Associate Provosts and Academic Deans Prospectus

Gustavus Adolphus College (Saint Peter, Minn.) a nationally ranked liberal arts college, seeks applications for two Associate Provosts and Academic Deans of the College.

The Deans report to the Provost and Dean of the College. Reporting to the Deans are chairs and directors of all academic programs and departments at the College and the Director of Assessment.

The primary objective of the position is to oversee the departments and interdisciplinary programs within the five academic divisions of the college; the division of these areas will be determined based upon the expertise and affinity of the successful candidates. The hiring of the two deans is part of a planned transition from internal interim deans, following a successful Provost search last year. Both deans will oversee and advance the work of academic programs in their areas, including oversight of budget and hiring. The two deans will work closely together, with the Provost, and with department chairs and faculty to advance the academic program of the College; a collaborative style is essential.

The deans will also be responsible for oversight of general education programs, assessment of institutional student learning outcomes, and student academic experiences.

This profile provides a brief introduction to Gustavus Adolphus College. Applications submitted by January 20, 2019 will be assured full consideration. The appointment for the new deans will commence in the summer of 2019.
QUICK FACTS

DISTINCTIONS
- Phi Beta Kappa campus
- The annual Nobel Conference®
- Three Crowns Curriculum— an integrated studies approach to general education
- Peace Education Program and MAYDAY! Peace Conference
- Fulbright, Goldwater, Marshall, Rhodes, Truman, National Science Foundation, and NCAA Postgraduate fellowship winners
- Student-faculty collaborative research opportunities
- Writing Across the Curriculum

FACULTY
- Full-time faculty of 184; 40 part-time
- 78 percent tenure-line faculty (144 out of 184)
- 64 percent of faculty members are tenured
- 100 percent of tenured faculty members hold the terminal degree in their fields
- Student-to-faculty ratio: 11:1
- Average class size: 18

UNDERGRADUATE RESEARCH
- The annual Celebration of Creative Inquiry, a showcase for undergraduate research that features the work of nearly 200 students
- Dedicated funding for students who attend conferences and competitions for discipline-specific research, scholarship, and creative works
- Support for faculty-student research, scholarship, and other collaborative projects through Presidential Faculty-Student Collaboration Grants

ENROLLMENT (Fall 2018)
- 2,217 undergraduates (FTE), representing 43 states and 23 foreign countries
- Gender ratio: 57 percent women, 43 percent men
- Racially underrepresented students: 20 percent
- International students enrolled in degree programs: 4 percent
- Pell Grant-eligible students: 24 percent
- 94 percent of students studying on campus live in College housing

ADMISSION STATISTICS (Class of 2022)
- Applications received from 5,185 prospective students for a class of 669 first-time, full-time degree seekers
- Nearly one-third of first-year students were in the top 10 percent of their high school graduating classes
- Composite ACT (middle 50 percent): 24-30

RETENTION RATES
- 89 percent of first-year students return for the following fall semester
- 80 percent graduate within four years

TUITION AND EXPENSES (Fall 2018)
- Tuition: $44,900
- Room / Meals: $6,300/$3,610
- Fees: $700

FINANCIAL ASSISTANCE
- More than 70 percent of Gustavus students receive need-based financial assistance
- Over $50 million in institutional grant and scholarship assistance

STUDENT LIFE
- More than 120 special interest groups and organizations
- Five daily Sabbath services, a Sunday worshipping community service, and one evening praise service weekly
- Seven student-run religious organizations
- Designated in 2015 by the Carnegie Foundation as a “community-engaged campus”—the highest national distinction available for higher education
- More than 75 percent of Gustavus students participate in service each year, either through service programs or service-learning
- Frequent on-campus entertainment and off-campus trips sponsored by the Campus Activities Board and other recognized student groups

ALUMNI
- Approximately 28,000 located, living alumni, residing in all 50 states, the District of Columbia, Guam, Republic of the Marshall Islands, Puerto Rico, and the Virgin Islands as well as 56 other nations

CAMPUS FACILITIES
- 340 beautifully landscaped acres
- 21 academic and service facilities
- 14 residence halls and apartment/town house complexes and five College-owned houses, accommodating more than 2,200 students on campus
- Hillstrom Museum of Art
- More than 30 bronzeworks by the late Paul Granlund, noted sculptor and alumnus, installed on the campus
- The Melva Lind Interpretive Center and the 135-acre Linnaeus Arboretum

*Numbers current as of August 24, 2018
ABOUT GUSTAVUS ADOLPHUS COLLEGE

Gustavus Adolphus College, as a selective, private, coeducational, residential liberal arts college of over 2,200 students from 43 states and 23 countries, currently ranks #85 in National Liberal Arts Colleges in *U.S. News & World Report* and #36 in Best Value Schools. Founded by Swedish immigrants in 1862, Gustavus continues to embrace its Lutheran and Swedish heritages. Guided by five core values: excellence, community, justice, service, and faith, the College champions a model of the liberal arts that combines a strong emphasis on traditional liberal arts disciplines with a commitment to progressive interdisciplinary programs.

The College’s dedication to diversity is reflected throughout all levels of the institution from course offerings to personnel and extracurricular programming, such as the Summer Institute for Academic Success and the highly successful, student-led, annual social justice symposium, the Building Bridges Conference. Gustavus ranks as the best college or university in Minnesota and #35 in the nation on *The New York Times*’ College Access Index, which evaluates the commitment to economic diversity among the top colleges and universities in the country.

Rooted in a Lutheran heritage of intellectual inquiry, Gustavus provides a welcoming environment for those of all faiths, evident by the recent construction of the beautiful Bonnier Multifaith Center. This center hosts a wide range of religious and spiritual practices that complement the long-standing tradition of a Daily Sabbath. This commitment to an inclusive religious ecology reflects the College’s model of Lutheran higher education where both students and the campus community can reflect on questions of faith and spiritual meaning, providing an ethical and moral foundation for lifelong learning.

The Gustavus faculty comprises 184 full-time and 40 part-time members. With 78 percent of the faculty members tenure-line and a student-faculty ratio of 11 to 1, Gustavus provides a rich learning environment. The Folke Bernadotte Memorial Library supports faculty and student research, scholarship, and creative work with a team of 14 faculty librarians and professional staff. Student-faculty collaborative research, small seminar classes, and mentoring relationships that extend beyond coursework and academic advising are hallmarks of the Gustavus learning experience.
Gustavus faculty maintain active scholarly agendas, which complement their commitment to excellence in the classroom. They publish regularly in top journals and university presses in their fields; compete successfully for grants from the National Science Foundation; the National Endowment of the Arts, and the Andrew W. Mellon Foundation; have been awarded a variety of fellowships such as the Fulbright; and receive invitations to share their creative accomplishments internationally.

Gustavus combines a strong emphasis on traditional liberal arts experience with a commitment to pre-professional and interdisciplinary programs. The largest departments are Economics and Management, Psychological Science, Health and Exercise Science, Biology, and Communication Studies. Gustavus students devote approximately one-third of their coursework to a liberal arts curriculum, one-third to their major, and one-third to electives, allowing students to experience the intellectual serendipity that a liberal arts education provides. Prior to the start of their first year, students select either the Liberal Arts Perspective Curriculum (a distributional liberal arts core program) or the Three Crowns Curriculum: Connections, Ideas, and Values (an integrated liberal arts core program).

The College operates on a four-one-four calendar year. The January Interim term offers experiential learning opportunities that enrich and expand upon the regular curricular offerings. Courses range from off-campus study away and career exploration to on-campus experiential immersion courses. The Gustavus Center for International and Cultural Education offers students a wide variety of study-away programs and opportunities in the U.S. and abroad ranging from a month, to a semester, to a year. Traditionally, more than half of the graduating seniors have participated in study-away programs. Gustavus also has a growing international student population.

The College’s dedication to educating the whole student permeates campus life. Gustavus lays claim to 120 student clubs and organizations. Among its 21 honor societies, Gustavus houses a chapter of Phi Beta Kappa. The College’s music programs—including a symphony orchestra, two wind orchestras, two jazz ensembles, and five choral ensembles—involves 30 percent of students during their college careers. Its theatre and dance productions, and visual arts opportunities, engage 20 percent of the students. Gustavus is an “All-Steinway School,” with several beautiful venues.
for its arts programs. The College, part of the NCAA Division III, fields 12 varsity teams for women and 11 for men with more than 700 students participating. The “Golden Gusties” have made top 25 finishes 15 times in the 20-year history of the Directors’ Cup national competition for overall athletics program excellence among the more than 400 schools in Division III. Gustavus has produced 109 all-time College Sports Information Directors of America (CoSIDA) Academic All-Americans, which ranks 11th in Division III and 36th among all institutions (NCAA I, II, and III combined).

Gustavus has a robust Community-Based Service and Learning program and is dedicated to excellence in service and leadership by enhancing students’ understanding of issues of public concern, and supporting their academic, personal, and civic development through meaningful engagement for the purpose of fostering a lifelong commitment to citizenship and building capacity in local communities. Nearly 70 percent of students participate in some form of community service while enrolled.

Many Gustavus students go on to careers in health care, teaching, social services, nonprofit work, the ministry, and other service-oriented professions. Others complete a year or more of volunteer work before going on to graduate study or employment.

Gustavus is recognized nationally for the number of its alumni who pursue service in Teach for America and the Peace Corps upon graduation. More than one-third of Gustavus graduates go directly to graduate or professional school; ultimately, 75 percent do so. The College has garnered an impressive share of Fulbright, Goldwater, Marshall, Rhodes, Truman, and National Science Foundation fellowship winners. In the past three years, Gustavus has produced nine Fulbright English Teaching Assistant Award winners, five recipients of Rossing Physics Scholarships, and a Goldwater Scholarship winner.

THE GUSTAVUS ETHOS

Gustavus sustains a commitment to excellence in liberal arts education in an undergraduate, residential, and church-related context. In addition, several aspects of the campus ethos combine to make Gustavus a welcoming and inclusive community that promotes and supports dialogue and reflection. Students are encouraged to voice questions and express viewpoints without fear of being judged. Student groups such as the Diversity Council, the Progressive Action Committee, Queers & Allies, and Peer Assistants as well as activities including the MAYDAY! and Building Bridges Conferences foster these important conversations.

Gustavus students graduate with highly developed listening skills as well as increased capacity to think critically and articulate their thoughts and feelings.

Gustavus has been designated as a “community-engaged campus” by the Carnegie Foundation, which is the highest national distinction available for higher education. The College’s unique culture and outlook is that students, faculty, staff, and alumni approach leadership with humility, focusing less on positional power and more on effectiveness in service to others. They roll their sleeves up to get difficult work done for the common good. This explains the high proportion of graduates holding public office and volunteering their time and talent in such organizations as the Peace Corps, Teach for America, and Habitat for Humanity. Lastly, Gustavus is a caring and close-knit campus and alumni community. Colleagues and students are attentive, supportive, and respectful of one another. This warm and friendly campus environment is a palpable feature of life at Gustavus, one on which visitors invariably comment with appreciation.
THE CAMPUS AND REGION

Gustavus sits on a scenic bluff overlooking the beautiful Minnesota River Valley in Saint Peter, Minn., one hour south of Minneapolis and St. Paul and 15 minutes north of the city of Mankato. The lush 340-acre campus features the stately Old Main building, dating back to 1876, and the iconic Christ Chapel, built in 1962. Many other handsome buildings, constructed from the locally found Kasota Stone, complete the hilltop campus. Original artworks by artists of diverse backgrounds, including more than 30 sculptures by renowned artist Paul Granlund, grace the Gustavus landscape. The Linnaeus Arboretum, spanning 135 acres, is named for Swedish botanist Carl Linnaeus (1707–1778) and showcases formal gardens, a Swedish immigrant cabin, and several native Minnesota ecosystems.

Gustavus is dedicated to sound environmental stewardship. The use of solar panels and composting on campus speak to this commitment. Further evidence includes a student-led gardening operation which provides fresh produce to the dining hall and the College’s recent designation by the League of American Bicyclists as a “Bronze Bicycle Friendly University.” The Warren & Donna Beck Academic Hall was awarded LEED Platinum Certification in 2014.

With a population of over 11,000, Saint Peter, the county seat of Nicollet County, is a rich agricultural area with light industry and tourist attractions. The greater Mankato-North Mankato metro area, with a population of 97,204, lies 10 miles to the south. Saint Peter features an excellent public library, community center, and a highly regarded food cooperative. Housing is affordable; the main street is one of the best-preserved examples of frontier-style building in the state; and parks abound. In 2015, Saint Peter residents passed a $58.6 million school bond referendum that led to the construction of a new high school and extensive remodeling of the two elementary schools and the middle school. Gustavus community members are active and involved members of the Saint Peter community. They serve the city in government and advisory roles and engage regularly with schools, local projects, and civic organizations.

Students serve the town through an extensive network of volunteer opportunities organized by the College’s Community-Based Service and Learning office. An increasing number of courses have been adapted to include service-learning projects that address identifiable community needs.

THE PROCESS OF CANDIDACY

To apply, visit gustavus.edu/jobs and complete the online application.

The documents that must be uploaded include the following:
• Letter addressing how the candidates’ experiences fit the position requirements and qualifications.
• Current CV.
• Names and contact information for at least three professional references.

Nominations and other inquiries should be sent electronically to the search committee co-chairs at deansearch@gustavus.edu.

Additional information about Gustavus Adolphus College may be found at: gustavus.edu.

As an Affirmative Action employer, it is the policy and practice of Gustavus Adolphus College to provide equal employment opportunities for all. EEO Employer/Disabled/Vet