

Chadron State College Chadron, Nebraska

Position Profile Director of Assessment September 2017

Prepared by:
Summit Search Solutions, Inc.



**CHADRON
STATE COLLEGE**

www.csc.edu

THE INSTITUTION

Founded in 1911, **Chadron State College (CSC)** finds itself nestled against the north slope of Nebraska's beautiful Pine Ridge and serves as a public institution of higher learning inside the Nebraska State College system. With its roots in teacher education, the curriculum has grown to offer programs and courses in 52 majors and endorsements and eight master's degree programs. The five bachelor's degree programs attracting the most students are business administration, education, biology-health sciences, justice studies and rangeland management.

Chadron State takes pride in being financially and academically accessible to a student population of 3,000 who enjoy either the traditional college on-campus experience or the comprehensive distance learning opportunities. In recent years, the institution has embraced online education and has been recognized for offering more than 160 courses over the internet.

- Chadron State College earned a "Hidden Treasure" designation by a national news magazine at the turn of the 21st century and has celebrated several consecutive years of enrollment growth more than a decade later.
- As of January 2014, approximately \$30 million in new construction has been underway on the CSC campus.

As you can tell, Chadron State has many reasons to be proud. In addition to a competitive tuition and academic offerings, the College offers 13 sports in the NCAA Division II. However, if you ask people what they love most about Chadron State, you'll often get the same answer: "It's the people." Chadron State was created because of the pioneering spirit of people who settled the Great Plains, which is still evident in their descendants who occupy northwest Nebraska. Students from the College and surrounding community welcome students from a diverse set of backgrounds and take value in what they bring to the region. The student body, which consists predominately of Nebraskans, is enriched with enrollees from across the nation and around the globe. Whether their hometowns are defined as rural, urban, nearby or afar, they have one thing in common: They are proud to be Chadron State College Eagles. To learn more about Chadron State College: <http://www.csc.edu>

Location: Chadron, Nebraska



THE OPPORTUNITY

Under the supervision of the Vice President for Academic Affairs, the **Director of Assessment** will provide campus-wide administrative leadership in the development and operation of robust and effective academic assessment strategies and systems that are compliant with college accreditors and State standards. The role requires detail-orientation with strong analytical skills (quantitative and qualitative), exceptional communication skills, and the ability to manage multiple projects at once. The ideal Director will be a self-starter who manages time and budgets wisely. This position is an administrative role with no faculty appointment.

The next HLC Assurance Review will be in 2021. The College is seeking an innovative model where the evidence is streamlined and utilized by the relevant units in a way that keeps each engaged in continuous improvement.

Major Tasks, Duties and Responsibilities:

- Develop a campus-wide assessment plan using an innovative model that fits Chadron State College.
- Assure that academic program assessment strategies and systems are compliant with guidelines established by the Higher Learning Commission (HLC) as well as by any specialized accreditors of Chadron State College (CSC), such as the Council for Accreditation of Education Programs (CAEP).
- Lead, coordinate, and maintain CSC reaffirmation teams for HLC accreditation, submit required HLC documentation to HLC such as annual Institutional Update, and work with CSC liaison officer to ensure aligned, focused, and streamlined results.
- Provide campus-wide strategic direction in the use of 'TK-20, CSC's assessment and accountability management system, and develop training for faculty and staff who work with the system.
- Work with deans, chairs, directors, and faculty leadership on assessment and curricula design matters as well as SARA and Master Academic Plan.
- Mentor and support academic schools and departments in developing and maintaining effective assessment activities (e.g., determining learning outcomes, curriculum mapping, data collection, data analysis, and continuous-improvement programming).
- Work collaboratively with Chief Information Officer, Associate Vice President of Teaching and Learning Technologies, Director of Institutional Research, Senior Director of Student Affairs, Senior Director of Student Services, Director of College Relations, and Deans, and assists with campus-wide cross-training efforts related to curriculum design and assessment.
- Oversight of a website for assessment-related activities and reporting.
- Participate in the development and redesign of campus-wide surveys, such as course evaluations and graduation surveys.
- Drive assessment activities for co-curricular and operational units throughout the institution.
- Lead the campus-wide NSSE/FSSE data collection, analysis, and implementation of findings.

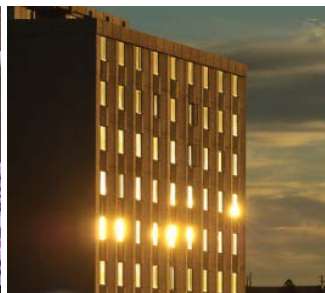
- Serve on position-related college committees.
- Supervise and evaluate staff and administer budgets.
- Other duties as defined by the VPAA.

QUALIFICATIONS

- Master's degree and/or doctorate preferred.
- Two to four years (or more) of campus-wide institutional and program assessment experience with demonstrated ability to work effectively with faculty.
- Competency with assessment and accountability management tools, such as TK-20; and a working knowledge of Backward Design.
- Leadership and management experience and skills are essential for this position.
- The ability to manage multiple tasks utilizing organizational skills.
- Tactful and diplomatic written and verbal communication skills.
- The ability to learn new technology in various formats.
- Competencies include the ability to pay attention to detail; take the initiative; perform critical self-evaluation so as to engage in continuous improvement; exhibit a positive attitude; be highly collaborative; a self-starter; demonstrate good listening skills; able to reason and distill data; and perform critical thinking.

Why Consider the Opportunity:

- Chadron State College is thriving, with enrollment that is steadily growing from 2006-07 through 2016-17: <http://www.csc.edu/president/profiles/index.csc>
- The State of Nebraska is in the top five states of supporting higher education since the 2008 Great Recession. Nebraska is in the top three states with the least future obligations.
- Chadron State College successfully completed the Higher Learning Commission Comprehensive Evaluation which resulted in recognition of CSC's planning and collaboration.
- Highly influential position that will be encouraged to try innovative solutions that are truly integrated and utilized in a streamlined fashion.
- This individual is entering a well-functioning College that is seeking to take its assessment efforts to the next level.
- As a teaching-focused institution, Chadron employs 95 full-time faculty, 85% of those positions being tenured or tenure-track. Faculty members are evaluated based on teaching effectiveness.



PROCEDURE FOR CANDIDACY

Confidential review of applications will begin immediately and remain open until finalists are identified, however, interested parties are encouraged to apply by **November 3, 2017**. Click the following button to apply and submit your CV/resume: [Apply Now](#)

Or copy and paste the following link into your browser:

<https://summitsearchsolutions.catsone.com/careers/index.php?m=portal&a=apply&jobOrderID=9931156&portalID=5652>

For nominations or further information:

Stephanie Fowler

Senior Consultant

Summit Search Solutions, Inc.

Direct: 530-677-9945

sfowler@summitsearchsolutions.com

Carrie Coward

President

Summit Search Solutions, Inc.

Direct: 828-669-3850

ccoward@summitsearchsolutions.com

Chadron State College is an equal opportunity institution. CSC does not discriminate against any student, employee or applicant on the basis of race, color, national origin, sex, sexual orientation, gender identity, disability, religion, or age in employment and education opportunities, including but not limited to admissions decisions. The College has designated an individual to coordinate the College's non-discrimination efforts to comply with regulations implementing Title VI, VII, IX, and Section 504. Inquiries regarding non-discrimination policies and practices may be directed to Sherri Simons, Interim Title VI, VII, IX Compliance Coordinator, Chadron State College, 1000 Main Street, Chadron, NE 69337. Phone 308.432.6224.

This position is subject to Veteran's Preference. Successful Background Records Check required as part of employment process.



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CHADRON, NEBRASKA

Located in beautiful northwest Nebraska, Chadron is just south of the Black Hills of South Dakota, borders Nebraska's famed Sandhills on the west, and is right in the middle of the Pine Ridge escarpment. Its 125 years of Old West history encompasses stories of prairie pioneers and Native Americans, and the region's rich paleontological resources draw visitors and scientists from all over the world.

At 3,400 feet elevation, Chadron is surrounded by unbroken grassland, cattle ranches, wheat fields and the ponderosa pine forested hills of the Pine Ridge. It is located a short hour's drive south of the Black Hills of South Dakota, home to the Mount Rushmore National Memorial, Crazy Horse monument, Custer State Park, and numerous outdoor recreation opportunities.

Chadron has been recognized nationally as a premier outdoor sports town with access to some of the best mountain biking in the country. "Outside Magazine" has selected Dawes County, where Chadron is located, as one of the nation's top 100 counties in which to live. Public lands offer miles of hiking trails within a few minutes' drive from town that can be enjoyed at almost any time of the year, and close by there are two traditional golf courses and a top flight 18-hole disc golf course.

Just under two hours' drive from Chadron, you can visit the awe-inspiring **Mount Rushmore National Memorial**, an iconic American experience.

Even closer are a variety of opportunities to explore the unique landscapes, history, and culture of the **High Plains** region. **The Pine Ridge National Forest** and **Chadron State Park** are just minutes from town. A half hour away is **Fort Robinson State Park**, an important historical landmark and premier recreational site with opportunities for fishing, camping, biking, horseback riding, and kayaking. The **Museum of the Fur Trade**, 4 miles from Chadron, houses the world's most complete collection of materials from the trade that first opened North America to European exploration. Visitors to the area and scientific researchers can explore early Native American culture at the **Hudson Meng Bison Bone Bed**, and the nearby **Toadstool Geologic Park** features a mesmerizing **Badlands** landscape rich with fossil remains.

Chadron is located 30 miles from the **Pine Ridge Indian Reservation**, home to the Lakota Sioux people whose leaders Red Cloud and Crazy Horse made lasting marks on American history. The city is also home to headquarters of the **United States Forest Service** management operations of two National Forests and three National Grasslands.

Escape the noise, crowds, and traffic of big cities and experience the picturesque landscape, fascinating historical museums, and hometown hospitality of this charming community.

For more information on Chadron, Nebraska:

City of Chadron: <http://chadron-nebraska.com>

Chadron Chamber of Commerce: <http://www.chadron.com>

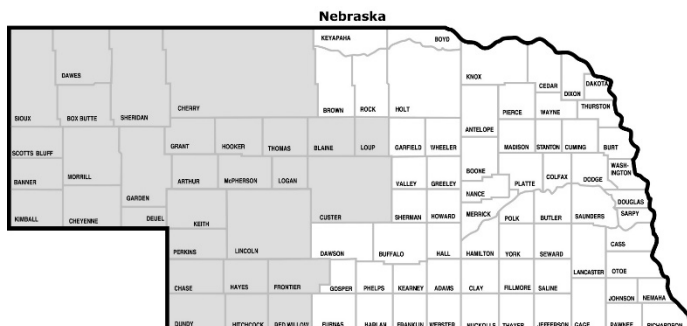
Discover Dawes County: <http://discovernwnebraska.com>

Visit Rapid City: <http://www.visitrapidcity.com/things-to-do/mount-rushmore#.VZF1ofViko>

ADDITIONAL INFORMATION RE: CSC SERVICE AREA

Chadron State College serves three overlapping geographic areas: the High Plains region, its service area which includes the western most 30 counties in Nebraska, and Frontier Rural Communities.

CSC is the only four-year Nebraska institution of higher education that serves the western half of Nebraska as well as many Frontier Rural, or “frontier and remote” (FAR) communities. The western half of Nebraska consists of nearly 38,000 square miles. Chadron and other towns in the service area are designated as a FAR Level Three. These communities are located more than 60 minutes from an urban area of 10,000 or more people. Only about 1.4% of the U.S. population lives in a FAR Level Three Community.



Frontier areas are the most remote and geographically isolated areas in the United States. Sparse populations face extreme distances and travel time to services. This makes Chadron State College’s commitment to its mission of higher education of greater value to the region. The College also strives to address “Food Deserts” (as defined by the Center for Disease Control and Prevention) within a 200-mile radius of Chadron.

Geography was an underlying factor for the State of Nebraska in opening Chadron State College in 1911. Chadron State College has long served as one of the leaders in distance education. As the institution has sought to serve its vast service region and other areas of the Great Plains and beyond, it has capitalized on cutting edge technologies. Stories from shortly after the college’s founding give an account of professors traveling to neighboring communities by car and airplane to offer courses. Later, interactive television served as the vehicle of choice. Now, the institution has embraced online education to provide an accessible and affordable quality education to the benefit of the region and beyond.

