



# Dean of the School of Professional Studies

PERU STATE COLLEGE

**EFL Associates, Inc.**

A CBIZ COMPANY | 700 W. 47<sup>TH</sup> STREET #1100, KANSAS CITY, MO 64112  
816-945-5400 | [HTTPS://EFLASSOCIATES.CBIZ.COM](https://eflassociates.cbiz.com) | [WGOERING@EFLASSOCIATES.COM](mailto:WGOERING@EFLASSOCIATES.COM)



Peru State College invites applications and nominations from dynamic and inspiring leaders for the position of Dean of the School of Professional Studies.

---

## SUMMARY

Peru State College is seeking a visionary administrator with a record of strong leadership and accomplishments to serve as its next Dean of the School of Professional Studies.

## ABOUT PERU STATE COLLEGE



[Peru State College](#) was established in 1867 as a teacher training school. Nebraska's first college has since transformed into a state-of-the-art institution offering diverse, multifaceted educational programs to more than 2000 students as part of the Nebraska State College System (NSCS). The College has also enjoyed considerable support from the State of Nebraska, alumni and other friends of the College, with more than \$85 million of campus renovation projects funded over the last fifteen years.

Peru State College offers a mix of innovative online and traditional classroom undergraduate and graduate programs, including online graduate degrees in education and organizational management. While serving students around the globe, Peru State retains a special commitment to serve the residents and needs of the southeast Nebraska community through education, research and public service programs. It is a wellspring of leadership, an invaluable resource for communities and businesses, and a source of accomplished graduates known for their excellent education and professional competence.

Peru State's beautiful "Campus of a Thousand Oaks" is nestled in the hills of historic southeast Nebraska on the Missouri River. The College is an hour from Omaha and Lincoln and two hours from Kansas City.

# ENGAGING THE FUTURE



Beginning with the fall semester of 2016, Peru State College embarked on a comprehensive strategic planning process. The new plan, “[Engaging the Future](#)”, extends the College’s vision from 2018 to 2023. It builds on the culture emerging from the last plan and continues to emphasize engagement in the classroom, engagement across campus, and engagement in the region and beyond.

The new strategic plan is both a recommitment to the themes of the previous strategic plan and a new formulation of what it means to learn, work and engage at Peru State College. It builds on the recent and historic success to create a narrative about the institution’s direction and the priorities to achieve this vision.

The themes of creating engaged learning opportunities for students, outreach in southeast Nebraska, increasing the prominence of the institution, and enhancing facilities continue to shape the future of the College. Moreover, new perspectives and new solutions were found in the planning process, culminating in a continued promise to serve and educate southeast Nebraska and the region.

The new strategic planning process resulted in a new vision statement and values. The mission statement, currently being revised, will be shaped by the College’s role in the Nebraska State College System and its mandate from the Nebraska State Legislature.

## Peru State Quick Facts

- ✓ Accredited by the Higher Learning Commission since 1915
- ✓ Open Enrollment
- ✓ Faculty to student ratio: 1:22
- ✓ 104 Beautiful Acres
- ✓ No classes on Fridays

**Mission:** (from the 2011 Strategic Plan, currently being rewritten for the new strategic plan) In educating the individual to the benefit of society, Peru State College cultivates the capacity and propensity for life-long learning by fostering independent inquiry and promoting the values of knowledge and discovery. Through innovative undergraduate and graduate programs, Nebraska’s first college continues its commitment to making a vital contribution to the future of the region and the state. Peru State is a college of choice fostering excellence and student achievement through engagement in a culture that promotes inquiry, discovery and innovation.

**Vision** – Peru State College will be renowned for transforming student lives through personal and engaging educational experiences.



**Values:** Peru State College lives its mission and vision through engagement in the classroom, engagement across campus, and engagement in the region and beyond while valuing:

- **Pride:** We proudly celebrate our history as Nebraska's first college, our heritage of educating all students, and our tradition of achievement by students, alumni, faculty, and staff. We cherish the stately Campus of a Thousand Oaks entrusted to us.
- **Excellence:** We pursue excellence through best practices and innovation in scholarship, teaching, research, and student development. We commit to providing exceptional facilities and resources supporting an engaged collegiate experience.
- **Resilience:** We recognize resilience as a key factor in success. We provide support and encouragement to achieve high standards by cultivating passion and perseverance.
- **Unity:** We embrace unity as a diverse and inclusive community. We believe in creating a culture of respect, mutual support, and understanding. We lead and model this culture on campus, in the region, and around the world.

**Goals:**

- Goal #1: Academic Excellence through Engagement
- Goal #2: Transformative Student Experience
- Goal #3: Sharing the Peru State Story
- Goal #4: Excellence for the Future



The Bobcat is the official Mascot of Peru State College. The current Bobcat was designed by PSC Professor of Art Randy Waln in 2004. The origin of the Bobcat harks back to 1920, just after World War I and the beginning of the Roaring Twenties. Then the Peru 'Pep Machine' beat the Kearney Antelopes 103 to 3. Thus it is of little wonder that roaring into the 1920s a reporter described the Peru State team as "The Fighting Bobcats." After graduation that year, former varsity player 'Hefty' Hansen presented his school with an infant Bobcat, 'Young Bob.' At that point, 'Bob,' and therefore the Mighty Bobcat, was duly installed as the mascot of Peru State College.

## COLLEGE LEADERSHIP



***Dr. Daniel Hanson, President***

Dr. Daniel Hanson is the 33rd President of historic Peru State College. Since his arrival at Peru State he has built a strategic vision focused on improving the student experience through essential engagement.

The six-year plan provides students with exceptional engaged-learning opportunities and many students have received national awards. The plan also guides the continuing investment (of more than 85 million dollars) in campus infrastructure to improve the campus experience for students.

In 2013 a paper Dr. Hanson co-authored, titled the *Self-Study as a Strategic Event*, was selected for the best paper award at the Higher Learning Commission Annual Conference. In 2014 he received the Alumni Achievement Award from Iowa State University College of Human Sciences.

Prior to his arrival at Peru State College, Dr. Hanson served at Waldorf College in Forest City, Iowa. His career included service as Director of Academic Computing, Associate Professor of Computer Information Systems and Vice President for Academic Affairs.

Dr. Hanson holds a bachelor's degree in education from Wartburg College in Waverly, Iowa; a master's degree in education and computer science from Mankato State University in Mankato, Minn.; and a Ph.D. in Instructional Technology from Iowa State University in Ames, Iowa.



***Dr. Timothy Borchers, Vice President for Academic Affairs***

Dr. Tim Borchers is the Vice President for Academic Affairs and the Acting Dean of the School of Professional Studies. Previously, Dr. Borchers served as the Dean of Arts, Media and Communication at Minnesota State University Moorhead, where he was also a faculty member and department chair. Dr. Borchers holds the MA and PhD in Communication from Wayne State University in Detroit, MI. His undergraduate degree was also in communication from the University of Nebraska-Lincoln.

Dr. Borchers is the author of two books, *Persuasion in the Media Age* and *Rhetorical Theory: An Introduction*. His research interests center on media and political campaign communication.

Dr. Borchers is married to Dr. Susanne Williams and they have a son who is a student at Miami University in Oxford, Ohio.

# THE SCHOOL OF PROFESSIONAL STUDIES

The [School of Professional Studies](#) is home to 17 faculty and two staff members in Business Administration, Criminal Justice, and Psychology with an emphasis on practical applications. The focus is on what the graduates will be able to *do*, in addition to what they will *know*, and that focus gives graduates an edge in the workplace. The School also drives decisions and programming for the Master of Science in Organizational Management degree through the Office of Graduate Programs. The following are examples of recent innovations in practical and accessible programs:

- The School offers a unique Business Administration degree that provides students the opportunity to take a strong business core of classes and select from a variety of options. Accounting; Computer and Management Information Systems; Human Resources and Risk Management; Management; Marketing; Public Administration; and Business, Marketing, and Information Technology (secondary teaching) allow students a wide array of choices.
- Peru State students are fortunate to have faculty who are scholar practitioners. Among the faculty are Certified Public Accountants with master's degrees, attorneys, small business experts, human resources professionals, skilled computer information systems experts, and faculty members with research experience.
- The flexible Psychology major allows students to learn with and be mentored by experienced researchers who prepare students for advanced education studies or careers in the psychology and human services field. The School has an approved State of Nebraska Alcohol and Drug Counseling curriculum which assists students in progressing towards eventual licensure.
- The Criminal Justice program has options in Justice Administration, Justice Counseling and Law and Society. Criminal Justice graduates have pursued a wide variety of successful careers and post baccalaureate educational opportunities. Scholar-practitioners with a wide variety of experience in corrections, forensic science, probation and parole, policing and law form the core of the criminal justice faculty.
- The Bachelor of Applied Science program allows a candidate with virtually any associate's degree or the equivalent to complete a bachelor's degree in two years or less – entirely online.
- Students with substantial life experience may qualify to take the portfolio development course which allows the creation of a prior learning portfolio and subsequent evaluation for college credit. While students in the Bachelor of Applied Science – Management program often benefit from this course, other students with substantial prior learning or non-college certifications may qualify for some academic credit.

- Through Peru Quest the School partners with other academic schools at PSC and provides students unique and affordable study abroad opportunities partially funded by the Peru State College Foundation.
- A Peru State College Business, Psychology, or Criminal Justice degree may be completed in a traditional classroom setting – or entirely online.

## THE DEAN

The Dean will report directly to the Vice President for Academic Affairs and provides leadership for a strong School of Professional Studies with a rich tradition of preparing leaders for their professions and communities. In the role as a key leader on campus, the Dean will be known for professionalism and a collaborative/accessible style. The successful candidate will be able to articulate a genuine commitment to Peru State's open enrollment mission and have demonstrated passion for engaged teaching and learning and working with diverse populations. The position requires advanced project management, formal communication, and program solving skills, as well as the capacity for leadership at this level.

### Duties & Responsibilities

- Establish a vision and operating plans for the School that facilitate innovation, high quality educational outcomes, enrollment growth, and student retention;
- Ensure appropriate assessment and program evaluation strategies exist and make data-driven decisions and proposals for program enhancement;
- Develop strong working relationships and formal partnerships with a wide variety of internal and external constituencies;
- Keep informed and facilitate communication regarding activities and relevant trends for disciplines housed in the School and for higher education in general;
- Meet with and advise existing and prospective students;
- Recommend, supervise, mentor, evaluate and formally develop faculty and staff;
- Manage the department's budget and office procedures;
- Actively participate in college recruiting efforts and campus events;
- Foster an environment in the School that is collaborative and collegial;
- Support and administer engaged learning programs and activities in the School; and
- Other duties as assigned.

**Required Qualifications**

- Terminal degree;
- Record of effective teaching experience in higher education;
- Record of scholarly or creative achievement;
- Demonstrated leadership skills, including budget management; and
- Experience teaching and/or administering online programs.

**Strongly Preferred Qualifications**

- Significant leadership experience in public and/or higher education;
- Experience generating and accommodating enrollment growth; and
- Deep understanding of technology trends and applications.

**Compensation**

The compensation package will be competitive and market-based, corresponding to the experience level and qualifications of the candidate. A full range of employee benefits is offered and reasonable relocation assistance will be provided.



# NOMINATION & APPLICATION PROCESS



EFL Associates (<https://eflassociates.cbiz.com>), an executive search firm, is assisting Peru State College with its search for this important leadership position. All calls and inquiries should be made through the search firm. Nominations and applications will be held in strict confidence and candidates will remain confidential until the final stage of the search, at which time the express permission of finalists will be obtained before making their candidacy public.

## Applications should include:

- A letter of introduction outlining the applicant's background, and qualifications for the position. *(This letter should specifically address the leadership attributes and professional competencies for this position.)*
- Curriculum vitae/résumé.
- Contact information (**e-mail addresses are required**) for five professional references, at least one of which is a person who has reported directly to you, a second who is a colleague, and a third who is an individual to whom the applicant has reported directly. Please note that references will not be contacted until further in the search process with prior approval by the applicant.

## Please note:

- All candidate materials should be submitted electronically as PDF documents through the following website: <http://eflassociates.peopleadmin.com/postings/1259>
- Application deadline is September 24, 2019.
- The preferred start date is January 2020, but is negotiable.
- This position is subject to Veterans Preference.

## Nominations & Confidential Inquiries can be directed to:

**Steve Waldron, JD**  
Managing Director, Higher Education Practice  
816-945-5423 (direct)  
Email: [swaldron@eflassociates.com](mailto:swaldron@eflassociates.com)

## Nominations & Application Questions can be directed to:

**Ms. Angela Lilje**  
Project Manager, Higher Education Practice  
816-945-5410 (direct)  
Email: [alilje@eflassociates.com](mailto:alilje@eflassociates.com)



*PSC is an EOC.*