THE UNIVERSITY OF NEBRASKA AT KEARNEY

ANNOUNCES A SEARCH FOR A NEW

ASSISTANT VICE CHANCELLOR

FOR INTERNATIONAL AFFAIRS

PREFERRED APPLICATION DEADLINE: AUGUST 15, 2014

THE UNIVERSITY IS BEING ASSISTED IN THIS SEARCH BY

STRATEGIC CONSULTING

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I. INTRODUCTION

The University of Nebraska at Kearney has announced a national search to appoint an **Assistant Vice Chancellor for International Affairs**, the institution’s Senior International Officer (SIO). The position’s title has been elevated from the previous “Director” level, reflecting the University’s desire to place a larger focus on international strategy, to foster greater synergy among diverse international undertakings, and to provide additional attention to matters such as fund raising for international initiatives and the development of an international alumni relations program. The new SIO will also maximize the benefit of collaboration in pursuing shared priorities with the University System’s Office of Global Engagement in Lincoln. UNK is a thriving member of the University of Nebraska system and ranked by *US News* as a “**Top Ten Public Regional University in the Midwest**.” The University is the center of intellectual, cultural, and artistic excellence in central Nebraska and a vital resource to the state and surrounding region.

UNK seeks a new international officer to lead the institution’s strategic development in international affairs as well as to expertly manage existing commitments. The position reports directly to Dr. Charles J. Bicak, Senior Vice Chancellor for Academic and Student Affairs, and directs the Office of Study Abroad, the English Language Institute, the Office of International Admissions and Immigration Services, and the University’s International Outreach and Engagement Programs. Currently about 550 international students are enrolled at UNK: most are undergraduates, with the largest representation from Japan, China, and South Korea. Approximately 100 students go abroad each year. The University offers an interdisciplinary major and minor in International Studies, and sponsors a number of international events each year on campus. Instruction is currently offered in French, German, and Spanish, including teaching subject endorsements and minors in translation; in Japanese; and in Chinese, pending student demand.

UNK is one of four campuses of the Nebraska state higher education system (along with Lincoln, Omaha, and the Medical Center in Omaha). It enrolls over 7,000 students in 120 undergraduate programs of study, 22 pre-professional programs, and 27 graduate offerings. The University comprises four Colleges: Fine Arts and Humanities; Natural and Social Sciences; Business and Technology; and Education. The University’s academic programs are accredited by all the pertinent professional associations, including AACSB, NCATE, NASM, CSWE, NASP, CAATE, ATMAE, IRCEP, and ISPA.

Founded in 1905 as a state normal school and later the state’s teachers’ college, the institution joined the University System as the University of Nebraska at Kearney in 1991. UNK’s 5,500 undergraduates and 1,550 graduate students come from all fifty states, the District of Columbia, and over 50 other nations. There are 322 full-time and 117 part-time faculty. UNK is a beautiful, technologically rich campus. Forty-eight buildings are situated on 515 acres. Over the past decade, the University has invested more than $100 million in campus improvements; the University has also just broken ground on a new, $19 million Health Science Education Complex which it will operate jointly with the University of Nebraska Medical Center.

Among the University’s distinguishing features are its personal setting; a strong Honors Program; an emphasis on undergraduate research that is recognized as a national model; excellent graduate programs, particularly in Business, Education, English, Biology, and History;
a developing priority on international education; a broad portfolio of over 175 student clubs and organizations; significant and diverse engagement with the City of Kearney and rural Nebraska; and an extraordinary record of success preparing students for rewarding professional careers.

Reflecting its century-long heritage in teacher education, UNK continues to have a defining impact on K-12 education throughout the state. Almost 43% of all school Superintendents and approximately 30% of all Principals in Nebraska are UNK graduates, as are 36% of all School Psychologists and 21% of all School Counselors. UNK also operates a state of the art Speech, Language, and Hearing Clinic that similarly has far-ranging impact: one-third of all Speech-Language Pathologists in Nebraska are also UNK alumni. UNK is also the only campus in Nebraska to participate in the National Student Exchange (NSE), which allows students to attend one of 175 other universities or colleges across the continent for a semester or a year, often at UNK’s attractive tuition rates. The campus is also home to the Museum of Nebraska Art and is a Nebraska Statewide Arboretum Site. UNK is a member of the NCAA Division II Mid-American Intercollegiate Athletic Association.

II. THE UNIVERSITY’S LEADERSHIP

UNK is a highly collegial community marked by a strong focus on the well-being of individual students, close faculty-staff collaboration, and excellent town-gown relations. The University is governed by the University of Nebraska System Board of Regents, and is served by the University’s Foundation. UNK’s senior leadership team is strongly united, with its Deans and faculty, in wishing to appoint a new Senior International Officer who will lead the University to the next level of excellence in international affairs.

Key leaders at UNK include:

**Chancellor Douglas A. Kristensen,** who was appointed in July 2002 following a distinguished career in the Nebraska Legislature. Chancellor Kristensen formerly represented the 37th legislative district; upon his retirement from office, he was the longest serving Speaker of the Legislature. He has brought to UNK a unique knowledge of the issues affecting higher education in the State of Nebraska and a long familiarity with the University system in general and the history and mission of the Kearney campus in particular. Among his many accomplishments in the Legislature, Speaker Kristensen was a sponsor of the legislation that brought Kearney State College into the University of Nebraska system. He earned his B.A. in Economics from the University of Nebraska and his Doctorate of Jurisprudence from Drake University.

The position of Assistant Vice Chancellor will report directly to **Dr. Charles Bicak, Senior Vice Chancellor for Academic and Student Affairs and Professor of Biology.** A graduate of the predecessor Kearney State College, Dr. Bicak is a specialist in the response of plant/ecosystems to environmental stress, and has long promoted student participation in scientific inquiry. He earned an M.S. degree in Plant Science from the University of British Columbia and a Ph.D. in Range Science from Colorado State University. Previously he served as Chair of the Departments of Biology at both California State University, Bakersfield and UNK, and as Dean of Natural Sciences at Saint Edward’s University in Austin, Texas. At Saint Edwards he also
served as President of both the University’s Wild Basin Wilderness Preserve and the Texas Hispanic Serving Institutions Consortium.

**Barbara Johnson** serves as UNK’s **Vice Chancellor for Business and Finance**. She earned her bachelor’s degree in business education from Hampton University, and an MBA from Atlanta University. Previously she served as director of University Business and Financial Services at Florida State University, as Assistant Controller at Ohio State, as Vice President for Finance and Administration at Mars Hill College, and as Vice President and Treasurer of Carleton College. She has also worked in private industry in management positions with the Allstate and Prudential Insurance Companies, and in state government with the Florida State Department of Insurance.

The University’s four Colleges are led by **Dean Tim Burkink** of the **College of Business and Technology**; **Dean Ed Scantling** of the **College of Education**; **Dean William Jurma** of the **College of Fine Arts and Humanities**; and **Dean John C. La Duke** of the **College of Natural and Social Sciences**. Other key members of the academic and student affairs leadership team include: **Kenya Taylor**, **Associate Vice Chancellor for Academic and Student Affairs and Dean of Graduate Studies and Research**; **Dean of Student Affairs Joseph A. Oravec**; and **Dean of the Library Janet Wilke**. Biographies of all these individuals appear on the University’s web site.

### III. CURRENT COMMITMENTS IN INTERNATIONAL AFFAIRS AND ASPIRATIONS FOR THE FUTURE

In October of 2009, University of Nebraska President J. B. Milliken delivered a lecture at UNK which established two overarching international goals for the Nebraska System as a whole. He stated:

“We intend to double international student enrollment at the University of Nebraska by our 150th anniversary in 2019,” i.e., from nearly 2,800 System-wide to about 6,000; and

“We will offer every undergraduate at the University of Nebraska the opportunity for a meaningful academic experience abroad.”

These System-wide goals are enthusiastically supported by Chancellor Kristensen and Senior Vice Chancellor Bicak, and these goals have informed recent international activities at UNK. One task for a new Assistant Vice Chancellor, though, will be to provide leadership in translating these broad goals into more specific plans of action, tailoring such initiatives to UNK’s particular mission, academic programs, and student and stakeholder needs. In addition, the Chancellor and Senior Vice Chancellor are eager to pursue two additional international goals for UNK: *increasing the engagement of UNK faculty in other nations, and developing initiatives to assist other countries with economic development.* UNK’s new international officer will need to address these additional goals as well. Further, in the coming year, UNK will begin a new institution-wide strategic planning process: Chancellor Kristensen and Senior Vice Chancellor Bicak are eager to have a new Senior International Officer participate in that process and help
assure that international goals and priorities both influence and are appropriately incorporated into all major aspects of institution-wide strategy.

The programs and activities of the four operating units supervised by the Assistant Vice Chancellor are as follows:

**Study Abroad**

UNK students have the opportunity to study abroad at almost any country in the world through a portfolio of short-term faculty-led programs and third-party provider programs. Among the most popular are:

- **The Spring Semester in Ireland** program, taught by professors from both UNK and the University of Galway
- **The Semester in Peru** program, in Lima, taught by both UNK faculty and faculty from the Universidad Peruana de Ciencias Aplicadas
- **The Nebraska Abroad in the Czech Republic Program**, located in Olomouc, a consortial effort by UNK, the University of Nebraska Lincoln, the University of Nebraska Omaha, and Wayne State College, with classes taught by faculty from both UNK and the host institution, Palacky University
- **The UNK Summer Abroad in Spain** program, a six week offering at the Universitas Castellae in Valladolid
- **Summer Programs**, varying in length from ten days to two months, available in Austria, Brazil, Finland, Ireland, Mexico, the Netherlands, Peru, South Korea, and Spain, and
- **Mid-American Universities International (MAUI)** exchange programs: MAUI is a consortium of universities in six Midwestern states providing semester and year-long programs at host universities throughout most of Europe, Australia, Brazil, Japan, Peru, and South Korea.

UNK also offers study abroad options in partnership with other organizations, including AIFS, CIS Abroad, IES Abroad, ISA, Australearn, GoAbroad, and the IIE Passport program. The Study Abroad office also oversees service learning, international internship, and international volunteer opportunities available through International Service Learning, the International Partnership for Service-Learning, the IIE Internship Center, and other external organizations.

Ann Marie Park has served as UNK’s Coordinator of Study Abroad since 2001. She previously worked in the ESL program at Nebraska’s Lincoln campus and as a Curriculum Advisor at the Bilingual Language Institute in Tokyo. Ann Marie earned her Baccalaureate degree at UNK in Psychology, Japanese, and International Studies, and an M.A. in International and Intercultural Management from the School for International Training, with a thesis regarding the impact of faculty as a motivating factor in study abroad. She also studied Japanese at Sapporo University in Japan. Despite the challenges of leading what is in most respects a one-
person office, Ann Marie has succeeded in developing new study abroad options for UNK students and in increasing student participation.

Study abroad programs at UNK, however, are more often short-term Summer offerings, rather than semester- or year-long, and the University would like to interest additional students and faculty in longer experiences. Consistent with the Nebraska System’s goal of offering at least one substantive international experience to every undergraduate, UNK recently adopted the goal of having 40% of students participate in a semester-long, faculty-led program by the year 2020.

Most financial aid provided by UNK is transferrable to foreign study, a policy that the University currently expects to continue, and which the institution believes makes study abroad more financially feasible for students and their families.

The new Assistant Vice Chancellor will be expected to lead a comprehensive review of UNK’s study abroad program. In addition to examining the 40% goal, he or she will be asked to develop recommendations regarding the following: (i) the promotion of longer-term programs; (ii) greater faculty and student participation; (iii) recommended staffing levels for accomplishing a larger study abroad agenda; (iv) the use of student assistants; (v) UNK’s risk management practices; (vi) its use of third party programs; and (vii) linkages with the System study abroad office in Lincoln.

The English Language Institute

Current policy at UNK is that international students wishing to matriculate as full-time undergraduates must score 500 or above on the paper-based TOEFL, 61 or above on iBT, 5.5 band or above on IELTS, or Grade 2A or above on the STEP EIKEN. International students who do not achieve these levels of proficiency, but who still wish to attend UNK, can apply directly to the UNK English Language Institute (ELI). ELI students take the paper-based TOEFL Placement Exam. Those scoring 470 or above may enroll part-time in UNK classes and part-time in ELI classes, while those scoring below 470 enroll full-time in the ELI. Full-time ELI students are provided the opportunity to take two additional TOEFL exams during their initial semester at UNK, with their new scores determining their future placements.

All international students also have the option of taking the Internet Based TOEFL (iBT) at any time during their initial semester at UNK. If a student receives a 61 or above on the iBT (500 or above on the ITP), he or she will be admitted to regular UNK classes at the end of the semester during which the iBT was completed.

The ELI is an intensive Immersion program offering 18 hours of instruction per week, in reading, writing, listening, and speaking, through five graduated levels of instruction. Students are tested on the first day to determine the most appropriate level of study and to allow their instructors to individualize programs of instruction. Throughout the program, classes are small, typically with no more than 12 students enrolled per class.

Approximately 110 students are enrolled in the ELI each semester, with a somewhat smaller enrollment during the summer. ELI enrollments have reached approximately 300 students per year. Some ELI students are preparing for full-time matriculation at UNK, while others are short-term, non-degree students who come to the ELI from other countries seeking a study
abroad experience in the US. In recent years, students in this first group have included Chinese students associated with USEWB program (United States Education Without Borders), while those in the second category have included students from KyungHee University in Seoul and students from other South Korean institutions seeking a shorter-term study abroad experience.

**Diane Longo**, who joined UNK in 1997, serves as the **Coordinator of the English Language Institute**. Diane earned her Masters in Education from UNK. She supervises two instructors who work three-quarter time in the Institute and nine other part-time teachers.

The Assistant Vice Chancellor will be expected to conduct a full review of the English Language Institute, focusing on questions such as: (i) integrating its work with UNK’s goal of expanding international enrollments; (ii) optimizing matriculation rates among ELI graduates; (iii) the Institute’s current reliance on part-time staffing, and the advantages and feasibility of increasing the number of full-time instructors; and (iv) the creation of professional development opportunities for the staff. An additional possible question is whether the Institute should reach out creatively to offer programs to different external constituencies and stakeholders, such as businesses and non-profit organizations. It is possible that external programs of this kind, in addition to providing a valuable community service, could also become significant revenue generators for UNK.

**Immigration and International Student Services**

The International Student Services Office provides comprehensive support to UNK international students, visiting scholars, UNK academic departments seeking to hire international faculty through the H1B visa process, and UNK professional staff members who are applying for UNK-sponsored permanent residence. (Most international scholars at UNK are currently graduate teaching assistants in the Modern Languages program.) The ISS office is also responsible for SEVIS compliance. The staff provides immigration advising and cultural adjustment counseling, processes immigration-related applications, petitions, and services, and assists the UNK international community with matters as diverse as housing, transportation, taxes, Social Security, and family-related concerns.

The ISS office strives to promote the retention of international students, and to promote cultural connections between domestic students and international students. It works closely with UNK’s various international student organizations, including the African, Chinese, Japanese, Korean, and Nepalese associations. Among its other responsibilities are conducting an annual mandatory international student orientation; advising students regarding OPT, CPT, and SHE opportunities; and administering the International Student Scholarship Program and Financial Aid Program.

UNK administers a tuition reduction program for international students, i.e., a partial tuition waiver ranging from $500 to $1,500 per semester for students in good academic standing who also contribute meaningfully to campus life. About 60 international students benefit from this program each year. Financial assistance is also available to international students who demonstrate extreme financial hardship: partial or full tuition waivers are available, on a semester by semester basis, to students whose families have fallen victim to calamities such as civil war, natural disasters, or the death of a parent. Additional financial assistance is also available, on a selected basis, to students from nations targeted for priority international recruitment activity, and from privately endowed scholarship programs.
Corliss Sullwold is UNK’s Coordinator of International Student Services, and supervises three full-time staff. She joined the international office in 1998, earned an M.A. in history education from UNK, and is ABD in history from Nebraska Lincoln. She is assisted by Tracy Falconer, a full-time international student advisor and several student assistants. Bonnie Payne serves as the International Education Outreach Coordinator, with special responsibility for linking incoming international students with Kearney host families.

As UNK actively seeks to expand and diversify its international student and scholar population, the workload of the ISS staff will naturally increase. The new Assistant Vice Chancellor will need to evaluate the programs and services already provided, including financial aid programs, and determine whether new initiatives or additional staffing will be required.

Undergraduate International Admissions

For the past nine years, the Office of International Education has been primarily responsible for the recruitment and admission of both students entering degree programs and others enrolling in the ELI. During this time, the percentage of international students at UNK has risen significantly, from about 1% to 8% - 10%. The international expertise of the OIE, substantial tuition discounting for international students by UNK, and the weakening of the US dollar versus some other currencies all contributed to this enrollment increase.

At the same time, the mix of international students changed over these years in at least two ways that were not always fully planned or anticipated. First, the enrollment of Japanese and Chinese students rose and then fell appreciably, these downturns attributed at least in part to the decision of some of UNK’s competitors to offer in-state tuition rates to international students, and to the use by these institutions, unlike UNK, of international recruitment agencies. UNK countered, in part, by beginning an aggressive student recruitment program in South Korea. Second, the international student population at UNK today has become more part-time than full-time, with a majority enrolled in ELI, at last initially, rather than in degree programs; previously the larger share of students was enrolled in degree programs. The institution is convinced that a full review of international recruitment and admissions strategy and operations is in order, and that a comprehensive international admissions and recruitment plan needs to be developed. As one ingredient in such a plan, a different division of responsibilities between the institutional Admissions Office and the OIE may need to be developed.

Key staff in the office of Undergraduate International Admissions include the following:

Maria Camila Parra Diaz, a native of Columbia and an honors graduate of UNK in International Studies, serves as Enrollment and Latin American Recruitment Specialist. Jaekeun Cho, a UNK College of Business alum, is the Office’s Korean-Asian Recruitment and Support Specialist, and has been participating in OPT within OIE. Susan Garrett, Application and Records Evaluator for International Admissions, reviews international applications, admits international students, and initiates the paperwork required for government compliance.

Consistent with the Nebraska System’s international enrollment goals and tailoring the System’s guidance to Kearney’s particular mission, history, academic needs, and competitive position, the new Assistant Vice Chancellor will need to provide leadership to a comprehensive review of
UNK’s recent international recruitment and enrollment history and operations, collaborating with the Office of Admissions. The University has placed a priority on developing a new international student recruitment and enrollment plan that will reflect the objectives of a new institutional strategic plan and that will be fully integrated with the University’s four Colleges, the work of the ELI, and the Student Affairs Division.

Other International Activities

The Office of International Education is also involved in a wide variety of international academic and student life programs. Some of the most important are the following:

- **Internal Agreements and Partnerships**

  OIE works closely with the UNK Deans Council, General Studies Council, and Registrar to create articulation agreements with partner institutions of higher learning abroad, through which courses can be taken by students at those institutions for credit toward UNK degree programs. Currently the University has seventy-five active such agreements, nineteen of them with institutions in China. UNK has long participated in the 1+2+1 dual degree agreement administered by AASCU with a consortium of Chinese universities. More recently, articulation agreements have been negotiated with partner colleges and universities in Japan and South Korea, and OIE is currently working on the development of a 2+2 dual degree program with Hebei Normal University in Shijiazhuang, China.

- **The Undergraduate Research Abroad Program**

  Led by Professor Richard Miller of the Department of Psychology, this Program has been supported by a grant from the University of Nebraska Foundation.

- **The Spring Break Program in Vancouver**

  In the 2011-2012 academic year, OIE began administering a writing contest for all first year freshmen on the topic “Where I’d Like to Study Abroad During My Junior Year and Why.” Twelver winners are chosen annually, and awarded an all-expense-paid trip to Vancouver, BC, in an effort to promote serious consideration of study abroad by all UNK students.

- **The World Leaders Summer Camp**

  Begun in 2012, also with the support of a University Foundation grant, this initiative hosts twenty incoming freshmen each summer, based on applications that demonstrate exceptional interest in, or commitment to, international studies, study abroad, or an international issue or topic. In addition to inspiring interest in study abroad, the Camp develops a cohort of freshmen capable of eventually assuming leadership in global initiatives on campus.

- **Inter-cultural Communication Workshops for Faculty and Staff**

  This new program is jointly administered by OIE, the ELI, and the Center for Teaching Excellence. Workshops have thus far been offered for both faculty and residence hall advisors.
The B.A. Program in International Studies

Originally developed by the Modern Languages Department in the 1970s, this program has expanded over the years to include greater attention to international politics, economics, and related concerns. It has been continually developed and supported both by OIE and the Dean of Fine Arts and Humanities.

The Visiting International Scholars Program

Over the years, UNK has sponsored visiting scholars from various countries, including graduate students who have taught in its Spanish, Chinese, and Japanese language programs. In 2009, however, UNK discontinued providing housing waivers for visiting international scholars, a decision which has made it more difficult to attract native-speaking instructors in less commonly taught languages, such as Japanese. The housing waiver policy for visiting international faculty is currently under review.

The International Faculty Development Program

Originally begun as a two-week program in China administered and led by OIE, this Program has now begun to arrange for faculty experiences in other countries, i.e., Peru.

The International Friendship Program

The International Friendship Program connects international students with individuals or families in the Kearney area for the purposes of cultural sharing, English conversation, and enjoying campus and community activities. Students have the opportunity to participate in American culture and family life and to experience American holiday traditions, all while improving their English language skills. Students who participate in this program report that it is invaluable in helping them improve their English language capability, that it is one of their most cherished experiences while in the U.S., and that it is a tremendous help in dealing with culture shock and homesickness. The International Friendship Program makes a significant contribution to the retention of international students, and has led some short term exchange students to extend their stay in order to participate.

Student and Faculty International Grant Support

Due to staffing limitations, OIE currently provides only limited support to students and faculty seeking external funding for international study and research. The Office occasionally advises individual faculty regarding Fulbright opportunities, and recently arranged for IIE representatives to visit campus to offer presentations and answer questions regarding the Boren, Gilman, and Fulbright programs. Grant support is likely one area that will require additional attention by the new Assistant Vice Chancellor.

World Affairs Conference

Since 1984, UNK has sponsored an international conference, usually on an annual basis, to focus attention on topics of global importance. This Conference has become an important public event.
in Nebraska, with considerable engagement and support from businesses, community groups, and public agencies.

IV. **KEY OPPORTUNITIES AND CHALLENGES FOR THE NEW ASSISTANT VICE CHANCELLOR**

UNK seeks a broadly experienced senior international educator and international affairs administrator who, building upon what has already been accomplished, will provide the intellectual, administrative, financial, and personal leadership required to design and put into effect a new strategic agenda for the institution’s international future. Chancellor Kristensen and Senior Vice Chancellor Bicak will expect the individual appointed to conduct a comprehensive review of the institution’s current programs and activities in international affairs, to capitalize on existing strengths, and to develop in collaboration with other institutional leaders new opportunities and priorities. The new Assistant Vice Chancellor will need to participate in the comprehensive institution-wide strategic planning process which the University will shortly undertake, and to assure that new institutional and academic plans are fully informed by international considerations. He or she will also need to develop an international strategic plan that is fully consonant with other emerging institutional priorities.

In this broad context, particular challenges for the new Assistant Vice Chancellor include the following:

- **Conducting a comprehensive review of the University’s study abroad programs**, with objectives including the following: increasing student and faculty participation; achieving appropriate balances between shorter-term and longer-term programs, and between faculty-led, consortial, and third-party provider programs; assuring adequate staffing for program growth; instituting the best possible approaches to risk management; and assuring financial viability for both students and their families and the University.

- **Leading a similarly comprehensive review of the programs and activities of the English Language Institute**, focusing on the integration of its work with agreed-upon international student recruitment and admission goals; achieving the most appropriate mix of full-time and part-time students and full-time and part-time instructors; maximizing matriculation rates into UNK’s degree programs; and investigating options for expanding programming to serve external stakeholders and generate additional revenues.

- **Collaborating with the Office of Admissions to produce a consensus international student recruitment, admission, and retention plan**, which will consider matters such as the most appropriate division of responsibilities between these two offices, tuition discounting policies (with any recommended changes to be reviewed by the Nebraska System), the potential use of external recruitment agencies, and careful alignment with academic and student affairs programming.

- **Assuring that the Office of International Student and Scholar Services is properly staffed and prepared to address the needs of a changing UNK international population**
Collaborating with UNK’s Deans and faculty to help assure the continuing internationalization of UNK’s curricula, appropriate international professional development opportunities for the institution’s faculty, and the integration of diverse international experiences into existing academic programs.

Reviewing UNK’s approaches to international partnerships, collaborations, and dual degree programs, to assure optimal consonance with the academic priorities that will emerge from the new strategic planning process, and the long term viability of such arrangements.

Improving collaboration between UNK’s international office and its operating units and the University of Nebraska System’s Global Engagement Office in Lincoln.

Strengthening effective and timely communication and cooperation between the Office of International Education and the many academic and administrative offices on campus whose work is critical to the success of international programming.

Working with the University's financial staff to develop, monitor, and control a comprehensive international affairs operating budget. Additional funding for international programming will likely result from the University’s new strategic plan, but careful priorities will need to be developed.

Collaborating with the Student Affairs staff to promote a welcoming and supporting campus climate for international students and scholars and their families, mutually beneficial relationships between UNK’s domestic and international student populations, and proper consideration of international matters in departments such as residential life, advising, dining services, career services, and health care.

Collaborating with the University of Nebraska Foundation and with UNK’s Office of Development to assure that the institution’s international goals are appropriately represented in fund raising initiatives. Efforts to assist faculty and staff in securing external funding for international initiatives will also likely need to be increased.

Working with the Alumni Engagement office to create a more proactive and effective approach to international alumni relations.

Continuing and expanding upon the superb town-gown relations which exist between UNK and the City of Kearney, one aspect of which is the uniformly strong support for UNK’s international community by the City and by area businesses and not-for-profit organizations.

V. PROFESSIONAL QUALIFICATIONS AND PERSONAL ATTRIBUTES SOUGHT

UNK seeks an international leader who possesses both the vision and the professional expertise required to guide the University in establishing a more advanced international plan for its future. The individual appointed should offer a proven track record of previous experience in guiding an
institution of comparable or greater complexity to a higher level of excellence in international affairs. He or she should have previously led or supervised at least one, and preferably several, of the operating units the position will supervise. The new Assistant Vice Chancellor should understand the place of a leading regional campus within a large public University System, and be capable of both capitalizing on the resources offered to individual campuses by the System, and representing UNK and its needs effectively to the System’s leadership. He or she should be able to function as an astute and contributing member of key campus groups, such as the Senior Vice Chancellor’s staff and the Deans’ council.

The person appointed should have an abiding concern for the well-being of individual students and the professional development of faculty and staff, and be particularly committed to mentoring the staff of the international office. He or she should be able to offer a competitive and comparative perspective regarding the international issues UNK will need to consider, to contribute to an institutional strategic planning process, and to operationalize a philosophy of continual improvement. The individual appointed should be creative and proactive in communicating and “building bridges” with academic and administrative departments throughout the campus and with external constituencies as well. He or she should possess sufficient financial expertise to plan and strengthen the management of the international affairs budget, and offer experience in fund raising and external relations. The new Assistant Vice Chancellor should also be knowledgeable about international student recruitment and retention. Candidates should also be comfortable in living in a small city in rural Nebraska—though one that is culturally rich and proximate to several major metropolitan areas—and enjoy the highly collegial working environment which UNK offers. The Assistant Vice Chancellor should also be able to help promote useful synergies between programming for international students and domestic minority students.

The University believes that at least eight years of pertinent experience in leadership roles in international education is required to discharge the responsibilities of this appointment. Ideally, candidates will have lived and worked in one or more countries in addition to the United States, and have command of at least one language in addition to English. A terminal degree is preferred, but candidates without a doctorate, who present evidence of previous successful collaboration with faculty, deans, and student affairs staff in achieving significant institutional change, will also be seriously considered.

This is a full-time administrative position, but candidates who are suitably qualified can also be considered for a faculty appointment, if desired. UNK will also be pleased to consider a secondary appointment for a qualified spouse or partner, depending on institutional need, or to facilitate a spouse or partner search for a position with another area employer. Compensation for this position is competitive and dependent on qualifications, and UNK’s benefits program is generous.

VI. KEARNEY: THE “HEART OF NEBRASKA”

The City of Kearney is a county seat and recognized as “the heart of Nebraska.” Kearney is located on Interstate 80 with convenient highway access to Omaha, Lincoln, Denver, Kansas City, Des Moines, Wichita, and Cheyenne. Though a small city of about 32,000, Kearney is at the center of a seven-state region of some 20 million people. Kearney is located on the Mormon,
Oregon, and California Trails, the Pony Express Route, and the Lincoln Highway. UNK and Good Samaritan Hospital are the largest employers. Kearney is a virtually crime-free community and offers many attractions for family life. The City offers excellent public and private K-12 education, quality health care, affordable housing, and many cultural and recreational resources. Area attractions include the Classic Car Museum, the Crane River and Community Theaters, Pioneer Village, the Children’s Museum, a Symphony Orchestra, Performing Arts Center, Opera House, Audubon Center, the County Historical Society, and numerous restaurants and parks. Kearney Regional Airport connects directly to Denver, while those visiting campus from the east can fly into Lincoln or Omaha.

Town-gown relations between the City and the University are outstanding: one of many indications of the extraordinary collaboration which takes place is that the Honorable Stan Clouse, the Mayor of Kearney, serves on the search committee for the Assistant Vice Chancellor appointment, and is interested in working personally with the individual appointed to continue the development of Kearney’s sister cities program. Area organizations regard UNK as an invaluable resource to the community, and are especially supportive of the institution’s international population. There is a growing Hispanic population in Kearney: 20% of Kearney high school students are of Hispanic origin. Kearney is also consistently recognized as “one of the top wildlife watching spots in the world” and “the sandhill crane capital of the world”: every year during March and early April, wildlife enthusiasts congregate in Kearney to observe the magnificent sight of over 500,000 sandhill cranes migrating to the Platte River valley en route to completing their northward migration.

VII. THE APPLICATION PROCESS

The University is being assisted in this search by Strategic Consulting: The Wyly / Kellogg International Group, a national higher education consulting firm specializing in institutional strategy, international education, and searches for leadership positions.

Questions and nominations can be directed to Dr. Thomas J. Wyly [tomwyly@juno.com, 617-489-2673] or Dr. Earl D. Kellogg [earlkellogg@gmail.com, 217-621-3856].

To apply, please submit (i) a cv/résumé, (ii) a cover letter relating the applicant’s experience to the responsibilities involved, (iii) current salary and compensation expectations, and (iv) the names of at least three references to both Dr. Wyly and Dr. Kellogg at the email addresses provided above, preferably by August 15, 2014. Only electronic applications can be considered.

Referees will not be contacted without prior consultation with applicants, and candidate confidentiality will be scrupulously respected.

VIII. FOR FURTHER INFORMATION

Additional information about the University is available at http://www.unk.edu; about the University’s international in initiatives at http://www.unk.edu/international/index.php. Information about UNK’s human resource policies and benefits programs is available at http://www.unk.edu/offices/human_resources/index.php.
Additional information about the City of Kearney can be found at [http://www.cityofkearney.org/](http://www.cityofkearney.org/) and at [http://visitkearney.org/](http://visitkearney.org/). Interested parties can also contact Tom Wyly or Earl Kellogg at the phone numbers and emails addresses listed above in complete confidence.

**STRATEGIC CONSULTING:**
**THE WYLY/KELLOGG INTERNATIONAL GROUP**