



PRESIDENT

Dickinson, North Dakota

Small Community. Big Opportunity.

The State Board of Higher Education (SBHE) and the Dickinson State University (DSU) community invite nominations and applications for the position of President. The SBHE has charged the presidential search committee to identify an experienced, mature leader in academe with a vision for success and dedicated to stability in leadership. All NDUS presidents report to the Chancellor of the North Dakota University System (NDUS).

A regional comprehensive institution, DSU serves a student population of 1,400 undergraduate and graduate students. Founded in 1918, the university is guided by an outstanding faculty, staff, and administrative team supporting academic programs in over 80 fields, including certificates, associate, bachelor's, and master's degrees in four academic schools: the School of Applied Sciences, the School of Business and Entrepreneurship, the School of Education, and the School of Professional Studies. In keeping with its mission, DSU's primary role is to contribute to the intellectual, social, economic, and cultural development of southwestern North Dakota. The university's Dual Mission designation addresses and adapts to the region's workforce demands, providing certificate and degree programs supporting this direction. DSU students can complete classes online or at satellite locations in Bismarck and Williston. Dickinson State University is accredited by the Higher Learning Commission and has specialized accreditations for several programs, including Nursing and Teacher Education.

In the 2023-2025 biennium, DSU was allocated \$24.5 million for operations and \$17.1 million for capital projects. Currently, the Blue Hawks compete in the National Association of Intercollegiate Athletics in over 20 varsity and club sports.

EXPECTATIONS

The DSU community expects leadership that will respect and promote its core values: integrity, accessibility, excellence, and inquiry and innovation. DSU seeks an enthusiastic, energetic, and engaging President, who brings grit and a roll-up-the-sleeves, can-do attitude.

The President must be an advocate of DSU's focus on being a comprehensive public university that provides a sound liberal arts foundation while upholding the historic mission of teacher education, lifelong careers, and workforce needs. The new President will be a statesperson, skilled in listening carefully, assessing fairly, and acting decisively. This person should be a leader who knows how to "communicate, educate, and delegate." It is critical that the

President be prepared to carry out the university's strategic plan with insight and a shared vision, while keeping a focus on the richness of the DSU learning community at all levels. This vision will be realized through demonstrated trust and empowerment of the faculty, staff, and administrative teams. Students require and desire a vigorous advocate for their advancement and well-being, a face and voice of DSU.

CHARACTERISTICS

The new President will demonstrate an admirable work ethic, authenticity, and integrity. Further, the successful candidate will respect and embrace the great history of the university and its city. Additional characteristics include the following:

- Genuine commitment and capability to establish a bold vision and future for DSU and the determination to make the vision a reality;
- A students-first attitude addressing academic programs, athletics, health and welfare, and campus stewardship while supporting an inclusive culture for the DSU community;
- Capacity to attract, retain, and develop a talented, accountable managerial team, administrative staff, and faculty cadre;
- Respect for faculty and staff contributions, professional development, and transparent shared governance practices;
- Understanding of sustainable strategies for recruitment methods, retention, and enrollment management;
- Competence in budgeting, financial management, resource generation, fundraising, and identifying new external funding sources with the DSU Heritage Foundation;
- Advancement of a technology framework that prioritizes best practices and addresses trends for in-person, hybrid, and online learning growth opportunities;
- A DSU advocate and statewide partner, working with the SBHE, NDUS office staff, and fellow NDUS institution presidents;
- Excellent written and spoken skills with an open-door, open-mind style;
- Ability to interact effectively with diverse constituencies, including government agencies, PK-12, alumni, professional organizations, business, the DSU Heritage Foundation, and the city of Dickinson;
- Creative wherewithal to tap into the region's national attractions – the Theodore Roosevelt National Park, DSU's Theodore Roosevelt Center, geology/paleontology sites, and the future Theodore Roosevelt Presidential Library;
- A unifying team builder and fair team player, inspiring trust, credibility, and confidence with stakeholders;
- Significant senior-level executive experience, preferably in the realm of higher education; and
- Master's degree (required); earned doctorate or terminal degree (preferred).

APPLICATIONS AND NOMINATIONS

This is an exciting opportunity for an inspiring, innovative leader to build on the strengths of Dickinson State University. To assure best consideration, applications should be received by **February 7, 2025**, and must include:

- A letter of interest addressing the expectations and characteristics described above;
- A current résumé or curriculum vitae; and
- A list of five professional references with each person's position, email address, and telephone numbers. References will not be contacted without prior authorization from the candidate.

Application materials should be submitted in PDF format through the AGB Search portal using this link: [Dickinson State University - President](#).

Applications will remain confidential through the semifinalist stage. Following campus visits by finalists, the State Board of Higher Education will conduct public interviews and make the final selection in open session. The new President will assume office by or before July 1, 2025.

Additional information about this search (including the Position Profile) may be found on the [DSU Presidential Search webpage](#) and on the [AGB Search website](#).

Please direct any nominations, expressions of interest, or questions regarding the application process to dickinsonstatepresident@agbsearch.com or to the AGB Search consultants assisting the university with this search:

James H. McCormick

Senior Executive Search Consultant
AGB Search, LLC
jim.mccormick@agbsearch.com
(651) 238-5188

Janice S. Fitzgerald

Senior Executive Search Consultant
AGB Search, LLC
janice.fitzgerald@agbsearch.com
(717) 580-0663

EEO Statement

The NDUS is an Equal Opportunity / Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or national origin. Women, minorities, veterans and individuals with disabilities are encouraged to apply.

Veteran's Preference

Pursuant to NDCC 37-19.1-02(4), this position is not subject to veteran's preference.

Confidentiality of Application Materials; Records Retention

Pursuant to NDCC 44-04-18.27, applications and any records related to the applications that identify an applicant are exempt from public disclosure, except that records related to the finalists for the position shall be open to the public after the search committee has identified no fewer than three finalists.

Pursuant to the North Dakota University System's General Record Retention Schedule, all records related to this search will be maintained for a minimum of three years, and all applications and related materials shall be retained for a minimum of six years, though the application materials of non-finalists shall remain confidential.

Successful completion of a criminal history background check on the finalists is required.

Applicants must be legally authorized to work in the United States. There is no sponsorship available for this position.

**AGB
SEARCH**

Advancing Higher Education Leadership