



SAGINAW VALLEY STATE UNIVERSITY

Provost and Vice President for Academic Affairs

Leadership Profile

June 2024



WittKieffer

Executive Summary

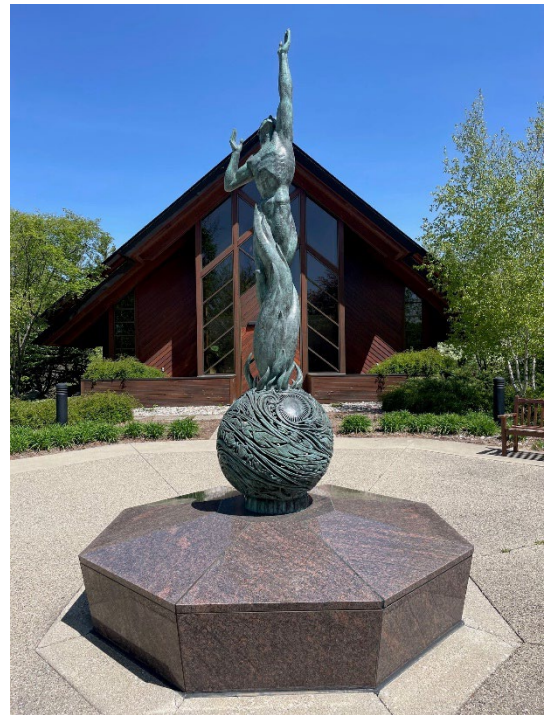
Saginaw Valley State University (SVSU) seeks a collaborative, student-centered academic leader to serve as its next Provost and Vice President for Academic Affairs.

The Provost and Vice President for Academic Affairs leads the Division of Academic and Student Affairs and serves as the University's chief academic officer, providing leadership and supervision in all academic matters. Reporting to the President, the Provost is responsible for the supervision of instructional personnel; new program development; quality of the instructional process; evaluation of all academic deans, directors, and faculty; regional and specialized accreditation activities; and budget development and management for instructional and instructional support programs. The Provost also oversees units related to the student experience, including student affairs and student support services.

The next Provost will collaborate with University leadership and the SVSU community to formulate, articulate, and implement an academic vision aligned with the University's strategic plan. The University is currently undergoing a strategic planning process with the intent of presenting a new plan to the Board of Control for approval in fall 2024. This individual should have a demonstrated commitment to student success, faculty excellence, shared governance, and community engagement.

Saginaw Valley State University, founded in 1963, is one of Michigan's 15 public universities with an enrollment of just over 6,300 students with 2,000 of them residential. SVSU is located in the heart of Michigan's Great Lakes Bay Region and stretches across 748 acres. SVSU offers over 100 academic programs at the undergraduate and graduate levels in five colleges: [Health & Human Services](#); [Arts & Behavioral Sciences](#); [Science, Engineering, & Technology](#); [Business](#); and [Education](#). SVSU offers a wide range of additional opportunities for students to thrive and be engaged. SVSU is surrounded by a nature preserve and is one of the most beautiful college campuses in the state. In 2023, SVSU was voted Best College Campus in Michigan and the Best Housing in the U.S. on Niche.com.

For information regarding how to apply, submit nominations, or inquire about the role, please see the section "Procedure for Candidacy" at the end of this document.



Role of the Provost and Vice President for Academic Affairs

Overview

The Provost and Vice President for Academic Affairs leads the Division of Academic and Student Affairs and serves as the University's chief academic officer, providing leadership and supervision in all academic matters. Reporting to the President, the Provost is responsible for the supervision of instructional personnel; new program development; quality of the instructional process; evaluation of all academic deans, directors, and faculty; regional and specialized accreditation activities; and budget development and management for instructional and instructional support programs. The Provost also oversees units related to the student experience, including student affairs and student support services. As the academic leader, the Provost and Vice President for Academic Affairs serves as an official University representative to its community, the President's Council of State Universities of Michigan, and various national organizations linked to the University.

Essential Duties and Responsibilities

- Develop and execute strategic academic plans and initiatives that align with the institution's mission and strategic goals by promoting academic excellence and innovation, leveraging new technologies, and using evidence-based practices as a part of the decision-making process.
- Administer policies and set strategies regarding recruitment, retention, employment, promotion, tenure, termination, and other matters related to academic and student affairs personnel and faculty that result in a diverse and highly qualified workforce.
- Collaborate with faculty, staff, and administrators on the development and implementation of University policies.
- Facilitate collaboration and communication across the institution to foster a vibrant and engaged learning community.
- Oversee the development, assessment, and enhancement of academic programs and curricula that are responsive to the needs of SVSU's students and the demands of the global job market.
- Champion initiatives that support the student experience, student success, retention, and graduation, including student affairs, academic advising, tutoring, accessibility resources and accommodations, experiential learning opportunities, and community engagement.
- Ensure that all academic programs and activities comply with accreditation standards and regulatory requirements; maintain the highest levels of academic integrity and excellence; and have the necessary resources based on program requirements.
- Collaborate with academic leadership and the SVSU Office of Development to enhance philanthropic and private support, including grants and awards from external funders.
- Supervise the administration of the academic budgets through the respective Deans or Directors of assigned academic and student affairs units.

- Serve on the President's staff, the President's Planning Council, and other policymaking bodies related to academic policy and procedures.
- Serve and assist the President on all such matters as assigned.

Direct Reports

- Associate Provost for Student Affairs/Dean of Students
- Deans of the five academic colleges
- Associate Provost
- Associate Vice President for Academic Affairs
- Directors of Support Services (Center for Academic Achievement, Writing Center, etc.)
- Director of the Center for Excellence in Teaching and Learning
- Director of Academic Advisement
- Director of Continuing Education and External Project Management
- Director of the Library
- Director of International Programs
- Director of Sponsored Programs
- Director of Accessibility Resources and Accommodations
- Director of School and University Partnerships



Opportunities and Expectations for Leadership

The next Provost and Vice President for Academic Affairs will be expected to advance the following leadership priorities, among others:

- **Set a strategic vision.** The next Provost will collaborate with University leadership and the SVSU community to formulate, articulate, and implement an academic vision aligned with the University's strategic plan. The University is currently undergoing a strategic planning process with the intent of presenting a new plan to the Board of Control for approval in fall 2024. This individual should have a demonstrated record of working with others to shape institutional strategy, accomplish goals, and ensure organizational alignment through transparency and effective communication. The next Provost should also have an understanding of current and future trends in higher education – including changes in students, evolving demographic trends, and the impact of artificial intelligence – and the ability to help SVSU navigate a dynamic future.
- **Build on SVSU's commitment to student success.** The University has a long history of providing a supportive and empowering environment focused on student success. As an institution that serves a diverse region, SVSU's students represent a wide range of backgrounds and experiences. Nearly 40% of students are Pell-eligible and 25% are first-generation. The Provost will play a pivotal role in enhancing outcomes for all students by collaborating with faculty and staff to assess, develop, and improve academic programs tailored to the needs of current students, future students, and the region. Opportunities exist for the University to modernize its general education curriculum, which would be voted on by the faculty. The Provost should be a collaborative partner with the faculty in assessing and potentially supporting revisions to the curriculum to enhance student learning. The Provost oversees student affairs and numerous student support services and should have a strong understanding of how these areas work together with academic affairs to improve student outcomes, including retention rates, graduation rates, and post-graduation prospects. The Provost will also work with the Office of Development, the Office of Enrollment Management, the President, and Deans to identify financial resources that will support student success.
- **Support faculty excellence and shared governance.** SVSU faculty are deeply committed to teaching and students, are active scholars in their field, and engaged participants in the university and local community. The Provost should have a record of enhancing teaching resources for faculty, supporting professional development for faculty, advocating for an inclusive learning environment, and working across a wide range of academic disciplines. SVSU is a unionized institution with a strong culture of shared governance. The Provost should ensure transparency in decision-making and open and inclusive communication with faculty, staff, and students.
- **Building partnerships and collaborations.** The Provost will be expected to be a strong collaborator who can develop partnerships across the University and the community. SVSU is classified as a Community Engaged institution by the Carnegie Foundation for Advancement of Teaching. In collaboration with the [Center for Community Engagement & Experiential Learning](#), the Provost will facilitate communication across the institution and support the work of faculty and staff in identifying opportunities for engagement within the region and high-impact practices that support student success, such as service learning and undergraduate research. The University engages adults in the region through the [Osher Lifelong Learning Institute](#) and through academic programs targeting non-traditional learners. The Provost will play a key role in analyzing regional needs and supporting efforts to develop academic programs that meet those needs. Additionally, this individual will work to develop new partnerships and maintain current ones with academic and external organizations such as [McLaren Health Care](#), [Covenant HealthCare](#), K-12 education, community colleges, and economic development agencies, among others.

Professional Qualifications and Personal Qualities

- An earned terminal degree from an accredited institution of higher education and faculty credentials suitable for appointment as a tenured full professor in one of the university's departments.
- A demonstrated record of success in academic leadership, including experience with administrative responsibilities, budgets, and personnel management.
- A leadership style that builds collaborative, empowered teams throughout an institution; encourages creativity and innovation; and ensures organizational adaptability and resiliency.
- Strong communication skills, a commitment to transparency, a willingness to engage and listen to others, a commitment to shared governance, and the ability to collaborate with a wide range of constituencies.
- A passion for student success and a demonstrated record of enhancing the quality of education at an institution and the student experience, including improvement of curriculum, assessment of student learning, integration of curricular and co-curricular student experiences, support of student affairs programs and initiatives, and implementation of high-impact practices.
- Demonstrated knowledge of current issues in higher education in the United States and international education systems and a vision for future opportunities and challenges for an institution like SVSU.
- Experience with institutional and specialized accreditation.
- Demonstrated experience fostering a diverse campus community.
- The ability to work effectively within a unionized environment.
- A record of impactful community engagement.
- The ability to perform the essential functions of the position with or without accommodation.



About Saginaw Valley State University

Overview

Saginaw Valley State University, founded in 1963, is one of Michigan's 15 public universities with an enrollment of just over 6,300 students with 2,000 of them residential. SVSU is located in the heart of Michigan's Great Lakes Bay Region and stretches across 748 acres. A majority of the campus buildings are connected and also have been newly built or updated in the past 15 years. SVSU is surrounded by a nature preserve and is one of the most beautiful college campuses in the state. In 2023, SVSU was voted Best College Campus in Michigan and the Best Housing in the U.S. on Niche.com.

SVSU offers over 100 academic programs at the undergraduate and graduate levels in five colleges: [Health & Human Services](#); [Arts & Behavioral Sciences](#); [Science, Engineering & Technology](#); [Business](#); and [Education](#). SVSU offers a wide range of additional opportunities for students to thrive and be engaged. Potential leaders may choose a number of elite honors programs with opportunities to do faculty-led research and compete nationally. Men and women may compete in NCAA Division II varsity sports programs or choose to be involved in any of the 170 registered clubs, organizations, and intramural sports.

There are over 1,100 staff and faculty working together to enhance the lives of students from around the world.



SVSU's inclusive campus culture fosters diversity and inclusion and engages in coordinated efforts across campus to support every aspect of the student journey, including Tutoring & Academic Support; a Mental Health & Wellness Center; a Center for Career Readiness; Multicultural Support and Services; and Accessibility Resources and Accommodations.

SVSU stands out as a great place to work and has received national recognition among Great Colleges to Work For for eight consecutive years. SVSU's collective commitment to supporting student success in the Cardinal community makes SVSU a great place to work and learn.

Saginaw Valley State University was accredited by the Higher Learning Commission of the North Central Association as a baccalaureate degree-granting institution in 1970. In 1980, the HLC/NCA continued this accreditation and granted accreditation at the master's degree level. In 2013, SVSU added its first doctoral program in nursing. These accreditations have been reaffirmed continuously since the original accreditation. SVSU also has ten programs that have been awarded specialized accreditations, including being selected by the Carnegie Foundation for the Advancement of Teaching to receive its 2015 Community Engagement Classification, marking SVSU as a university that is exceptionally engaged with the community it serves. To learn more visit: <https://www.svsu.edu/>.

Mission

SVSU transforms lives through educational excellence and dynamic partnerships, unleashing possibilities for impact in its community and worldwide.

Values

- Passion for academic exploration and achievement
- Supportive environments focused on student success
- Diversity and inclusivity
- High standards for ethical behavior and financial stewardship
- A safe, friendly, and respectful campus climate
- Community engagement

Strategic Goals

- SVSU delivers high quality academic programs that lead to student success, improved retention, and enrollment stability.
- SVSU's people, climate, and culture transform lives.
- SVSU is widely known across Michigan as a sought-after institution of higher learning.
- SVSU is financially robust, fosters sound business practices, and is noted for operational excellence.
- SVSU's community engagement activities drive regional and institutional success.

Leadership

George Grant Jr.

George Grant Jr. was appointed to serve as the fifth President of Saginaw Valley State University on January 1, 2023. Dr. Grant previously served as Chancellor of Pennsylvania State University Berks. Prior to that, he spent 24 years at Grand Valley State University in Michigan, including 12 years as Dean of the College of Community and Public Service. Dr. Grant began his professional and leadership career working in child welfare, which included foster care, adoption, and family preservation. Throughout his career, he served on numerous boards, consulted for nonprofit and for-profit organizations, provided training, conducted research, presented at national and international conferences, co-authored twelve books, and worked in private practice. President Grant studied at Wayne County Community College prior to completing a bachelor's degree in social work at Marygrove College in Detroit. He later completed a master's degree in social work at Grand Valley State University and a Ph.D. in sociology at Western Michigan University. President Grant also earned a certificate from the Harvard Institute in Educational Management.



Great Lakes Region

SVSU is well-positioned in Michigan's Great Lakes Bay Region, among the cities of Saginaw, Midland, and Bay City. The region offers a wide variety of communities, ranging from suburban neighborhoods and scenic waterfronts to bustling downtown areas with concert series, art exhibits, minor league hockey, baseball teams, and exceptional performing arts facilities and organizations. Nestled in the heart of the region, SVSU is surrounded by vast waterways, state parks, and nature trails. Nearby Lake Huron and Saginaw Bay provide robust opportunities for recreation.

The Great Lakes Bay Region is economically diverse and is home to major employers in the automotive, education, agriculture, manufacturing, and healthcare industries. It is also home to the global headquarters of Dow, a Fortune 100 company, major operations for General Motors, Nexteer Automotive, and other leading automotive suppliers, and major health systems that serve much of the state.

Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a letter of interest addressing the themes in this profile and a CV or resume. WittKieffer is assisting Saginaw Valley State University in this search. For fullest consideration, candidate materials should be received by August 12, 2024. Nominations, inquiries, and applications can be directed to Ryan Crawford and Sarah Seavey at SVSU-Provost@wittkieffer.com.

Saginaw Valley State University is an Equal Opportunity / Affirmative Action Employer:
<http://www.svsu.edu/diversity/affirmativeaction>