



## **PRESIDENT**

### **Job Announcement**

The State Board of Higher Education for the North Dakota University System and the Valley City State University (VCSU) community invite nominations and applications for the position of President. The State Board and Commissioner of North Dakota Higher Education have charged the search committee to identify an inspirational leader who is visionary, collaborative, and deeply committed to the institution's mission and people. The ideal leader will honor VCSU's history and shared governance model while guiding the university confidently into the future—strengthening its academic excellence, community partnerships, and student-centered culture.

The President will lead a university that has set enrollment records for three consecutive years and has grown 34% since 2012. The President reports to the Commissioner and the SBHE and directly oversees the vice president for academic affairs, vice president for business affairs, vice president for student affairs, executive director for university advancement, chief information officer, director for enrollment services, director for athletics, executive assistant, and director for public relations.

For 28 consecutive years, Valley City State University has been ranked among the nation's Best Colleges by U.S. News & World Report. VCSU has received the No. 1 ranking among Public Regional Colleges in North Dakota for five consecutive years, and the No. 2 ranking in the 12-state Midwest from U.S. News. VCSU, founded as a normal school in 1890, now offers more than 65 undergraduate programs in art, business, communication arts, computer systems and software engineering, education, kinesiology and human performance, language and literature, mathematics, music, science, social science, and technology education. VCSU offers courses and degree programs available through traditional on-campus delivery, distance learning, and hybrid formats that combine both elements. In 2005, VCSU began offering its first graduate program in education, the Master of Education degree. Today, VCSU's completely online M.Ed. program has six concentrations: elementary education, English education, library and information technologies, teaching and technology, teaching English learners, and technology education. A Master of Arts in Teaching degree program, also completely online, was added in 2016. An online Master of Science in Business Information Systems was added in 2022 as a response to changing workforce needs.

VCSU's athletic program has a long history of success and strong support from both the campus and local community. Student-athletes play a major role in campus life and help drive enrollment through recruitment. As a member of the NAIA and The Frontier Conference, VCSU offers 14 varsity sports along with a coed Shooting Sports club added in 2024.

The mission of the VCSU Foundation is to support Valley City State University by involving alumni and friends in activities and private giving that meet the university's needs and advance its welfare. The incoming VCSU President will take a lead role in fundraising and actively cultivate, solicit, and secure major financial support for the university. The University has completed major renovation projects on three academic buildings since 2013 and opened the brand new \$32 million Larry J. Robinson Center for the Arts in 2022. The campus is nearing completion of its Forward Together Capital Campaign, which helped fund a \$13.5 million renovation to the McCarthy Hall School of Education in 2025 and an \$11 million expansion to VCSU's athletic facilities – currently under construction.

## **EXPECTATIONS**

The next President at VCSU will be personable, visible, and a trustworthy leader who listens with intent, collaborates transparently, and builds authentic relationships across campus and the community. They must understand and honor VCSU's mission while supporting innovation and academic excellence, prioritizing student success, and fostering a positive, inclusive environment that engages employees in shared governance. The role calls for an energetic, inspiring, and forward-thinking strategist who can navigate the evolving higher-education landscape, communicate a compelling vision, make informed and timely decisions and represent the university effectively. A strong community presence, partnership-building mindset, and political savvy are essential to advocating for VCSU and strengthening its regional impact. The president will be expected to build partnerships and collaborate for the well-being of the university, the system, and the state of North Dakota.

## **KEY ACCOUNTABILITY AREAS**

### **Strategic Leadership and Vision**

Lead the university with strategic clarity by driving purposeful, sustainable growth in enrollment, programs, partnerships, and institutional impact.

### **Leadership, Culture, and Talent Development**

Build and foster leadership capacity and an institutional culture that enables the university to grow and evolve while sustaining trust, engagement, accountability, and performance. Uphold academic freedom and engage transparently in collaborative consensus and shared governance.

### **Advocacy and Place-Based Leadership**

Serve as a visible, engaged leader who secures support from legislators and strengthens VCSU's role as a trusted partner and anchor institution within Valley City and the surrounding region.

### **Student Experience and Program Relevance**

Champion a high-quality, student-centered experience supported by relevant academic programs and co-curricular offerings that promote engagement, retention, completion, and successful post-graduation outcomes. Actively support excellence in teaching and learning to nurture and educate students as engaged citizens in an increasingly complex and diverse society.

### **System Collaboration and Governance**

Successfully navigate complexities within higher education and NDUS governance, maintaining strong system relationships while advocating for VCSU's mission and interests.

### **Advancement, Philanthropy, and External Relations**

Serve as chief ambassador, strengthening VCSU's reputation with alumni and other stakeholders for increased financial and community support.

### **Financial Stewardship and Institutional Sustainability**

Strengthen VCSU's long-term financial health through responsible budgeting, resource allocation, infrastructure, and revenue diversification.

## **QUALIFICATIONS**

### **Minimum**

- Demonstrated senior-level executive leadership experience
- Master's degree from an accredited institution

### **Preferred**

- Experience as a faculty member and/or in an academic leadership role
- Earned doctorate or other terminal degree

## NOMINATIONS AND APPLICATIONS

For best consideration, nominations and applications should be received by 11:59 p.m. on March 15, 2026. The application must include a letter of interest of not more than three pages; a current résumé (or curriculum vitae); and the names of five professional references with each person's position, office or home address, e-mail address, and telephone numbers. The current Interim President of VCSU is fully eligible to apply and will be given equal consideration alongside other applicants. **References will not be contacted without prior authorization from the applicant.** The new President will assume office on or before July 1, 2026. Semi-finalists will agree to an on-campus visit which will include public forums with constituent groups.

The VCSU Presidential Search is being coordinated internally through the North Dakota University System office and VCSU Human Resources. Nominations and applications should be sent electronically to [VCSU.PresidentialSearch@VCSU.edu](mailto:VCSU.PresidentialSearch@VCSU.edu) (MS Word or PDF format). Additional information may be found at [www.VCSU.edu](http://www.VCSU.edu). Additional information on the VCSU Presidential Search may be found at [www.vcsu.edu/about-vcsu/president/search/](http://www.vcsu.edu/about-vcsu/president/search/). Questions may be directed to Jane Grinde, NDUS Chief Human Resource Officer at 701.877.5717 [jane.grinde@ndus.edu](mailto:jane.grinde@ndus.edu) or Jennifer Larson, Director for Human Resources, VCSU at 701.845.7401 [jennifer.larson@vcsu.edu](mailto:jennifer.larson@vcsu.edu).

## CONFIDENTIALITY OF APPLICATION MATERIALS; RECORDS RETENTION; VETERAN'S PREFERENCE

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.

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

## EQUAL OPPORTUNITY EMPLOYER

Valley City State University is fully committed to equal opportunity in employment decisions and educational programs and activities, in compliance with all applicable federal and state laws, for all individuals without regard to race, color, national origin, religion, sex, gender, gender identity, sexual orientation, information protected by the Genetic Information Nondiscrimination Act (GINA), marital status, disability, age, veteran's status or any other protected characteristic under applicable law.

<https://www.vcsu.edu/about-vcsu/offices/human-resources-and-payroll/>

Human Resources | Valley City State University

101 College Street SW | Valley City, ND 58072

Phone: 701-845-7401 | Fax: 701-845-7409

For North Dakota Relay Services, go to: <https://www.relaynorthdakota.com/>.

This position requires a criminal history and credit record check. Finalists will participate in a TriMetrix® HD assessment. Applicants must be legally authorized to work in the United States and there is no sponsorship for this position. VCSU determines employment eligibility through the E-Verify system. Successful completion of a criminal background check and a credit review consistent with the fiduciary responsibilities of the presidency is required for all finalists.