



UNIVERSITY

Position Specification

Milwaukee School of Engineering

Vice President of Academics

www.msoe.edu

THE INVITATION

Milwaukee School of Engineering (MSOE), an independent, non-profit university, invites applications and nominations for the position of Vice President of Academics (VPA). MSOE seeks a dynamic leader who has a demonstrated record of innovation, entrepreneurship, and successful leadership performance. The VPA reports directly to the President of MSOE.

HISTORY OF MILWAUKEE SCHOOL OF ENGINEERING

At the dawn of the 20th century, new occupations emerged in technical fields as the use of electrical and mechanical power was greatly accelerated. Engineers and technicians were in great demand, but few people were available who had the needed education and technical training. Industry's need spurred the development of progressive programs of technical education.

In this context, Oscar Werwath organized the School of Engineering of Milwaukee in 1903. Werwath was a practicing engineer who graduated from European technical schools in the late 19th century. He was the first person to plan an American educational institution based on an applications-oriented curriculum.

From the beginning, leaders of business and industry cooperated in the institution's development, and a close relationship was established that has continued throughout MSOE's history. These early supporters realized that their future depended upon educational institutions that could prepare men and women to fill newly created engineering and management positions.

Since its founding in 1903, the average length of service for MSOE presidents is 28 years. On July 1, 2016, Dr. John Walz became the fifth president of MSOE.

MILWAUKEE SCHOOL OF ENGINEERING TODAY

MSOE continues to be at the forefront of applied professional education with emphasis on both theory and technology, coupled with intensive laboratories and career practice. The university has a national academic reputation; longstanding ties to local, regional, national, and international business and professional organizations; dedicated professors with real-world experience; and a 96 percent job placement rate in students' chosen majors.

MSOE strives to prepare academically promising students for exceptional careers as leaders and entrepreneurs in engineering, health care, and business. The MSOE Board of Regents represents MSOE's close ties with business and community organizations and reflects the university's commitment to a strong, application-driven culture where faculty are deeply engaged in rigorous and pragmatic instruction. Graduates leave the university with a strong work ethic and are able to immediately add value for their employers.

More than 20,000 alumni live and work throughout the United States and abroad and nearly 2,400 of them own their own businesses or are company officers. MSOE is a small university making a significant and important impact.

Today MSOE enrolls 2,900 students and offers 19 bachelor's and 11 master's degrees primarily in engineering, business, and nursing. MSOE also offers degrees in user experience and actuarial science. The academic year is divided into three 11-week quarters, September through May. With

a 16:1 student-to-faculty ratio and an average class size of 21, MSOE provides a close-knit, supportive, and engaging learning environment for students. For students who stay on track, it is guaranteed that they will graduate in four years. Students at MSOE are characterized by their hard work and commitment to success.

Vision Statement

MSOE will always be at the forefront of professional education with emphasis on both theory and technology, coupled with intensive laboratories and career practice.

Mission Statement

MSOE provides a sustained interactive educational climate for students to become well-rounded, technologically experienced graduates and highly productive professionals and leaders.

Operating Philosophy

The mission will be accomplished through an organized environment that places carefully recruited students among highly qualified faculty, a dedicated support staff, and strategic external partners – all committed to meeting the ultimate objective of a graduate fully prepared for immediate productivity and advanced study. Such synergism involves the following components:

Faculty – qualified academically and experientially in their specializations; committed to excellence in teaching and remaining current through professional experience, scholarly achievements, applied research, professional society activity and continuing education; continually evaluated for ways to incorporate leading-edge technology information needed for future application. A non-tenure system for faculty evaluation exists at MSOE, and faculty are reviewed at regular intervals throughout their employment. The faculty is comprised of 134 full-time and 129 adjunct faculty.

Staff – committed to providing an environment of total support, including academic, administrative, financial, and development, to assist students and faculty, whenever appropriate, in acquiring knowledge, work-ready experience and leadership. The staff is also committed to working in conjunction with faculty to provide and support activities that allow students to benefit from experiences with business, industrial/career and community activities, along with direct involvement with all levels of practitioners ... entry level to senior corporate executives. The staff includes 241 full-time and 12 part-time members.

External partnerships – committed to mutually beneficial support of the university and its graduates. In its continuing-education efforts, MSOE will provide extensive opportunities in outreach activities to local, regional, national, and international businesses and organizations, which include degree granting programs, credit and noncredit courses, and customized offerings to those seeking personal and/or professional advancement.

Institutional Principles

The fundamental beliefs of Milwaukee School of Engineering are the following:

- The focus is on the individual student.
- Lifelong learning is essential for success.
- Dedicated faculty with relevant, up-to-date experience are the heart of MSOE's teaching process.
- Scientific and mathematical reasoning and processes are essential.

- Applied interdisciplinary research and development are vital to technological improvement.
- The development of interpersonal and communication skills is needed to function effectively.
- The student experience is strengthened by interaction with the business, industry and health care fields.
- The development of leadership and entrepreneurial characteristics is essential.
- Students, faculty, staff and volunteers all share the responsibility of learning.
- Strong personal values and ethics are necessary for success.
- The alumni strengthen the institution through their counsel, encouragement and support.
- Freedom with responsibility is the foundation of free enterprise.
- There is strength in diversity.
- Global awareness must be reflected in all activities.
- Initiation and acceptance of change is required to anticipate and capitalize on opportunities.

The MSOE Guarantee

This fall, millions of American students will begin their quest for a four-year college degree. However, for many, it will take five or more years to earn the degree. At some institutions, the courses needed to make steady academic progress are often unavailable to students when they need them. MSOE guarantees that will not happen to on-track students. MSOE guarantees that students starting and staying on track will have the classes needed for graduation when they need them.

MSOE also recognizes there will be times when graduates need to brush up on the subject matter from a course they have successfully completed. MSOE guarantees that graduates may refresh their knowledge by repeating any undergraduate course they took at MSOE, at no cost, within three years of graduation. This will enhance their job performance and may be initiated by the graduate or the graduate's employer.

Recognition

Students attend MSOE because of its focus on laboratory experience and career practice, expert faculty dedicated to student learning, its small college feeling within a vibrant downtown neighborhood, extremely high placement rates for graduates and the success of its alumni. Below are some of the [recognitions](#) MSOE has received:

- MSOE is one of four institutions with a Pieper Family Endowed Chair of Servant Leadership to help prepare future leaders in their chosen fields to live lives of service to others by teaching and exemplifying character and moral values. The Endowed Chair was established by a generous gift from the Suzanne and Richard Pieper Family Foundation.
- *U.S. News and World Report* ranked MSOE 10th in the 2017 list of Best Undergraduate Engineering Programs category among engineering schools whose highest degree is a bachelor's or master's and 11th on the list of best universities in the Midwest. MSOE was ranked 8th in terms of overall value in the Midwest and the university was ranked 11th Best College for Veterans in the Midwest.
- MSOE was named to the "Best in the Midwest" by The Princeton Review, and is

included in Forbes' list of America's Top Colleges.

- MSOE graduates not only enjoy a very high placement rate but also have the highest return on investment of all colleges and universities in Wisconsin, according to the 2016 PayScale College ROI Report. The same source reported that MSOE alumni have the highest average early-career salaries of any college or university in Wisconsin.
- MSOE has been designated a 2015 STEM JobsSM Approved College by Victory Media. The inaugural list is the first of its kind to rate higher education on their responsiveness and relevance to high demand, high growth STEM occupations.
- MSOE has been named a Military Friendly School[®] by Victory Media, the premier media entity for military personnel transitioning into civilian life.

Campus

MSOE is located on a 22-acre urban campus in [downtown Milwaukee](#) with some of the best facilities and labs in the nation. Students, staff, faculty, and the community have access to art, fitness, gathering places, community resources, and the nearby shore of Lake Michigan. The campus includes a number of new or recently updated facilities as well as facilities that will require updating. Milwaukee is known for its clean and friendly community and its rich ethnic heritage, and MSOE is in a vibrant downtown neighborhood called East Town. There are countless activities within walking distance from campus including shopping, theaters, restaurants, and professional sporting venues.

Finances

MSOE's operating revenue is approximately \$130.8 million, \$81.9 million of which comes from tuition and fees, with expenses totaling \$113.5 million. The university endowment stands at \$60M, with strategic initiatives being developed to grow the endowment and enhance philanthropic support for the university. MSOE has benefited from the generosity of many donors throughout its history. Since 2011, MSOE has surpassed \$100 million in restricted and unrestricted funds, with almost \$55 million received in the last three years.

The President and University Leadership

[Dr. John Walz](#) began his term as MSOE's fifth President in summer 2016. Prior to joining MSOE, Dr. Walz served as the Dean of the College of Engineering at the University of Kentucky. As Dean, he initiated and led the development of a comprehensive strategic plan for advancing the college and defined the targets of an ongoing fundraising campaign. He has also made major investments to improve the retention and success of undergraduate engineering students.

Dr. Walz earned a bachelor's degree in chemical engineering from Tulane University. After six years as a process support engineer for Shell Oil Co., he left to pursue a Ph.D. in chemical engineering from Carnegie Mellon University. He returned to Tulane as an Assistant Professor and later joined Yale University's faculty as an Associate Professor of Chemical Engineering and Department Chairman. He then became Professor and Head of the Department of Chemical Engineering at Virginia Tech before becoming Dean at the University of Kentucky.

The VPA will serve as a member of the President's Leadership Team, which includes:

- Vice President of Development

- Vice President of Operations
- Vice President of Finance and Chief Financial Officer
- Vice President of Enrollment and Student Life

Academics at MSOE

Reporting directly to the President, the Vice President of Academics serves as the chief academic officer of the university with responsibility for strategic academic planning, aligning MSOE curricula with the needs of external partners, budget management, and faculty and staff relations. The VPA will also serve as the academic advisor to the President, leadership team, and the Board of Regents in support of the overall strategic direction for the university.

As the university's chief academic officer, the VPA will provide strategic leadership and vision over MSOE's academic programs to ensure students receive the courses needed to obtain gainful employment, advance their education, or prosper in their careers. The VPA will directly oversee the Academic Chairs at MSOE, Institutional Research and Assessment, Applied Research, the Applied Technology Center, Library, Registrar, Institutional Reporting, and Servant Leadership.

The Office of Academics

The MSOE Office of Academics is responsible for academic strategic planning and generating, collecting, and analyzing data to be used for making data-driven decisions, institutional improvement, and student success initiatives. This office is also responsible for undergraduate and graduate programs, generating a number of reports required by governmental regulatory bodies and by MSOE's regional accrediting body, the Higher Learning Commission (HLC) of Colleges and Schools, as well as guiding programmatic accreditations. The Vice President leads academic program initiatives including programmatic development and online degree options offered primarily at the graduate level.

Academic Departments

[Civil and Architectural Engineering and Construction Management Department](#)

MSOE is the only university in the state of Wisconsin to offer a five-year, freshman-to-master's degree program in civil engineering. The Civil Engineering (CVE) freshman-to-master's degree program offers specializations in structural engineering, environmental and water resources engineering, and construction management. The CVE program recognizes the growing expectation within the field of civil engineering of the master's degree being the first professional level degree for the practice of civil engineering. The Architectural Engineering bachelor's degree program has concentrations in building structural, mechanical and electrical systems design. The Construction Management bachelor's degree program emphasizes building estimating, scheduling and project management for commercial and industrial building projects. All BS and MS degree programs within the CAECM department are supported by extensive design studios and laboratory facilities.

[Electrical Engineering and Computer Science Department](#)

The Electrical Engineering and Computer Science (EECS) Department is the oldest and largest

academic department at MSOE. The department maintains 14 engineering laboratories and the EECS Technical Support Center. Undergraduate degree granting responsibility includes the areas of biomedical, computer, electrical, and software engineering. The department offers graduate degree programs in engineering and perfusion.

[Humanities, Social Science, and Communication Department](#)

The Humanities, Social Science, and Communication Department is responsible for administering and providing core courses for the Bachelor of Science in User Experience and Communication Design degree. The department offers minors in German Studies, Psychology, and Technical Communication. In addition, the department is primarily responsible for offering courses in the humanities, social sciences, English and, communication. These offerings include both fundamental and advanced courses to develop and enrich students so they might become more sensitive to and fully aware of themselves and others.

[Mathematics Department](#)

The MSOE Mathematics Department provides crucial support to the array of academic programs by offering a curriculum that emphasizes conceptual understanding and problem solving; develops mathematical rigor and computational proficiency; and integrates significant mathematical themes and applications. The department recently introduced a new and growing Bachelor of Science in Actuarial Science to meet the demands of the insurance, financial, and risk management sectors. The department offers a wide range of core and elective courses, and the opportunity to earn a Minor in Mathematics.

[Mechanical Engineering Department](#)

The Mechanical Engineering (ME) Department offers degrees in general, industrial, and mechanical engineering. The mechanical engineering program is consistently the most subscribed major on campus. The newly accredited general engineering program is the only evening engineering program in the state. It was developed specifically to provide an alternate entry point into engineering for non-traditional students. MSOE's industrial engineering program has experienced growth over the last decade with students benefitting from close ties to local industry partners.

Primary to all of our programs is the unique hands-on experience our students receive in the labs. The ME Department facilities are filled with faculty guiding students, design teams working on capstone projects, and collaborations with other departments and entities such as Johnson Controls Institute (JCI) and the Fluid Power Institute (FPI). The department also is home to many very active student organizations. MSOE students have been recognized at a national level by being involved with design competitions, paper competitions, and outreach.

[Physics and Chemistry Department](#)

The Physics and Chemistry Department contributes to the mission of MSOE in two distinctly different ways. The department offers a bachelor of science degree in the dynamic field of biomolecular engineering, and minors in physics and chemistry. In addition, the department meets the basic science education needs at MSOE by offering all required courses in physics, chemistry, and biology.

The full range of up-to-date experimental facilities in the Physics and Chemistry Department

produce a well-rounded laboratory experience for all students. Faculty challenge the curiosity and intellect of students by offering a variety of elective courses. The department strives to become a hub for the development and application of novel molecular and nano-engineering tools, including regulatory pathways and new materials and approaches that are the focus of applied and basic research in industry, academia and medicine.

[Rader School of Business](#)

The Rader School of Business continually strives to provide business education in areas that emphasize the understanding and application of current technology and the business practices essential for success in the 21st century. The Rader School of Business is the preferred path for building and enhancing business careers that are based on both technical expertise and practical business knowledge. Superior job placement, alumni satisfaction and accomplished faculty and staff are evidence of the School's success. MSOE's Rader School of Business has offered courses in business, management, and leadership since the mid-1950s. Today, the Rader School of Business serves nearly 250 undergraduate, more than 125 graduate and numerous certificate students each year in traditional, blended, and online formats.

[School of Nursing](#)

The mission of the School of Nursing (SON) is to provide a program that educates its graduates to address the diagnosis and treatment of human responses to health states. It does this through the integration of technology into nursing practice, with the goal of improving the health of society. The School offers a Bachelor of Science in Nursing (BSN) with a traditional track program and an accelerated degree program for second-degree professionals. The SON also offers a unique Master of Science in Nursing, which blends key concepts in nursing and business in partnership with the Rader School of Business. The SON builds on these concepts to help graduates develop the knowledge, skills, and attitudes needed to provide safe, effective, high quality client-centered care as members of a complex, continuously evolving health care system.

Academic Programs

MSOE is dedicated to preparing graduates for productive and successful careers. Programs of study provide students with ample opportunities to progress in accordance with their individual abilities and professional goals. MSOE offers undergraduate and graduate degree programs, noncredit courses and seminars, on-site and online educational offerings, and a variety of services that meet the needs of both full-time and part-time students, business, and community organizations. Graduate and undergraduate programs offered at MSOE include:

Master's Degrees

- Architectural Engineering
- Civil Engineering
- Engineering
- Engineering Management
- Marketing and Export Management
- MBA
- MBA in Education Leadership
- MBA in STEM Leadership
- Medical Informatics*
- New Product Management
- Nursing

Perfusion
Structural Engineering**

*Offered jointly with Medical College of Wisconsin

**Being combined into Architectural Engineering

Bachelor's Degrees

Actuarial Science
Architectural Engineering
Biomedical Engineering
BioMolecular Engineering
Business Management*
Civil Engineering
Computer Engineering
Construction Management
Electrical Engineering
Electrical Engineering Technology**
Engineering
Industrial Engineering
International Business*
Management Information Systems*
Mechanical Engineering
Mechanical Engineering Technology**
Nursing
Software Engineering
User Experience and Communication Design

*Being combined into the new Bachelor of Business Administration Degree

**Being phased out

MSOE also offers several double-major, dual-degree, and study-abroad programs.

Accreditations

MSOE is accredited by the Higher Learning Commission and received initial accreditation in 1971.

The following MSOE programs are accredited by the Engineering Accreditation Commission of ABET, <http://www.abet.org>:

- Architectural Engineering (BS)
- Biomedical Engineering (BS)
- BioMolecular Engineering (BS)
- Computer Engineering (BS)
- Electrical Engineering (BS)
- Engineering (BS)
- Industrial Engineering (BS)
- Mechanical Engineering (BS)
- Software Engineering (BS)

The Civil Engineering (BS) program had its first graduates in May, 2016 and is currently seeking initial accreditation by the Engineering Accreditation Commission of ABET, <http://www.abet.org>.

The following MSOE programs are accredited by the Engineering Technology Accreditation Commission of ABET:

- Electrical Engineering Technology (BS)
- Mechanical Engineering Technology (BS)

The baccalaureate and master's programs in Nursing are accredited by the Commission on Collegiate Nursing Education (CCNE).

The baccalaureate program in Construction Management is accredited by the American Council for Construction Education (ACCE).

The master of science in Perfusion is accredited by the Commission on Accreditation of Allied Health Education Programs (CAAHEP).

MSOE's Actuarial Sciences program is approved by the Society of Actuaries (SOA) to be on their list of Universities and Colleges with Actuarial Programs and by the SOA in all three Validation of Educational Experience (VEE) areas: VEE Applied Statistics, VEE Corporate Finance and VEE Economics.

Walter Schroeder Library

With more than 45,000 print and 300,000 electronic books, the [Walter Schroeder Library](#) supports the mission of MSOE by providing students with a friendly, service-oriented, and customer-responsive environment that encourages collaboration, discovery, and learning. To meet the various learning needs of MSOE students, the Library offers areas for active group study, collaborative study rooms with access points to accommodate laptops, and quiet study rooms. The Library at MSOE also has a faculty development collection to provide faculty resources in servant leadership and teaching skills. The VPA will play an important role in providing the overall leadership and vision for the Walter Schroeder Library so it may continue to play a vital role in holistic development of the MSOE community. The library was dedicated by former U.S. President Gerald Ford in 1980.

Pieper Family Endowed Chair for Servant-Leadership

In 2004, MSOE established the [Pieper Family Endowed Chair for Servant-Leadership](#), thanks to a major gift from the S&R Pieper Family Foundation. The Pieper Family Endowed Chair for Servant-Leadership is responsible for helping integrate this leadership philosophy throughout the social fabric and culture of the university. The endowment helps fund projects that enable MSOE students to integrate what they learn in the classroom while practicing the [Principles of Servant Leadership](#) to serve the Milwaukee community and beyond. Servant-leaders have a fundamental commitment to serving others with integrity and humility while encouraging excellence and growth in those whom they lead. The next VPA will effectively model the qualities of servant leadership in support of the endowed program and the core-values of MSOE.

Applied Technology Center

MSOE students and employees of the university's external partners have access to some of the most advanced technology and research facilities available anywhere. MSOE is recognized across the country as a university dedicated to excellence and innovation in research. [The Applied Technology Center™](#) (ATC) is a reflection of this national reputation. The ATC features several [centers of excellence](#), all of which are used every day for undergraduate student research projects. Students work side by side with faculty and staff members in the various areas of the Applied Technology Center researching developments in fluid power, tribology, rapid prototyping, additive manufacturing, and more. At the same time, ATC undertakes more than 250 company-sponsored research projects every year that are focused on providing real solutions to some of industry's biggest problems. The three main facets of the ATC are research, professional education and research development seminars, and partnerships with business and community organizations.

State-of-the-Art Laboratories

One of the cornerstones of an MSOE education is the knowledge students gain in advanced, [industry-standard laboratories](#). MSOE research facilities are well known for transferring technology from the laboratory to the marketplace. Students can help contribute to cutting-edge developments for MSOE's external partners like Harley-Davidson, Kohler, Snap-on, and more.

At MSOE, undergraduate students have access to leading-edge laboratories learning how to apply theory to real world situations. There are even more labs on campus than classrooms, which demonstrates MSOE's commitment to preparing students to work in their field of study. Beginning in the freshman year, students spend time in the labs with experienced faculty members (not teaching assistants) learning their specialty.

MILWAUKEE

MSOE is located in vibrant downtown Milwaukee, Wisconsin. The city is at the center of the Milwaukee-Racine-Waukesha Metropolitan Area with a population of two million. Known as the "City of Festivals", Milwaukee takes pride in its industrial roots, from the revitalized historic architecture to a robust arts and downtown entertainment district. Milwaukee is the largest city in Wisconsin and effectively blends urban living with Midwest ambiance to create an ideal place to live and work. Milwaukee is just 70 minutes from Chicago, Illinois, the third largest city in the U.S., by car or Amtrak. This proximity opens up a plethora of opportunities for culture and entertainment.

There is an abundance of activity with weekly festivals throughout the summer with music, food, world cultures, and more. Milwaukee hosts the annual Summerfest music festival, an eleven-day event on the lakefront attracting more than 800,000 attendees. The city offers local attractions including the Milwaukee Art Museum, Milwaukee County Zoo, Discovery World, Milwaukee Public Museum, Betty Brinn Children's Museum, Milwaukee Symphony Orchestra, Milwaukee Repertory Theater, Florentine Opera, Miller Park, Sprecher Brewery, Harley-Davidson Museum, The Mitchell Park Horticultural Conservatory (The Domes), MSOE's Grohmann Museum, and many other venues.

The performing arts scene boasts opera companies, a world-class symphony, a nationally acclaimed ballet company and an array of professional dance and theater companies performing

at venues all across the metro area. Residents and visitors enjoy some of the nation's best youth performers and the biggest Broadway hits on tour. In addition to these cultural amenities, downtown Milwaukee is also an intellectual hub with a university collection that includes MSOE, the University of Wisconsin at Milwaukee, and Marquette University.

For professionals and families, the city offers a network of county parks with nearly 15,000 acres of recreational opportunities including off-street bike trails, walking, and running trails. Home to Major League Baseball's Milwaukee Brewers and the Bucks of the National Basketball Association, residents can enjoy the fast-paced action of professional sports. The communities surrounding the city are safe and offer quality public and private K-12 school options, including some of American's top schools by Newsweek. With a lively downtown experience, superb quality of living inside or outside the city, and close proximity to Chicago, Milwaukee offers the best of all worlds.

OPPORTUNITIES AND CHALLENGES

Leadership in Changing Times

- MSOE has enjoyed considerable success over the past decade-plus in terms of its academic profile, rankings, partnerships, and programs. However, faced with constrained resources, increased competition, demographic trends, and new external expectations, established strategies may not serve the university as well in the future, and work has begun to explore new approaches. The next Vice President of Academics will play a leadership role in examining the future program mix, the organizational model, and the mission of the university in order to strengthen its educational quality and mission.

Profile Enhancement

- MSOE operates in a highly competitive marketplace. The university is distinguished by its engagement with and support for its students, the applied nature of its programs and the demand for its graduates. The VPA will be expected to implement a strategy to enhance MSOE's academic reputation within the region, nationally and internationally.

Strategic Academic Planning

- The university has benefited from strong and entrepreneurial leadership that looked for and took advantage of opportunities to advance the institution and the student experience. Working with a new President and an experienced leadership team, the next VPA will have the opportunity to develop and implement a strategic academic plan to address both current and future challenges facing the institution and higher education in the 21st century as well as addressing facility and laboratory needs and developing competitive and high-demand programs to continue to place MSOE at the forefront of preparing students for meaningful careers.

Communication

- MSOE's relative size, demand for its graduates, and the applied nature of its programs have always been strengths, both internally and externally. In addressing new issues as well as old, it is important for the VPA to be an excellent communicator and continue to play an active, engaged and transparent role with the students, staff, faculty, Regents, and with community and business leaders. The VPA will need to represent the academic quality of the university effectively. In the development of a new strategic plan, it is important for the VPA to

demonstrate the ability to gather input and data while advocating for the new academic vision at MSOE.

Program Development

- The next VPA will have the opportunity to work with an award-winning faculty to explore new programmatic offerings. This provides entrepreneurial and creative candidates the ability to make an even greater impact on the lives of students through the development of new, interdisciplinary, and high-impact programs that will challenge students' intellectual curiosity and prepare them for an evolving 21st century workforce. MSOE prides itself on being a nimble and responsive institution with an environment that fosters collegial cooperation among academic disciplines. The VPA will lead this initiative across the academic departments to ensure MSOE maintains its reputation of providing students with high-quality programs with a high return on investment.

Strengthening Diversity

- MSOE is committed to diversity and values the gains it has made, but diversity in recruitment of students, faculty, and staff is a continued goal. Attention to inclusivity and the promotion of engagement and retention will be functions of the VPA. From a global perspective, some study-abroad and service opportunities offer the opportunity for students to experience other cultures, but further progress in these areas will require sustained and vigorous commitment from the entire MSOE community.

Building a Positive and Distinctive Culture

- MSOE is an institution at a pivotal stage - with a new president, opportunities for new programs, and a committed staff and faculty. The university will need strong leadership to leverage and sustain the community-wide focus on the student, a positive climate for learning and living, and a commitment to strong collaboration among faculty, staff, students, and administrators. MSOE's next VPA will need to exemplify these commitments and values in order to achieve the university's success. Key to this success will be the VPA's ability to leverage the strengths of MSOE to create a positive and distinctive culture.

DESIRED PROFESSIONAL AND PERSONAL ATTRIBUTES

MSOE seeks a dynamic leader who has a demonstrated record of innovation and entrepreneurship with successful leadership performance in an academic setting or similarly complex organization. The VPA will support and enhance the university's commitment to academic excellence and its strong emphasis on applied professional education. Successful candidates will provide evidence of effective leadership and progressive advancement within higher education and have demonstrated responsibility over a broad range of organizational areas including planning and assessment, faculty development, operational and capital budgeting, and personnel relations. Knowledge of institutional effectiveness measures and methods, institutional and programmatic accreditation, information technology application and trends, and strategic planning is essential for this opportunity. S/he must possess superior interpersonal and communication skills to effectively engage the faculty, staff, and students to collaboratively accomplish the academic goals of the university. The successful candidate will have core values in alignment with the academic mission of MSOE, a commitment to excellence in teaching and applied research, and a student-centered approach to teaching and learning.

Specifically, the VPA should possess the following skills and attributes:

Academic Experience:

- An understanding of the broad operational nature of an academic institution
- Experience commensurate with appointment as a full professor in an MSOE academic department
- Academic leadership experience, preferably at the Department Head/Chair level or above, including responsibility for budget management, personnel relations, curriculum development, and accreditation
- A commitment to excellence in undergraduate education
- Commitment to faculty development
- Experience working or leading applied research programs
- An understanding and engagement in the scholarship of teaching and learning
- Experience working with an undergraduate engineering program
- Demonstrated success in strategic planning
- The experience and understanding to effectively lead curriculum development at the undergraduate and graduate levels
- Direct experience with institutional and programmatic accreditation
- Familiarity with modern modalities to effectively deliver academic programs
- Demonstrated success in the development and evaluation of new and existing programs

Alignment with the distinctive mission of MSOE:

- An understanding of the programmatic offerings of MSOE and a commitment to providing a well-rounded education that provides students with high-impact and high-demand skills
- An understanding of and commitment to applied professional education
- An approach to education grounded in the scholarship of teaching and learning and focused on active learning, interdisciplinary programming, and student success
- Ability to effectively represent MSOE at the national level
- An understanding of the chief academic officer's role in supporting an institution's strategic external efforts including partnerships and fundraising
- An understanding of MSOE's commitment to servant leadership and how to model traits associated with that philosophy

Leadership skills:

- The ability to foster professional growth and empower the academic leaders at the university
- Demonstrated success in building productive working relationships with constituents across a college or university
- The experience and capacity to effectively facilitate growth and change while sustaining the exceptional academic reputation of MSOE
- Well-developed communication and interpersonal skills to develop and maintain essential internal and external relationships in support of MSOE's academic programs
- The capacity to foster a culture of collaboration and collegiality
- Experience and credibility to effectively lead and mentor high-quality faculty members to achieve the goals of the university
- The ability to make data-informed decisions

Strong Character/Values:

- Student-centered
- A commitment to diversity and inclusion

- Ability to make difficult decisions and be creative in effectively allocating limited resources
- Emotional intelligence
- Ability to understand the details while focusing on the big picture
- Strategic thinker
- An approachable leader who models integrity, honesty, and trust

EDUCATION

A doctoral or terminal degree is required for this position.

COMPENSATION

Compensation will be highly competitive and commensurate with the level of experience.

APPLICATIONS, NOMINATIONS AND INQUIRIES

For full consideration, interested parties are encouraged to submit applications as soon as possible. Applicants should submit a letter of interest and curriculum vitae. All nominations, applications, and inquiries should be sent via e-mail to:



executive search consultants

Steve Leo, Partner
Vicki Henderson, Senior Associate
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(610) 572-4296 or (484) 263-5534

MSOE is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, age, status as a protected veteran, among other things, or status as a qualified individual with disability.