

# **KANSAS STATE** **UNIVERSITY**

## **Provost and Executive Vice President Position Profile**



Kansas State University, a distinguished public university renowned for the excellence of its faculty, students, staff, academic programs, and research, invites applications and nominations for the position of Provost and Executive Vice President. K-State seeks a bold and innovative leader to work alongside the President and other University administrators to help guide the institution through the next phase of growth and to build upon a great legacy.

### **The University**

With an enrollment of nearly 23,000, K-State is America's first designated operational land-grant university and consistently ranks among America's best-value institutions, with an overall annual budget exceeding \$900 million. K-State offers an exceptional student experience complete with a wide variety of academic choices, hands-on research opportunities, and extracurricular activities that foster friendship,

involvement and community. A university-wide commitment to putting students first has attracted scholars from all 50 states and more than 90 countries who pursue degrees in more than 250 undergraduate majors and options, 65 masters programs, 45 doctoral programs, and 22 graduate certificates in nine academic colleges. In addition to the high-quality academic environment, K-State offers its students diverse and abundant co-curricular offerings, including competing in the Big 12 athletic conference.

K-State is designated as a Doctoral University: Highest Research Activity and in FY2017 total research expenditures approached \$200 million, of which more than half were through competitive extramural awards. In addition, K-State is recognized as a Carnegie Engaged University. The main K-State campus is located in Manhattan, Kansas, a classic college town known as the "Little Apple" for its vibrant atmosphere and exceptional quality of life. The University's unmatched level of town-gown collaboration has served as an aspirational model that other university communities have sought to emulate. Colleges and academic units at Kansas State University include the College of Agriculture; College of Architecture, Planning, and Design; College of Arts and Sciences; College of Business Administration; College of Education; College of Engineering; College of Human Ecology; College of Veterinary Medicine; Staley School of Leadership Studies; Graduate School; Libraries; K-State Polytechnic; K-State Olathe; and the K-State Global Campus.

The K-State Polytechnic campus provides a professional learning environment built on theory, research, and industry application, all within a small campus atmosphere located in Salina, Kansas. It is nationally known for high quality programs, such as its Unmanned Aircraft Systems program and the Professional Pilot program, which boasts more Master Certified Flight Instructors than any other institution in the U.S. The K-State Olathe innovation campus serves as an academic research portal in the Kansas City Bioscience Park, providing 10 graduate degree programs, including a Professional Science Master's in Applied Science & Technology. The K-State Global Campus is a campus without borders, offering more than 70 online programs and serving students in all 50 states and more than 40 countries.

Over the past eight years, the Provost has partnered with academic leadership to develop the current university strategic plan, Vision 2025, and engaged the academic units in their planning efforts to create college and departmental plans that are advancing the university's goal of becoming a Top 50 public research university. She has led the creation and implementation of the university budget committee, promoted our international programs and the creation of key partnerships including the Confucius Institute and K-State in Italy, and she championed the University Engineering Initiative Act, a state-funded expansion of the engineering programs and a new building for the college of engineering. Under her leadership, new academic facilities for teaching and scholarship were built for the school of leadership studies, the college of business, and the college of architecture, planning, and design. Dr. Mason led the

expansion of the K-State academic brand in the Kansas City area with the creation of a new campus, K-State Olathe, and the refocusing and re-naming of the campus in Salina, K-State Polytechnic. The next Provost will have an opportunity to build on these successes and leverage our K-State Points of Pride.

### **Points of Pride**

Some of Kansas State University's recent accomplishments, initiatives, and successes include:

- K-State is ranked first nationally among public universities in the number of Rhodes, Marshall, Truman, Goldwater, and Udall scholars in the last two decades.
- The percentage of alumni who belong to the K-State Alumni Association is among the highest in the nation.
- K-State is one of only five universities in 2017 to have all three of its grant proposals to the NSF Major Research Instruction program selected for funding, These grants are worth more than \$2.5 million.
- The College of Agriculture ranks in the top five best colleges in the nation for agricultural sciences and is home to four global Feed the Future laboratories.
- The KSU Foundation recently announced that the University received \$152.6 million in gifts and contributions for FY2017, the second highest in University history.
- Campus Pride, the leading national educational organization for LGBTQ and ally college students and campus groups, has included the university on its list of the Top 25 schools in the nation for LGBTQ inclusion in policies, programs and practice.
- Kansas State University's research and engagement efforts have been recognized with the Innovation and Economic Prosperity designation and the Innovation award from the Association of Public and Land-grant Universities.
- Manhattan, Kansas is proud to be home of the new \$1.25 billion federal National Bio and Agro-defense Facility (NBAF), developed by the U.S. Department of Homeland Security as the foremost animal disease research facility, which will be a biosafety level-4 laboratory and will replace the aging Plum Island Animal Disease Center in New York. NBAF is expected to be operational by 2022-2023. To learn more about the NBAF, please visit: <https://www.k-state.edu/nbaf/>

### **Position Summary**

Reporting to the President, the Provost/EVP serves as the University's Chief Academic Officer, and serves as the Chief Executive Officer of the University in the absence of the President. The Provost/EVP will partner with the President and his leadership team on the design and implementation of the University's strategic and operation activities, with primary responsibility for providing positive and effective leadership for the University's academic endeavors and shaping the academic culture of K-State. In addition, the Provost/EVP will serve on the Council of Chief Academic Officers of the Kansas Board of Regents and lead the Deans' Council.

The Provost/EVP is responsible for the following:

- providing strategic oversight for academic planning, resource allocation, and innovation in all academic programs;
- ensuring excellence and relevance in the design of the curriculum and the quality of teaching and learning;
- providing global perspective and strategic direction that enables the Deans and academic unit heads to create and successfully manage operating budgets;
- providing strategic vision to further enhance the quality of the student experience;
- continuing to increase the standards of excellence of the undergraduate and graduate students at K-State;
- providing leadership through effective processes and programs that support the Deans and departments on faculty hiring, evaluation, and promotion and tenure.

Additionally, in partnership with the Vice President for Research, the Provost/EVP promotes the development of the University's robust research programs, and champions the highest academic standards in faculty appointments and research contributions.

The Provost/EVP will work closely in concert with the Faculty Senate on issues of university governance and will be expected to promote a bold vision for the University. The Provost/EVP must also provide an unwavering commitment to developing creative strategies for enhancing the diversity of the faculty, staff, and student body and creating a welcoming, inclusive, and supportive environment for all members of the K-State community.

The Provost/EVP's direct reports include:

- Senior Vice Provost for Academic Affairs
- Vice Provost for Undergraduate Studies
- Associate Provost for Institutional Effectiveness
- Associate Provost for International Programs
- Deans of the following units:
  - College of Agriculture
  - College of Architecture, Planning, and Design
  - College of Arts and Sciences
  - College of Business Administration
  - College of Education
  - College of Engineering
  - College of Human Ecology
  - College of Veterinary Medicine
  - Graduate School
  - Libraries
  - K-State Polytechnic
  - K-State Olathe
  - K-State Global Campus
- Director, Engagement and Community Development
- Director, Staley School of Leadership Studies
- Special Assistant to the Provost

- Executive Assistant

Additional information may be found at: <http://www.k-state.edu/pa/provost>.

### **Opportunities and Challenges**

The new Provost/EVP will be expected to provide strong leadership and direction for the following priorities:

- **Advancing a Bold Vision for K-State** – The Provost/EVP will have the opportunity to work closely with the President to harness the momentum generated by K-State’s 2025 Strategic Plan. Candidates for the position should be comfortable with the framework of the Strategic Plan and the steps taken thus far towards being recognized as one of the nation’s Top 50 Public Research Universities. The Provost/EVP will have the ability to further the narrative on how the various aspects of the plan are interrelated and how to best take advantage of the University’s assets, infrastructure, and intellectual and fiscal resources. By engaging the faculty, senior leadership, and the entire university community, the Provost/EVP will be able to identify new areas of emphases and additional strategies for accomplishing the University’s goals.
- **Building Excellence in Academic Leadership, Faculty, and Academic Programs and Curriculum** – The Provost/EVP will have the opportunity to shape the academic leadership and faculty profile to reflect excellence in the three-pillars of the land-grant mission. The Provost/EVP will lead efforts to develop and strengthen faculty, staff, curriculum, and university-wide academic priorities that exist outside the college structures.
- **Promoting Enrollment Management and Student Success** - Student success is central to the University’s mission and vision. Therefore, the Provost/EVP will work with the Vice President for Student Affairs and other members of the President’s Cabinet to create a comprehensive enrollment strategy focused on sustainable enrollment growth, improving undergraduate and graduate retention rates, increasing academic support services, and developing new methods of assessing student learning outcomes.
- **Enhancing Research Productivity and Faculty Development** – K-State aspires to grow as a national leader in cutting-edge research, development, and discovery, as well as scholarly and creative activity. The creation of new federal infrastructure, such as the National Bio and Agro-defense Facility (NBAF), presents new opportunities for strategic research development and collaboration across all fields and disciplines. In alignment with the University’s aspirations of becoming a Top 50 Public Research University by 2025, the Provost/EVP will partner with the Vice President for Research to devise policies and procedures that promote innovation and to create initiatives in support of faculty development.
- **Reaffirming K-State’s Commitment to Diversity, Equity, and Inclusion** – The Provost/EVP will provide leadership in maintaining an inclusive campus environment that adheres to the University’s policy prohibiting discrimination. The Provost/EVP will collaborate with Human Capital Services and the Chief

Diversity and Inclusion Officer to enhance recruitment and retention of faculty from all backgrounds. Moreover, the Provost/EVP will have the opportunity to support increased collaboration between academic and student affairs to promote inclusive excellence at all levels of the institution.

- **Modernizing the University Budget Model** – In collaboration with University leadership, the Provost/EVP will have the extraordinary opportunity to implement a budget model aligned with the goals of enrollment management and student success as well as our strategic priorities; a model that will foster an environment of entrepreneurialism, increasing accountability, and preserves the land-grant mission.

## Candidate Qualifications and Characteristics

### Required Qualifications

Successful candidates for the Provost/EVP position will possess the following:

- A professional record that demonstrates the highest personal integrity.
- An earned doctorate or other terminal degree from an accredited institution.
- A record of outstanding scholarship and superior University-level teaching, research, or extension experience, meriting an appointment of full professor with tenure in one of K-State's academic departments.
- Demonstrated success in planning, leading, and managing projects, groups, or organizations of similar size and complexity to Kansas State University. In particular, a record of bringing ideas and visions to fruition, working with and supervising others, organizing and prioritizing work, working effectively with colleagues across colleges and other senior university leadership, listening to other's inputs, and making decisive, difficult decisions when necessary.
- Demonstrated success developing and managing significant and complex budgets and financial projections.
- Demonstrated creativity and leadership in developing external resources, including such activities as fundraising, grant development, partnership development, community engagement, working with alumni and friends of the institution, and constituency building.
- Demonstrated success in an academic administrative position in higher education that includes: team building and collaboration, experience in a broad range of academic disciplines, transparency in decision-making, respect for the opinions of others, and the exercise of creativity, vision, and entrepreneurial spirit in developing and achieving goals.
- Demonstrated experience working in a shared governance environment.
- Demonstrated experience and appreciation for the various facets of diversity, equity and inclusion in a university setting.
- Demonstrated understanding of issues related to student success, strategic enrollment management, and academic advising.

- Commitment, passion and an understanding of the breadth and scope of the land-grant mission.
- Successful experience leading and executing strategic planning; substantive and decisive evaluation of academic programs, learning outcomes, assessment methodologies and accreditation standards; developing new academic programs, including interdisciplinary programs; and the application of new technologies.
- A record of serving as a highly motivated, approachable leader and team player who possesses a tremendous level of energy, is decisive and willing to take risks, and who functions effectively in a fast-paced environment.
- This position requires that the candidate hold or be able to secure a Top Secret security clearance. In the interim, this position is Security Sensitive and employment is contingent upon passing a criminal background investigation, based on University policy.

### **Preferred Qualifications:**

In addition to the required qualifications, the strongest candidates for the Provost/EVP position will also have:

- Familiarity with the legal issues impacting academic institutions.
- Familiarity with a wide array of funding models.
- Experience with and an understanding of the role of libraries, online and distance education, information technology support, and emerging technologies.
- Experience with coordinating and developing initiatives related to academic and/or professional/career advising.
- Experience with multiple campus institutions.
- Experience working with a Chief Diversity Officer or equivalent position at the college or university level.
- Interest and ability to grow international engagement and a desire to create and support partnerships with academic programs at universities worldwide.
- A record that demonstrates an astute connection to the local, regional and national higher education community and an understanding of the current economic and political realities that impact colleges and universities.
- Familiarity with current research and emerging trends in public higher education as well as an involvement with national professional societies and organizations.
- A current Top Secret security clearance.

### **Procedure for Candidacy**

#### **Application / Nomination Process**

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applications submitted as a single PDF file should include: (1) a letter of interest that summarizes the candidate's qualifications; (2) a current curriculum vitae; (3) a 2-3 page resume;

and (4) three references with complete contact information and a description of the candidate's relationship with each. Nominations are encouraged and should include the contact information of the nominee. All nominations and applications will be handled in confidence.

Applications, letters of nomination, and inquiries should be submitted electronically to:



executive search consultants

Alberto Pimentel, Managing Partner  
Email: [apsearch@storbeckpimentel.com](mailto:apsearch@storbeckpimentel.com)

or

Navid Nakai, Senior Associate  
Email: [n.nakai@storbeckpimentel.com](mailto:n.nakai@storbeckpimentel.com)

Refer to code "**KSTATE - Provost/EVP**" in subject line

Storbeck/Pimentel & Associates  
6512 Painter Avenue  
Whittier, CA 90601  
562-360-1353 (FAX)

*In accordance with Kansas Board of Regents policy, a successful pre-employment criminal background check is required for the final candidate.*

*Kansas State University is an Equal Opportunity Employer of individuals with disabilities and protected veterans and actively seeks diversity among its employees.*