



Provost & Executive Vice President for Academic Affairs

Grand Valley State University (Grand Valley) invites applications, expressions of interest, and nominations of candidates in its search for its next Provost & Executive Vice President (Provost) for Academic Affairs. Grand Valley seeks a collaborative, proven, and innovative leader who will bring bold, creative vision and operational expertise to the role.

Grand Valley's next Provost will be committed to academic excellence, supporting and recognizing faculty and staff, enhancing innovative delivery models and programs for all learners, advocating for Grand Valley's liberal education foundation and a teacher-scholar model, and effectively tying budgeting and resource allocation to planning efforts. The next Provost will foster relationships, build trust and transparency, and facilitate a robust shared governance model with faculty and staff to create an inclusive environment that supports professional growth and moves Grand Valley forward.

Serving as the chief academic officer, the Provost will have a powerful impact on the academic mission and direction of Grand Valley. The Provost will contribute to the work underway to craft and launch the university's new strategic plan, [Reach Higher 2025](#).

GRAND VALLEY STATE UNIVERSITY: AN OVERVIEW

[Grand Valley State University](#) is a strong and vibrant public university with a clear, deeply-held, unwavering commitment to students, faculty, staff, alumni, and the community. *U.S. News & World Report* ranks it the #1 public regional university in Michigan and among the strongest in the Midwest. Grand Valley provides the opportunities of a large, complex university while retaining the personal atmosphere of a small, liberal arts college.

Grand Valley was founded in 1960 in response to the need for a public, four-year college in Michigan's second-largest metropolitan region. Grand Valley's creation was driven by local community leaders who recognized the value a university would bring to the area's citizens and economy, leveraging public/private partnerships to make it happen. Since its first year, when there were 226 students and 14 faculty members, Grand Valley has continued a trajectory of growth to become a comprehensive university with over 20,000 undergraduates, approximately 3,000 graduate students, and nearly 131,000 alumni. Grand Valley boasts 1,528 full- and part-time faculty members and over 2,000 staff members. Grand Valley has attracted students from every county in Michigan, 46 states, and 75 countries with its focus on liberal education and its student success.

Grand Valley has full-service and interconnected campuses in Allendale and Grand Rapids as well as regional centers in Holland, Detroit, Muskegon, Battle Creek and Traverse City. With the Allendale Campus close to the shores of Lake Michigan and the downtown campuses in the heart of Grand Rapids, the university has experienced remarkable upward momentum during the last 20 years, including enrollment growth of more than 93 percent, substantial expansion of academic programs, and a four-million-square-foot expansion of facilities.

DEDICATION TO STUDENTS AND COMMUNITY

Grand Valley is dedicated to individual student success through excellent teaching, active scholarship, and public service. The university's liberal education foundation is inherent in all its undergraduate and graduate programs and emphasizes critical thinking, creative problem-solving, and cultural understanding, preparing students for life in a fast-changing world and acting as a talent engine for Michigan and beyond.

MISSION

Grand Valley State University educates students to shape their lives, their professions, and their societies. The university contributes to the enrichment of society through excellent teaching, active scholarship, and public service.

VISION

Grand Valley State University demonstrates its commitment to providing an inclusive learning environment where all students can explore new directions, find their niches, and develop skills for life and productive careers. Grand Valley is known for increasingly innovative and outstanding teaching, recognized scholarship, significant community engagement, and excellent stewardship of its resources. Our university inspires and equips students to be active life-long learners and global citizens. Grand Valley strives to be a model public university shaping leaders for success.

VALUE STATEMENT & STRATEGIC PLAN

At Grand Valley, the primary focus is on the success of students. To that end, the principles of liberal education permeate all programs and areas of study. This broad educational perspective provides students with the general knowledge and transferable skills to positively influence their communities, their professions, and the broader world.

The institution is characterized by and known for its superior student-centered teaching and learning. Students acquire new knowledge and explore its application through artistic expression, scholarly activity, and active engagement in a variety of communities – to students, Grand Valley is a big university with a small college feel.

Grand Valley's current mission, vision, and strategic outcomes (2016 - 2021) reflect the seven core values that define students, faculty, and staff members. These seven core values are: Excellence, Integrity, Inquiry, Inclusiveness, Community, Sustainability, and Innovation. The values provide a foundation and framework for all of Grand Valley's decision-making processes. Grand Valley uses them as a touchstone

in developing the strategies and tactics that lead to the attainment of the institutional outcomes and strategic priority areas and objectives of the strategic plan. Grand Valley translates its values into actions institution-wide; they are reflected in the policies, practices, and assessments they implement every day. The [Reach Higher 2025](#) Strategic Planning is currently underway, working to renew, refresh and revise Grand Valley's commitments to students and the Grand Valley community.

ACADEMICS

Grand Valley's approach to teaching and learning integrates liberal and professional education in both disciplinary and interdisciplinary ways and is directly relevant to shaping the world's learners. It emphasizes critical thinking, creative problem-solving, and cultural understanding. It also fosters a commitment to economic, social, and environmental sustainability and inclusive campus that values and celebrates diversity, inclusion and equity. The average class size at Grand Valley is 26, allowing for one-on-one interaction between professors and students. Grand Valley faculty members love to teach, and they believe that research mentoring is one of the greatest forms of teaching. Through active, engaged scholarship in student-directed projects, faculty members inspire students' passion for learning, self-discovery, and integrating academics with professional work, thus creating a more personal, interactive, and meaningful learning experience for students. The vast majority of classes are taught by faculty members, not teaching assistants or graduate assistants, ensuring first-rate learning opportunities. Grand Valley students have the opportunity to choose from over [96 undergraduate and 46 graduate degree programs](#) offered in seven colleges.

See all academic programs at <https://www.gvsu.edu/acad-index.htm>.

ACADEMIC UNITS

- [Brooks College of Interdisciplinary Studies](#)
- [College of Education and Community Innovation](#)
- [College of Health Professions](#)
- [College of Liberal Arts and Sciences](#)
- [Kirkhof College of Nursing](#)
- [The Padnos College of Engineering and Computing](#)
- [Seidman College of Business](#)
- [University Libraries](#)

ACCREDITATION

Grand Valley is accredited by the Higher Learning Commission (HLC), and underwent a successful comprehensive evaluation in November 2018. The HLC is a regional accreditation agency that accredits degree-granting institutions of higher education that are based in a [19-state region](#) of the United States.

In addition to its accreditation, Grand Valley receives numerous awards and recognition for its outstanding service to its students and community. For recent awards and recognition, please click here: <https://www.gvsu.edu/identity/awards-and-recognitions-35.htm>

FACULTY

Grand Valley's 1,528 non-unionized faculty members are teacher-scholars committed to teaching excellence and strong community partnerships. They involve their students in their own research, creative expression, and service. Grand Valley faculty serve as learners' guides, commit their expertise, and enrich the learner network through an active community valuing the development and exchange of knowledge, ideas, and expressions. At this time, Grand Valley has no aspirations to change this successful model and pursue a Research-1 classification.

As research mentors, faculty members introduce undergraduate students to an inquiry within the disciplines and support their growth as scholars. Faculty enjoy Grand Valley's commitment to providing an inclusive learning environment in which all students can explore new directions, find their niches, and develop skills for active careers and lifelong learning.

STUDENT LIFE

Grand Valley enrolled more than 23,000 students from 46 states and 75 countries in Fall 2020. Women make up 62 percent, and students from underrepresented backgrounds comprise 17 percent of the university's student population, including 350 international students that call Grand Valley home. First-generation students account for 38 percent of Grand Valley's enrollment and 31 percent of students are Pell grant eligible.

In support of liberal education, [study abroad](#) experiences are encouraged for all students, and Grand Valley offers over 4,000 international opportunities. The university ranked 9th nationwide for study abroad participation in 2017, when over 800 students participated. Additionally, the Padnos International Center at Grand Valley was awarded the Excellence in Diversity & Inclusion in International Education award from *Diversity Abroad* for its successes in increasing diversity in study abroad.

On campus, students stay busy with championship NCAA Division II athletics, vast recreational opportunities, intramural and club sports options, performing and fine arts exhibitions and performances, and a wide variety of regular and special events throughout the year. Grand Valley offers and supports over [300 student organizations](#), clubs, and groups, including 41 service and advocacy groups and 30 Greek fraternities and sororities.

VARSITY ATHLETICS

[Grand Valley has 25 varsity NCAA Division II men's and women's athletic teams](#). Laker teams have won 20 national championships in seven men's and women's sports. Individually, Grand Valley teams have won 95 national championships. Grand Valley has won the NACDA Learfield Directors' Cup, awarded to the best overall athletic department in NCAA Division II, 12 times since 2003- 2004. Grand Valley has won more Directors' Cups than all other NCAA Division II schools combined.

Grand Valley competes in the Great Lakes Intercollegiate Athletic Conference (GLIAC). The university has won the GLIAC Presidents' Trophy for the best overall finish in GLIAC-sponsored sports every year since 1999-2000, and 24 times overall, more than any other GLIAC school.

Lubbers Stadium is home to the perennial powerhouse Lakers football team and regularly draws well over its 10,444-person official capacity, often topping 15,000 or more fans for each game. The Kelly Family Sports Center, named after former Grand Valley football coach Brian Kelly and his family, is a 138,000-square-foot turf field that includes a six-lane 300-meter track, classrooms, and bleacher seating and provides additional opportunities for students, teams, and academic programs.

CLUB SPORTS

Housed within the Division of Student Affairs' Recreation and Wellness department, Grand Valley offers over 50 club sports ranging from recreational to highly competitive. In fact, the Club Sport program also has a reputation of excellence with over 30 [national championships](#) and many more runners-up.

INCLUSION AND EQUITY

Grand Valley intends to be a national model for the creation of transformative equity and a robust sense of belonging in higher education. By implementing and innovating evidence-based best practices and responding to regional and national trends, Grand Valley seeks to contribute to the local and national discourse embracing its role as a leader in impatiently advancing equity. Grand Valley strives to ensure its community serves as a catalyst towards a more just and sustainable world -- both on campuses and beyond. All members of the community are expected to work to eliminate disparities and obstacles for student success, especially those that have historically been along lines of race, gender, class, and social structures.

The Provost partners with the Division of Inclusion and Equity (I&E), Division of Enrollment Development and Education Outreach (EDEO), and Division of Student Affairs (DSA) to advance Grand Valley's social justice framework for equity and inclusion. Grand Valley's commitment to education equity embeds responsibility across the university. It is expected that all functions and services within Academic Affairs will maintain an equity-minded foundation and be evaluated against related university outcomes.

In 2020, President Mantella formed [a Network of Advisors for Racial Equity](#) with representatives from faculty, staff, students, alumni, and senior administrators. The Network meets regularly to advance Grand Valley's Charge for Racial Equity and Inclusion, implementing actions to advance the [15-Point Charge for Racial Equity](#). I&E, and this network, has thus far created a focus for Grand Valley's work on inclusion and equity by committing to four areas: [Access, Success & Equity; Inclusive Campus Culture; Teaching & Learning; Organizational & Leadership Development](#). Academic Affairs will be an important leader in advancing these commitments in its hiring and retention of faculty and staff, maintaining healthy classroom and working environments, and ensuring all learners are served in ways that honor their diverse identities, and more.

ALUMNI

Grand Valley has over 130,000 alumni making a difference across the state, throughout the country, and around the world in fields as diverse and important as one would expect from a major regional university. Grand Valley alumni support current students and the university by providing internships, job opportunities, mentorships, and financial gifts and by being ambassadors for their alma mater.

Being a member of the Grand Valley Alumni Association is a free and automatic benefit of being a Grand Valley graduate. Thousands of alumni are actively involved through participation in events, clubs, chapters, volunteer opportunities, or membership on the Alumni Association Board or Young Alumni Council.

LOCATION

West Michigan is a great place to live and Grand Valley helps drive the region's and entire state's economic growth. West Michigan is a national leader in manufacturing, health care, and agriculture. The region also offers innovative careers in IT, finance, supply chain, marketing, construction, HR, and engineering. The Grand Valley community is helping advance all of these industries.

Grand Rapids, Michigan's second-largest city, offers all the amenities of a big city with a small-town feel. Allendale is located 25 minutes from the shores of Lake Michigan with its many beautiful beaches, lakeshore communities, and state and county parks.

The area offers outdoor recreation, arts and music, shopping, diverse museums and galleries, outstanding trail systems, professional and college sports, festivals, and famous craft breweries. Thousands attend ArtPrize, the world's largest open, independently organized international art competition, annually in Grand Rapids. A recent survey by *The Art Newspaper* showed Grand Rapids is on the list of the "most cultured" cities in the country, with people flocking to museums and other cultural attractions.

CAMPUSES

Grand Valley has full-service campuses in Allendale and Grand Rapids as well as regional centers in Holland, Detroit, Muskegon, Battle Creek, and Traverse City.

The largely residential main campus in Allendale is located along the Grand River on 1,322 acres of beautifully wooded ravines. It incorporates a complete college experience, including the Mary Idema Pew Library Learning and Information Commons, the intellectual heart of campus and a national model for 21st century learning.

Just 15 miles to the east of Allendale, the Robert C. Pew Grand Rapids Campus and the Health Campus are located in the heart of downtown. They provide an important link to the business, health, and cultural communities of Michigan's second-largest city.

Grand Valley is the region's leading provider of nursing and health professionals. This commitment is demonstrated with facilities centrally located near major hospitals and medical research centers on the Grand Rapids Medical Mile.

WGVU TV and WGVU AM and FM, licensed to Grand Valley, are in the top 40 national media markets, affiliated with PBS and NPR. The stations operate from the Meijer Public Broadcast Center in Grand Rapids. The stations provide learning opportunities for students and are a valuable public service.

Grand Valley is part of a public transportation partnership that provides nearly 3 million rides between the two main campuses to faculty, staff, and students at no cost to them. The federally funded Laker Line began operating in 2020. It is faster, bigger, and more comfortable than the prior bus system and will create a more robust rapid transit network in the greater Grand Rapids community.

Grand Valley can house 6,400 students in a variety of on-campus living options in some of the newest housing in the state. Students may also choose to live in a number of living- learning communities built upon a specific theme, major, or area of interest.

[To view a video of the campus, click here.](#)

LEADERSHIP-PRESIDENT PHILOMENA V. MANTELLA

President Philomena V. Mantella began her tenure at Grand Valley in 2019. Her entrepreneurial disposition and her drive to expand access to the university quickly became evident. Mantella is the fifth president of Grand Valley, and she brings more than three decades of higher education experience to her role. She not only leads where she is, she develops transformational collaborations with other institutions. She strategically designs these partnerships to improve pathways for diverse learners across their lifetimes and to provide enterprises with talent. Collaborations across unique sectors mark her leadership style and her vision for education, and the role it plays in the health of communities. She is committed to ensuring institutional integrity and building consensus for the mission and the noble cause of education.

Mantella has worked at public and private institutions in New York, New Jersey, Michigan and Massachusetts. She has a Ph.D. in college and university administration from Michigan State University and master's and bachelor's degrees from Syracuse University. Immediately prior to joining Grand Valley, she spent 18 years at Northeastern University as senior vice president of Enrollment and Student Life and the chief executive officer of the Lifelong Learning Network.

THE ROLE OF PROVOST & EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

The Provost serves as the chief academic officer of the university, advocating for academic programs and faculty/staff while providing academic and administrative leadership to achieve the highest standards of excellence in teaching, scholarship, creative activity, and public and professional service. The Provost leads more than 1,528 full and part-time faculty members across 7 colleges, the Office of Graduate and Lifetime Learning, and two centers, the Pew Faculty Teaching and Learning Center and the Center for Scholarly and Creative Excellence. The Provost is responsible for the formulation and implementation of all academic plans, priorities, and innovations. Serving as a principal advisor to the President, the Provost may be called upon by the President to represent the university administration at key functions. The Provost reports directly to the President and serves as a member of the President's Senior Leadership Team thus contributing to all parts of the university's mission as an enterprise leader.

An organization chart is available [here](#).

OPPORTUNITIES & CHALLENGES

In addition to the above responsibilities, the Provost will have the opportunity to address the following priorities:

Evolve and implement the new strategic plan, Reach Higher 2025. The next Provost will arrive at a transformational time working closely with administrative and faculty leaders across Grand Valley to coordinate and bring to life the academic initiatives prioritized by [Reach Higher 2025](#). A critical activity will entail tethering initiatives to current and future resources. The Provost will represent and advocate for academic priorities and aspirations with the senior leadership team and all collaborative partners throughout the Grand Valley community. In all of these interactions, the Provost must be an articulate, persuasive, and engaging presence, able to lead the university through a time of change and continuous improvement.

Innovate and evolve while respecting the institutional culture. Grand Valley is rooted in a strong liberal education tradition. The next Provost will understand Grand Valley's teacher-scholar model and support Grand Valley's identity as a liberal education educational institution and will tirelessly advocate for this mission. As the landscape of higher education shifts, the Provost will need to collaborate and partner with the academic deans and faculty on how to build on its liberal education tradition while innovating to expand Grand Valley's academic offerings and address the needs of its growing population of non-traditional learners.

Promote a culture of shared governance. The Provost must have a commitment to shared governance and be a consistent and vocal advocate for faculty and staff, supporting the faculty's creative endeavors, teaching, research, mentoring and service. They will work to promote a culture of transparency and collaboration across all constituencies by building consensus and trust in policy decisions that will advance institutional priorities. The Provost will offer decisive management after seeking input and valuing contributions from the campus community and will communicate a clear sense of direction, then empower Grand Valley community members to advance institutional priorities that will serve the larger vision and goals.

Inspire, support, and collaborate with the Deans and Academic Leadership. The Provost will serve as a cooperative and supportive partner to the deans in further integrating their efforts and encouraging synergies and partnerships across disciplines and colleges— while also allowing each academic unit the autonomy to create compelling opportunities and define success. The Provost will clearly outline the integrated role the deans play in advancing Grand Valley's agenda and will work with the deans to define clear goals surrounding enrollments, fundraising, and curriculum that will contribute to the university's success. They will ensure alignment between the academic units and the university by providing collaborative and transparent leadership on educational, organizational, resource management, fundraising, and leadership agendas.

Champion Grand Valley's commitments to diversity, equity, inclusion (DEI). Bolstered by Grand Valley's commitment and support of campus-wide DEI strategic work, the Provost will play a central role in signaling to the University community the ongoing importance of efforts to diversify the faculty, staff, and student body and to foster an equitable and inclusive culture where people

experience belonging. Priorities include the recruitment and retention of diverse faculty, supporting an inclusive community, and promoting the importance of cultural understanding and a global perspective. Moreover, the Provost will strive to ensure that the educational enterprise reflects a culture in which widely diverse values, experiences, and ideas are welcomed and viewed as essential. These are crucial tasks for all institutions of higher learning, and it is important that the Provost possess the skills, passion, and commitment to advance these efforts at Grand Valley.

DESIRED ATTRIBUTES & QUALIFICATIONS

Grand Valley seeks a Provost with deep and broad academic and administrative experience in a complex setting and a record of significant and progressive leadership experience appropriate to this role. A terminal degree from a regionally accredited institution of higher education is required. The Provost and Executive Vice President must possess a clear understanding and commitment to the role of shared governance. They must have a record of developing and sustaining innovation and a demonstrated commitment to diversity, equity and inclusion.

The ideal candidate will also demonstrate many of the following experiences and characteristics:

- An effective collaborator with faculty, staff, students, administrators, and others throughout the university and community;
- A clear understanding of the role of shared governance and ability to partner with faculty leadership;
- Capacity to effectively supervise units within the Academic Affairs division and oversee all academic personnel, including supervision and evaluation of deans and other direct reports;
- Promotion of innovative, equitable, and inclusive advancements in educational pedagogies, methodologies, and technologies and support teaching and learning approaches that achieve academic excellence and student success;
- Foster and support scholarship, research, and grant writing;
- Provide leadership for faculty recruitment, retention, professional development, evaluation, promotion, and compensation in cooperation with the deans and President;
- Support the development and implementation of the colleges long-range academic and strategic planning;
- Demonstrate a history of using and understanding the value and limitations of data in decision-making to assess the effectiveness of academic programs, services, and key performance indicators especially when setting budget priorities. Furthermore, in collaboration with deans, unit heads and faculty, make modifications when necessary;

- Identify, evaluate, develop, and support the implementation of new programs and services and evaluate and review existing programs to enhance the overall effectiveness and financial strength of the university;
- Substantial administrative experience in academic budgeting and financial planning, including leading revenue-enhancing and cost-saving initiatives;
- Foster and support an inclusive and equitable campus environment for all;
- Maintain knowledge of current and emerging findings, trends, issues, pedagogical approaches, challenges, technology, insights, and priorities in the field of higher education;
- Represent the university to, and partner with, external stakeholders including state and federal governmental agencies, state and national legislative representatives, private sector business leaders, community leaders, alumni, and the public at large;
- Develop, supervise, initiate, and implement projects, programs, and/or assignments for the President;
- An academic leader who has achieved tenure or equivalent is required and full professorship is strongly preferred;

A successful candidate should also address opportunities to elevate leadership as:

- a strategic and visionary leader with a proven ability to articulate a clear and coherent plan, implement the plan, and unify constituents behind it;
- an accomplished leader, with a strong commitment to public education, who is knowledgeable about key issues affecting large, public, comprehensive, multi-campus institutions;
- an inclusive and equitable leader with a deep understanding of and respect for the university's commitment to a strong culture of shared governance;
- distinguished teacher-scholar and an appreciation for excellence in academic pursuits, including teaching and scholarship at both the undergraduate and graduate levels;
- a successful academic leader with experience as unit head, Dean or in another administrative role managing personnel, curriculum, and financial resources, including strategic allocation and prioritization of existing resources;
- equitable, inclusive, and student-centered approaches to academic affairs;
- an entrepreneurial person with financial acumen who will aid the university in matching aspirations with finite resources while thinking creatively about growth opportunities;
- an evidence-driven planner with experience in assessment and outcomes measurements as well as accreditation efforts;

- student-centered with a strong knowledge of student recruitment, retention, and the issues that affect students' success both inside and outside the classroom, especially accessibility and affordability;
- transparent and pragmatic decision-maker who builds consensus, prioritizes well, delegates and communicates decisions with promptness and care, and can make hard decisions when necessary;
- engaged citizen who embraces the character of the university's surrounding community and will value the quality of life in West Michigan;
- understanding of the importance of being accessible, open, honest, and have the ability to make all feel that they are valued contributors to the life of the university;
- an energetic, optimistic, resilient leader with good humor who will provide respected, long-term leadership; and
- an empathetic personal style that balances confidence with humility.

PROCESS OF CANDIDACY

The search committee for the Grand Valley Provost will begin accepting nominations and reviewing applications immediately. Requested application materials include a letter of interest, curriculum vitae, and a professional reference list. References will not be called without explicit permission. Although applications will be welcomed until a new Provost is selected, for best consideration, all candidates should submit materials by November 1st, 2021 to the following address: GVSUProvost@storbecksearch.com.

For more information about Grand Valley State University, please visit www.gvsu.edu.

Grand Valley is assisted in this search by [Storbeck Search](#). For additional information, please contact:



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As adopted by the Board of Trustees, in [GVSU Board of Trustees Policy 1.4](#). Grand Valley State University is committed to inclusion and equity, and strives to establish a climate that welcomes and affirms the contributions of all students and employees. The university is guided by values for inclusiveness and community which are integral to our mission to educate students to shape their lives, their professions, and their societies, and to enrich the community through excellent teaching, active scholarship, and public service. The university strives to provide all members of its community an inclusive environment and equitable opportunities for success. The university is also committed to maintaining a climate conducive to an educational, living, and employment environment that is free from unlawful acts of harassment and discrimination, as well as those defined by this policy. All members of the community are expected to conduct themselves in a manner that does not infringe upon the rights of others. It is neither the purpose nor intent of this policy to infringe on the First Amendment or academic freedom as defined by the university. The university is an affirmative action, equal opportunity institution, consistent with its obligations as a federal contractor. It encourages diversity and provides equal opportunity in

education, employment, all of its programs, and the use of its facilities. It is committed to protecting the constitutional and statutory civil rights of persons connected with the university. Members of the University community, including students, employees, faculty, staff, administrators, Board members, consultants, vendors, others engaged to do business with the university, candidates for employment or admissions, and visitors or guests have the right to be free from acts of harassment and discrimination, including sexual misconduct, as defined by this policy. In accordance with applicable federal and state law and this policy, acts of discrimination or harassment by members of the campus community are prohibited if they discriminate or harass on the basis of age, color, disability, familial status, height, marital status, national origin, political affiliation, race, religion, sex/gender (including gender identity and expression), sexual orientation, veteran or active-duty military status or weight. This includes inappropriate limitation of, access to, or participation in educational, employment, athletic, social, cultural, or other university programs and activities. The university will provide reasonable accommodations to qualified individuals with disabilities. Limitations are lawful if they are: directly related to a legitimate university purpose, required by law, or lawfully required by a grant or contract between the university and the state or federal government. For the purposes of this policy, sex-/gender-based harassment includes sexual misconduct, sexual assault, interpersonal or relationship violence, and stalking. See www.gvsu.edu/affirmative. [Include the following for job advertisements:] TDD Callers: Call Michigan Relay Center at 711 (in State) or 1-800-833-7833 (out of State).