Sheryl Holt, Associate Professor of Physical Therapy and Director of the PT Program

