

NATIONAL SEARCH PROSPECTUS

President



NORTHWEST
MISSOURI STATE UNIVERSITY

Anthem Executive

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THE OPPORTUNITY

Northwest Missouri State University (Northwest) is seeking a visionary, team-focused leader to serve as the University's next president. The selected individual will be responsible for sustaining and enhancing the institution's mission and operations, guiding more than 700 employees and a student body of about 8,000. The next president will inherit a University that has earned national recognition for its focus on affordability and student success, its beautiful campus and athletics prominence as well as state-leading placement rates and a strong, supportive culture. The president will lead Northwest on a continued path of excellence and build upon and promote collaborative and productive relationships across the campus, the local community and the region. The president position reports directly to the University's Board of Regents.

Tasks for the Next President

- Strengthen, identify and provide entrepreneurial, strategic and visionary leadership in the fulfillment of the University's mission and vision.
- Drive growth in student enrollment, student retention rates, academic programs, graduation and career readiness.
- Embrace all facets and subjects of academia, including the value of liberal arts in producing well-rounded graduates of the University.
- Understand the importance of the University's role in the economic development of the community and region, and align assets to address those needs.
- Foster continued growth of the academic enterprise surrounding teaching, scholarship and creative activity.
- Thrive in a rapidly changing higher education environment by capitalizing on the varied learning modalities Northwest offers (on-ground, online, blended, accelerated and adult literacy programs) to expand educational opportunities while maintaining the University's on-campus, residential education emphasis.
- Demonstrate a commitment to transparency, collaboration and shared governance. Seek input from faculty, staff and students in decision making.
- Actively foster a campus culture that values diversity, promotes equity and pursues inclusion for the University's students, staff and faculty.
- Demonstrate a deep and authentic commitment to students across diverse backgrounds and identities.
- Recognize, develop and retain talented faculty and staff.
- Build on and further develop the vibrant culture present at Northwest.
- Expand on Northwest's strong community and alumni relations.
- Promote international outreach and programs to further the development of students, faculty and staff, and increase the University's visibility internationally.
- Develop partnerships with external entities that are mutually beneficial to Northwest and partners.
- Lead major fundraising initiatives for the University and foster relationships with the philanthropic community. Ensure the institution acquires and sustains the necessary private resources to achieve its goals and objectives.
- Continuously foster and maintain support from city, county, state and federal elected officials and governmental entities. Establish, maintain and expand excellent community relations and partnerships.
- Promote, establish and grow K-12, community college and post-secondary partnerships.



KEY ATTRIBUTES

Desired Traits of the Next President

- An individual with the highest personal integrity and ethics who demonstrates kindness and humility.
- A passionate advocate for higher education and a forward-thinking visionary.
- A strong supporter of student success and an advocate who recognizes the needs and obstacles faced by traditionally underrepresented and first-generation students aspiring to higher education.
- An inspiring and effective communicator with the skills and intuition necessary to hear, understand and unify multiple perspectives of complex issues facing students, campuses and public higher education.
- A leader who demonstrates diversity, equity and inclusion as paramount values and insists on their incorporation and reflection throughout University priorities, actions and initiatives.
- A leader who encourages others to take strategic risks and try new things without fear of retribution; someone who encourages strategic thinking, entrepreneurship, innovation and action planning.
- An engaging and visible presence on campus and in the community; someone who initiates connections with students, faculty, staff, alumni, parents, the local community and friends of the University and makes sincere efforts to understand their needs.
- An individual who possesses the financial acumen required to develop a sustainable business model and manage a financially complex institution.
- An individual who will lobby for academic learning and liberal arts with stakeholders and the public.
- An individual who is knowledgeable about key issues and trends affecting public universities, including enrollment, the impact of demographic changes, retention strategies and innovation in higher education.
- A leader with organizational insight to facilitate change; one who is industrious and resourceful, with an understanding of where resources exist and how to access and leverage them.
- A champion for fundraising and person who is knowledgeable of large, comprehensive fundraising campaigns and how to help them succeed.
- A person with a firm understanding of or experience in teaching in the classroom of a higher education institution.
- A strategic, critical thinker who incorporates a combination of data and perspectives to inform decisions for the benefit and future of the University.
- An individual who is effective in working at a high strategic level, developing and empowering other leaders to perform with excellence and accountability.

Northwest ranks among the top 23 percent of most affordable institutions in the nation according to a study conducted by National College Attainment Network (NCAN). Northwest's net price is in the lower one-third of its peers, and it ranks below the state averages of its top competitors in Missouri, Iowa, Nebraska and Kansas.



Northwest is a recipient of five American Association of State Colleges and Universities (AASCU) Excellence and Innovation Awards during the last seven years, including the 2018 Christa McAuliffe Excellence in Teacher Education Award.

Requirements of the Next President

- A minimum of five years of experience in upper-level administration within a complex organization.
- A record of creating organizational distinctiveness and sustainability with evidence of creative problem solving, successful entrepreneurial activities and initiatives.
- High emotional intelligence and strong interpersonal skills with an engaging, transparent communication style, both written and spoken.
- A high degree of cultural competence and social justice.
- A commitment to high-quality disciplinary and interdisciplinary education, as well as diversity and inclusion.
- A terminal degree.
- The aptitude and willingness to lead significant fundraising efforts.
- A deep understanding of the complexities and challenges of post-secondary education.

Desired Experiences of the Next President

- A record of successfully leading a complex organization.
- A record of generating resources through means such as enrollment growth, creation of innovative programs and fundraising.
- Experience in higher education administration at a comprehensive institution with responsibility for strategic oversight of personnel, planning, programs, communication and resources.
- Experience with building deep and lasting relationships with donors and the philanthropic community.
- Experience in the classroom of a post-secondary institution.



Northwest offers 127 undergraduate programs and 40 graduate programs.

Northwest maintains robust cooperation and articulation agreements with partners throughout the region that include pathways for radiology degrees, physical therapy services and professional advisory boards.



KEY ATTRACTORS TO THE ROLE

- An opportunity to lead a distinctive university and have a meaningful impact on the lives of students, their families, employees, the greater community, the region and the state of Missouri.
- Talented, caring and cooperative faculty and staff who embrace continuous improvement and change.
- A diverse campus community where students say they feel seen and heard by faculty, staff and peers; a community where there is a palpable sense of optimism and goodwill.
- A supportive Board of Regents that appreciates the president's role and shares responsibility for tough decisions.
- A welcoming and vibrant city that serves as a regional hub of economic impact in a four-state area. Maryville is close enough to several big cities without the frenzy of living in one while offering quality schools, a variety of dining and retail options, excellent healthcare tied to Mayo Clinic, easy access to airports and more.
- An involved and supportive community that cares deeply about the University and student success.
- A beautiful campus that also serves as the Missouri Arboretum.
- A University with sustained academic success, which includes nationally competitive forensics, business education, broadcasting and journalism, and agricultural sciences programs.
- A University known for its athletics success and championship culture. If you are a sports fan, Northwest is the place to be.
- Abundant recreation areas that feature hiking trails, fishing, boating and golf.



NORTHWEST MISSOURI STATE UNIVERSITY

With an enrollment of about 8,000 students, [Northwest](#) is a coeducational, primarily residential four-year university that offers a broad range of undergraduate and selected graduate programs on its Maryville campus as well as its [Northwest-Kansas City](#) location and through [Northwest Online](#).

Founded in 1905, Northwest boasts a high retention rate, and results of 2021 Ruffalo Noel Levitz Student Satisfaction Inventory show Northwest students are more satisfied than students at national peers. Additionally, Northwest's graduation rate is in the 95th percentile among its peers.

Furthermore, 98 percent of Northwest bachelor's degree earners and nearly 100 percent of master's degree earners secure employment or continue their education within six months of graduation, according to the most recent data.

Northwest places a high emphasis on profession-based learning to help graduates get a jumpstart on their careers. Students have opportunities to build their résumés with experiences on campus in nearly every area of study, including the [Horace Mann Laboratory School](#), [National Public Radio affiliate KXCV](#), the [R.T. Wright Farm](#), [Mozingo Outdoor Education Recreation Area](#) or [Knacktive](#), a student-driven integrated digital marketing communications agency. In conjunction with its emergency and disaster management program, Northwest organizes and hosts [Missouri Hope](#), an annual mass casualty training exercise that attracts first responders and emergency workers from throughout the nation and provides hands-on training in preparation for a natural disaster.

The University's vibrant and diverse learning community offers more than 150 student organizations, and [textbooks and a laptop are included](#) in tuition and fees, which are among the lowest in the nation, saving students an estimated \$6,800 over four years. Northwest also offers 1,200 student employment positions, allowing students to build professional skills through its internationally benchmarked student employment program.

For more information about Northwest and its performance, visit www.nwmissouri.edu/aboutus/facts/.

Mission

Northwest Missouri State University focuses on student success – every student, every day.

Vision

We will be THE university of choice for a comprehensive, exceptional student experience.

Institutional Values

- Student success
- Scholarship and life-long learning
- Intercultural competence
- Collaboration
- Respect and integrity
- Strategic thinking
- Excellence

Core Competencies

- **Safe:** Preventative-based systems ensure students, employees, visitors, friends and the community can learn, live and work in a safe environment.
- **Trusted:** Northwest employees do the right things for the right reasons; our genuineness and sincerity result in a culture of institutional integrity.
- **Invested:** Employees invest in student success on a personal level, resulting in rewarding relationships that benefit all involved.
- **Resourceful:** Northwest provides high value through drive and resilience, and thus achieves maximum results.



Inclusive Excellence

Northwest recognizes diversity and inclusion as an integral part to its overall mission. Northwest has adopted the Inclusive Excellence framework as it shifts the responsibility of creating and fostering an inclusive environment to the entire campus. This framework allows Northwest to recruit, support and retain a diverse population while encouraging and acknowledging diversity of thought. It allows Northwest to address and enhance issues of race and help close equity gaps on campus. Finally, the framework has been adopted by every academic, administrative and support unit on campus.



Academic Programs

AGRICULTURAL SCIENCES - As the need for feeding an ever-growing population continues to expand, the School of Agricultural Sciences is poised to serve student interests and meet the needs of the agriculture, food and fiber industry today and in the future. Housed in the Dean L. Hubbard Center for Innovation, the School is close to demonstration plots on the campus' northern edge and its 448-acre R.T. Wright Farm, which is located three miles north of campus and home to beef, swine, dairy and sheep enterprises as well as row and forage crops. The farm includes the new 29,000-square-foot Agricultural Learning Center with exposition space and labs for agronomy, animal health and meat fabrication.

BUSINESS - The Melvin D. and Valorie G. Booth School of Business focuses on ensuring students have skills in critical thinking, written and oral communication, ethical decision-making, teamwork and problem-solving while embedding learning experiences throughout the curriculum. In addition to the Higher Learning Commission of the North Central Association of Colleges and Schools, the Booth School of Business is accredited by the Accreditation Council of Business Schools and Programs.

COMMUNICATION AND MASS MEDIA - In the School of Communication and Mass Media, students gain hands-on, real-world experiences during their first year. They have opportunities to be involved in two radio stations, a television station, a converged print and online newspaper, yearbook, online arts and entertainment magazine, or in video and audio recording studios. The School is comprised of faculty who have spent years in their professional fields and are now dedicated to helping students prepare for rewarding careers.

COMPUTER SCIENCE AND INFORMATION SYSTEMS - The School of Computer Science and Information Systems is dedicated to the development of future leaders in the computing industry. Highly qualified faculty provide a distinctive educational experience through hands-on, profession-based learning opportunities. The School offers a strong curriculum that equips students with crucial theory, while simultaneously preparing them for the real world through well-crafted assignments and projects that result in employers hiring Northwest's students.

EDUCATION - The School of Education is a community that embraces collaboration and mutual respect among students, faculty and staff. A successful learning community welcomes and honors the diverse voices and talents of each of its members. The School welcomes students to its learning community and encourages students to explore the majors, minors and master's program offered.



FINE AND PERFORMING ARTS - The Department of Fine and Performing Arts provides an exciting combination of performance, classroom and internship opportunities for emerging professionals in the areas of art, music and theatre. All experiences are directed or mentored by highly respected and experienced faculty and guest artists.



HEALTH SCIENCE AND WELLNESS - As a multidisciplinary unit, its mission is to facilitate the development of key knowledge, skills and attitudes for students seeking careers in health and wellness-related fields. Professional areas of study available to students include health and wellness, nursing, recreation, physical education, foods and nutrition, psychology, human services, school counseling and a variety of medicine-related fields. The School's structure provides the opportunity to work collaboratively across campus, in the community and around the region to meet a growing need for health science and wellness professionals.

HUMANITIES AND SOCIAL SCIENCES - The Department of Humanities and Social Sciences is home to culture, geography, history, law and government coursework. The Department provides a broad, liberal education that encourages students to be adaptable and flexible in their professional pursuits while training students to be responsible citizens. Discipline areas are housed in the Valk Center with modern classrooms and convenient student gathering spaces.

LANGUAGE, LITERATURE AND WRITING - Programs in the Department of Language, Literature and Writing prepare students for meaningful lives as professionals in a global economy that demands innovative thinking, clear and effective writing, and cultural literacy. Students and faculty form a close community of scholars who support each other's work and who grow together in a rich and rigorous liberal arts curriculum. Students emerge from programs with skills to express themselves creatively and professionally and to engage with ideas critically and practically.

MATHEMATICS AND STATISTICS - Students in mathematics and statistics courses recognize, represent and use patterns to creatively address problems in a variety of settings. Students see and explore the beauty and utility of mathematics with a diverse faculty of highly qualified and nationally recognized mathematicians. Upon graduation, students compete successfully for jobs in business, industry and government or continue in graduate studies.

NATURAL SCIENCES - Students in the Department of Natural Sciences gain experience in biology, chemistry, physics and geology labs during their first year. Classes and laboratories are housed in the Garrett-Strong Science Building and the Dean L. Hubbard Center for Innovation. The Hubbard Center features labs with more than \$3 million in state-of-the-art instruments and technology that undergraduate students may access to gain hands-on experience.

ONLINE PROFESSIONAL – Targeted for working professionals, Northwest has established strong momentum in its online offerings. In the five years since the program was launched, it has grown to more than 2,000 students pursuing graduate and undergraduate degrees virtually. Students can pursue degrees in business, education and nursing, among others, and new disciplines are being added every semester.

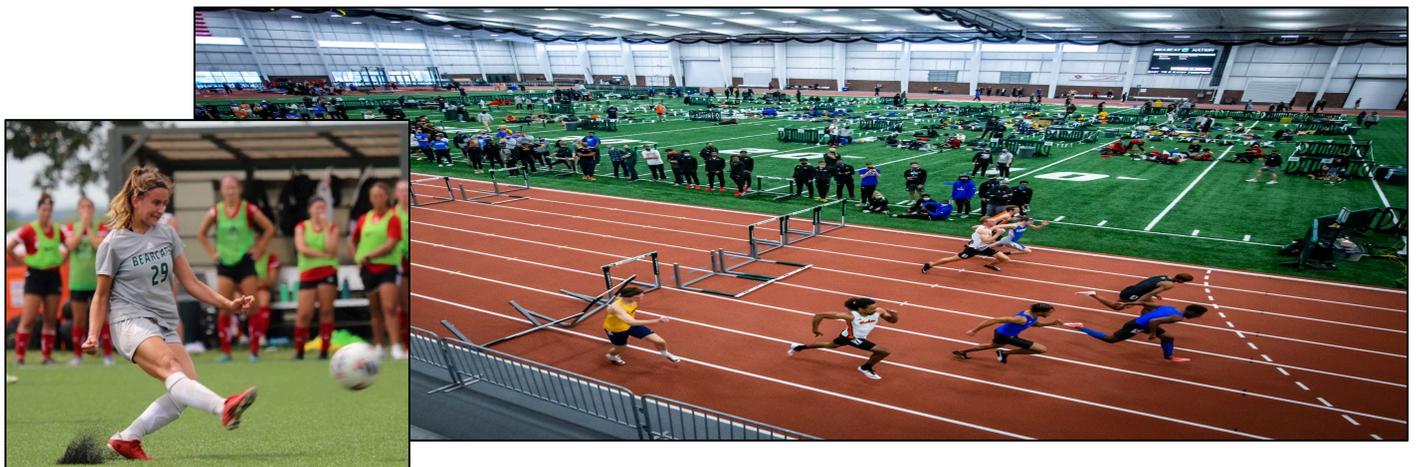
Athletics



Perhaps the most recognizable logo in NCAA Division II athletics, the Bearcat paw and the sports teams it represents are a major source of pride in the Northwest community. During the past quarter century, the football team has won 18 conference championships, appeared in the NCAA playoffs in 22 seasons, played in 10 Division II national championship games, and brought home the national title a record six times. The men's basketball team has won nine straight conference championships and four national titles in the last five Division II tournaments.

Northwest also fields highly competitive teams in volleyball, soccer, cross country, track and field, tennis, golf, baseball and softball. Additionally, the cheerleading squad has won three Universal Cheerleaders Association Division II national championships. Championship performance doesn't stop on the field of play either; many of the Bearcat athletic squads rank among the best in the nation academically.

Among the facilities used by Bearcat athletic teams is the Carl and Cheryl Hughes Fieldhouse, which opened in 2018. Available to the community, University employees and students, the 135,000 square-foot indoor facility includes a 300-meter indoor track, a football practice field, tennis courts and netting that can partition the field for baseball and softball practices. It also offers three auditorium-style rooms for classes and meetings.



THE COMMUNITY

Maryville is a gem, filled with remarkable destinations, recreational opportunities and unique local businesses. A rich history, authenticity and forward-thinking has helped shape the community's values.

Maryville offers a wide selection of indoor and outdoor activities for visitors and residents of any age. From outdoor recreation at Mozingo Lake Recreation Park to unique shopping, athletic events, a nationally ranked golf course and so much more, [Maryville offers something for everyone.](#)



NOMINATIONS & APPLICATIONS

The Search Committee invites letters of interest and nominations to be submitted directly to the search firm, Anthem Executive. Correspondence should include a curriculum vitae and a letter of interest describing relevant experience and interest in the position. Submit materials to Michael Ballew, JR Wheless, Scott Watson, or Florene Stawowy at:

NorthwestPresident@anthemexecutive.com

While applications and nominations will be accepted until a president is selected, interested parties are strongly encouraged to submit their materials as soon as possible to assure consideration. Expressing interest is the first step in receiving consideration and does not make one an applicant for the position.

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Northwest Missouri State University emphasizes the dignity and equality common to all persons and adheres to a strict nondiscrimination policy regarding the treatment of individual faculty, staff, students, third parties on campus, and applicants for employment and admissions. In accord with federal law and applicable Missouri statutes, the University does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, pregnancy, ancestry, age, disability, genetic information, veteran status, or any other legally-protected class, in employment or in any program or activity offered or sponsored by the University, including, but not limited to, athletics, instruction, grading, the awarding of student financial aid, recruitment, admissions, and housing. As an equal opportunity employer, the University promotes and maintains affirmative action programs to ensure that all individuals participate fully in every facet of employment opportunities.