# Associate Vice Provost for Academic Innovation

Kansas State University (K-State) is a comprehensive research, land-grant institution serving students, learners, and the people of Kansas, the nation and the world. Located in Manhattan, Kansas, the mission of K-State is to foster excellent teaching, research and service that develop a highly skilled and educated citizenry necessary to advancing the wellbeing of Kansas, the nation and the international community. The university embraces diversity, encourages engagement and is committed to the discovery of knowledge, the education of undergraduate and graduate students and improvement in the quality of life and standard of living of those we serve.

In September 2023, the university launched Next-Gen K-State, a new university strategic plan designed to build on prior planning efforts and core institutional assets, charting a bold future for leading the nation as a next-generation land-grant university. One of the key areas of focus for this plan involves accelerating academic innovation to meet the needs of students and lifelong learners, with supporting strategies and related strategic imperatives throughout the plan. As part of this focus, K-State has reimagined its approach to teaching across all modalities with an emphasis on aligning academic programs and services with the needs of learners, the communities they serve, and future employers. This role is instrumental in guiding the continual evolution of how K-State serves all learners, drives innovation in faculty practices, and aligns programs to meet learner and industry and community needs.

**Job Purpose**

K-State is seeking an experienced leader to fill the inaugural role of Associate Vice Provost for Academic Innovation. Reporting directly to the Vice Provost for Academic Innovation and Academic Affairs, this position serves a pivotal role in coordinating and advancing academic innovation efforts across the university.

The Associate Vice Provost for Academic Innovation drives strategic initiatives aligned with the K-State Next Gen plan, specifically focusing on expanding access and opportunity through the development of innovative programs across all modalities. This role champions learner-centered education by leading the university's digital learning and curriculum design efforts, ensuring a flexible and responsive educational ecosystem for all types of learners. In support of future-focused discovery and innovation, this position cultivates a university-wide structure for credit, noncredit, and continuing education, fostering lifelong learning. Furthermore, by overseeing the university's market research function, this role ensures strategic enrollment growth and program alignment with evolving market demands, positioning K-State as a leader in innovative and sustainable education. This position is pivotal in integrating teaching, learning, technology, and sustainability to advance the K-State Next Gen vision.

**Core Duties and Responsibilities**

**University Leadership, Management and Development (30%)**

+ Provide overall leadership and direction for the university's market research, teams focused on developing flexible and accessible learning experiences, and curricular and instructional design.
+ Foster a culture of collaboration, alignment, creativity, and excellence across university functions involving academic innovation.
+ Align all academic innovation activities with the university's strategic plan to ensure consistency with institutional goals, imperatives, and strategies.
+ Monitor the external environment to facilitate timely implementation of new trends, developments, or ideas, and ensure that K-State is responsive to the needs of current and future students.

+ Develop a university-wide process for innovation and sharing of ideas that leads to an open and collaborative ideation process and generates momentum for the mission of academic innovation.

## Drive the Development of New, Realigned, and Market-Driven University Programs (40%)

+ Provide senior leadership in supporting curricular design and program development across all learning modalities, including credit and noncredit learning as well as traditional and alternative credentials.
+ Lead the coordination, organization (including capacity building for scaling opportunities), and implementation of transformational projects and activities in establishing a university-wide portfolio of excellent and market-driven credit and noncredit learning opportunities.
+ Use a data-driven approach and market insights to continually assess programs and monitor the university's academic portfolio, providing relevant insights to support enrollment management goals.
+ Coordinate the university's expanding credit and noncredit portfolio while navigating the intersection between the two.
+ Coordinate with the university's partnerships and engagement unit to meet with key external stakeholders and align K-State's programs and curricula to meet market demand and enhance life-long learning relationships.

## Supporting Colleges and Departments Across the University (30%)

+ Regularly connect with deans, department heads, and academic unit leaders to inventory and share new or emerging practices in program and curricular design.
+ Support faculty readiness initiatives around pedagogical innovation and use of technology in conjunction with the Teaching and Learning Center.
+ Monitor best practices and programs involving academic innovation in higher education and leverage observations in guiding all campuses and colleges in consistently, effectively, and efficiently serving learners.
+ Provide guidance for colleges and departments implementing new programs or transforming existing programs.
+ Strategically coordinate innovative practices across the university and build a systematic approach to change management.

**Educational Requirements**
+ A doctorate or other terminal degree from an accredited institution.

**Required Qualifications/Competencies**
+ University teaching experience, including teaching or curricular design across a variety of modalities including online or hybrid learning.
+ 7+ years of relevant experience.
+ A strategic and resourceful leadership approach with the ability to effectively parse complex problems, nurture key partnerships, and drive progress toward institutional goals.
+ Demonstrated success supporting and motivating staff.
+ Proven leadership and strong management skills including the ability to manage and prioritize multiple activities.
+ Ability to plan, oversee, and assess strategic activities.
+ Able to build strong working relationships and partnerships with leaders and stakeholders across a large, complex, and diverse university.
+ Deep understanding of and passion for the role of public higher education institutions.
+ Knowledgeable about the types of stakeholders and stakeholder groups that comprise large public, land-grant, Research-1 higher education institutions.
+ Excellent oral and written communication skills.
+ Outstanding organizational, problem-solving, management, and decision-making skills.

+ Exceptional eye for quality and attention to detail.
+ Demonstrated ability to exercise judgment, discretion, and sensitivity to confidentiality.

**Preferred Qualifications/Competencies**
+ Proven ability to be adaptable to changing conditions and be comfortable with the ambiguity that accompanies varied types of credit and noncredit learning in a large public university.

**Does the employee's primary duty consist of work requiring the exercise of independent discretion and judgment? If yes, provide an example:** This work involves working across the university with internal and external stakeholders, management of multiple directors and functional areas, as well as oversight of the university's online learning platform and non-credit programming. The position reports directly to the Vice Provost for Academic Innovation and Academic Affairs, requiring the individual to exercise sound judgment, thoughtful analysis to inform activities and recommendations, and independent problem-solving and decision-making skills to help advance the priorities and goals of the university's aspirations for academic innovation.