

# RADFORD UNIVERSITY

## POSITION PROFILE

Director of Institutional Effectiveness & Quality Improvement

MAY 2022



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***Radford University enthusiastically invites nominations and applications for the University's next Director of Institutional Effectiveness and Quality Improvement.***

Located in the foothills of Virginia, Radford University is a comprehensive public university that is known for student-focused academic programs, a strong emphasis on service to others and a picturesque campus. As a mid-size institution, the University provides its students a winning combination of broad opportunities associated with a large university, as well as highly personalized relationships considered the hallmark of a smaller college.





## ABOUT RADFORD UNIVERSITY

Founded in 1910, Radford University (RU) serves the nation as one of the Commonwealth of Virginia's 15 public universities through a wide range of academic, cultural, human service, and research programs. In 2021, Radford University was classified as a Carnegie Doctoral/Professional University (D/PU) and now offers its nearly 9,000 student body a choice of 76 bachelor's degree programs in 47 disciplines, three associate degrees, and six certificates at the undergraduate level; 28 master's programs in 23 disciplines; and six doctoral programs at the graduate level. The University also offers 13 post-baccalaureate certificates and one post-master's certificate.

First and foremost, the University emphasizes teaching and learning and the process of learning in its commitment to the development of mature, responsible, well-educated citizens. Radford University develops students' creative and critical thinking skills, teaches students to analyze problems and implement solutions, helps students discover their leadership styles, and fosters their growth as leaders. The end result is a university that is student-focused and promotes a sense of caring and of meaningful interaction among all members of the University community.

Well known for its strong faculty/student bonds, innovative use of technology in the learning environment and vibrant student life on a beautiful 211-acre American classical campus, Radford University offers students many opportunities to get involved and succeed in and out of the classroom. A Division I member of the NCAA and Big South Conference, Radford University competes in 16 men's and women's varsity athletics. With over 300 clubs and organizations, Radford University offers many opportunities for student engagement, leadership development and community service. In addition to robust academic offerings and engaging student experiences on the main campus in Radford, Virginia, the University also offers a clinical-based educational experience for more than 1,100 students living and learning in Roanoke as part of Radford University Carilion (RUC), a public-private partnership focused on the cutting-edge delivery of health sciences programming, outreach, and service. Located in Roanoke's Innovation Corridor, Radford offers undergraduate and graduate degrees in the health sciences. With a faculty comprised of practicing clinicians, students are exposed to patient care and research opportunities.

Radford University believes in the dynamics of change and has a strong commitment to continuous review, evaluation, and improvement in the curriculum and all aspects of the University to meet the changing needs of society. To learn more, go to: <https://www.radford.edu/>

## Rankings and Accolades

Radford University continues to be recognized for the strength of its academic programs, the success of its sustainability efforts, and dedication to excellence.

“Best Regional Universities in the South,”  
*U.S. News & World Report, 2013-2022*

“Best Colleges & Universities in the Southeast,”  
*The Princeton Review, 2004-2021*

“Top Public Schools South #14,”  
*U.S. News & World Report, 2021-2022*

“College of Distinction,”  
*Colleges of Distinction, 2021-2022*

“Military Friendly School,”  
*Viqitory, 2022-2023*

“Best Colleges for Veterans, South,”  
*U.S. News & World Report, 2021-2022*

“Best Colleges for Your Money,”  
*Money, 2015-2020*

“Top Green Colleges in the Nation,”  
*The Princeton Review, 2010-2021*

“Best Value Schools – Regional Universities South,”  
*U.S. News & World Report, 2022*

“Best Value Schools – Regional Universities South,”  
*U.S. News & World Report, 2021*

“Best Colleges for Criminal Justice,”  
*Niche.com, 2021*

“Best Colleges for Sports Management,”  
*Niche.com, 2021*

“Best RN Programs in Virginia,”  
*RegisteredNursing.org, 2020*

“Best Business Schools for 2021: On-Campus MBA Programs,”  
*The Princeton Review, 2021*

“Best Business Schools,”  
*The Princeton Review, 2012-2020*

“Best Nursing Schools: Doctor of Nursing Practice,”  
*U.S. News & World Report, 2020*

“Best Part-time MBA,”  
*U.S. News & World Report, 2020*

“Best Master of Social Work Program,”  
*U.S. News & World Report, 2020*

“Most Admired Interior Design Schools,”  
*DesignIntelligence, 2019*





## Vision/Mission/Core Values

### Vision

Radford University aspires to be the premier, innovative, student-centered university in the Commonwealth of Virginia and beyond with a keen focus on teaching, research and service.

### Mission

As a mid-sized, comprehensive public institution dedicated to the creation and dissemination of knowledge, Radford University empowers students from diverse backgrounds by providing transformative educational experiences, from the undergraduate to the doctoral level, within and beyond the classroom. As an inclusive university community, we specialize in cultivating relationships among students, faculty, staff, alumni and other partners, and in providing a culture of service, support and engagement. We embrace innovation and tradition and instill students with purpose and the ability to think creatively and critically. We provide an educational environment and the tools to address the social, economic, and environmental issues confronting our region, nation, and the world.

### Core Values

- **Student Empowerment and Success** — We engage and support our students in the discovery and pursuit of their own unique paths.
- **Excellence** — We expect our community to strive for the highest standards.
- **Inclusiveness** — We are committed to a spirit of cooperation and collaboration, embracing and honoring the diversity of our community.
- **Community** — We foster relationships and a culture of service within and beyond our university community.
- **Intellectual Freedom** — We encourage and defend a fearless exploration of knowledge in all its forms.
- **Innovation** — We inspire and support creativity in research, scholarship, pedagogy, and service.
- **Sustainability** — We are committed to integrating sustainable practices into all aspects of our operations and engage students across the curriculum to learn, discover and contribute to positive current and future environmental solutions.







## Code of Ethics

Radford University is committed to maintaining the highest ethical standards and to upholding the public's trust. We recognize that our behavior affects not only our own individual reputation, but also that of Radford University. Accordingly, this Code of Ethics forms the ethical principles that will guide all members of the University community in all decisions and activities. These principles are:

- **Respect:** We will nurture a climate of care, concern, fairness, and civility toward others while recognizing and embracing each individual's dignity, freedom, and diversity even in the face of disagreement.
- **Honesty and Integrity:** We will act and communicate truthfully and candidly. We will uphold the University's values and make decisions based on the greater good, conducting ourselves free of personal conflicts or appearances of impropriety and self-dealing.
- **Communication:** We will openly share information with stakeholders regarding the processes used in developing policies and making decisions for the University.
- **Stewardship:** We will use university resources in a wise and prudent manner in order to achieve our educational mission and strategic objectives. We will not use university resources for personal benefit or gain.
- **Excellence:** We will conduct all university affairs diligently, exercising due professional care and striving to meet the high expectations we have set for ourselves as well as the expectations of those we serve.
- **Responsibility and Accountability:** We will be trustworthy and answerable for our conduct, decisions and obligations and will comply with all applicable laws, regulations, policies and procedures. We recognize our obligation to report unethical conduct to appropriate authorities.

## Accreditation

Radford University is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award associate, baccalaureate, master's, specialist, and doctorate degrees.





## DIRECTOR OF INSTITUTIONAL EFFECTIVENESS & QUALITY IMPROVEMENT

Radford University seeks an energetic individual for the administrative and professional faculty position of Director of Institutional Effectiveness and Quality Improvement (IEQI). The Director of IEQI will report directly to the Assistant Provost for Budget and Academic Operations. They will be responsible for and have oversight of university-wide assessment planning and implementation process, serve as the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Liaison, and will facilitate the off-site and on-site team visits in the fall of 2022 and the spring of 2023. In addition, the Director will:

- Ensure institutional compliance with accreditation requirements, coordinate the preparation of the annual profiles, substantive change proposals, fifth-year reports, and decennial review reports.
- Organize academic programs and co-curricular assessment planning and implementation in collaboration with faculty, department chairs, program directors, college assessment committees, and the general staff. Oversee the management of the Tk20 system for organizing assessment data and reports.
- Direct the administration and management of university-wide assessment measures.
- Collect and analyze data using both quantitative and qualitative techniques to inform continuous improvements of programs and services.
- Conduct assessment training workshops and presentations as well as provide online learning resources to faculty and staff to aid them in their institutional effectiveness activities.
- Manage the Office of Institutional Effectiveness and Quality Improvement by providing oversight and direction to a team of three including an Associate Director, an Accreditation Specialist, and the SACSCOC Accreditation Coordinator and office manager.

### Required Qualifications:

- Experience maintaining compliance with SACSCOC (or other regional accrediting bodies) accreditation standards, policy, and procedures.
- Experience with institutional and academic assessment; specifically with organizing, writing, and submitting reaffirmation and substantive change reports.
- Experience coordinating the collection and analysis of institution wide quantitative and qualitative data.
- Demonstrated experience working independently and collaboratively with diverse campus constituents.

### Preferred Qualifications:

- Master's degree required; a doctorate/terminal degree would distinguish the candidate.
- Experience managing office operations and supervising employees.
- Experience as a SACSCOC reviewer or site visitor.
- Knowledge of Tk20 for organizing assessment data and reports.



## PROCEDURE FOR CANDIDACY

Confidential review of applications will begin immediately and continue until the position is filled; parties who apply by **June 16, 2022**, will be given first consideration Please submit your CV/resume and a cover letter that clearly articulates your capacity to effectively serve in this role based on the duties, responsibilities, and qualifications outlined in this document.

To apply online, go to: <https://theapplicantmanager.com/jobs?pos=su303>

### **For more information or to offer recommendations or nominations:**

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## CITY OF RADFORD & SOUTHWEST, VIRGINIA

The City of Radford is nestled in the New River Valley in the beautiful Blue Ridge Mountains of Virginia, just 36 miles southwest of Roanoke. The 'river city' offers a rich culture, numerous historical sites, and an abundance of recreational offerings. Downtown Radford is home to a variety of locally owned shops and restaurants. Residents and visitors can fish, boat, kayak, canoe, and tube on the New River or Claytor Lake. The city's 14 parks offer numerous picnicking, hiking, and recreation opportunities, as well as four stops on the Virginia Wildlife & Birding Trail. Dozens of bicycling and hiking trails are accessible with less than a 30-minute drive, including access points to one of the most scenic and accessible sections of the Appalachian Trail and Jefferson National Forest.

Southwest Virginia is known for its hospitality and incredible craftspeople and thanks to the rolling pastures and bucolic farmland, you'll find that fresh produce and locally sourced ingredients are always on the table at restaurants in and in a variety of cuisines!

*To learn more about Radford and Southwestern, Virginia:*

Visit Southwest Virginia: <https://visitswva.org/>

Visit Radford: <https://www.visitradford.com/>

