

PROVOST AND EXECUTIVE VICE PRESIDENT

POSITION PROFILE

2023



KANSAS STATE
UNIVERSITY

EXECUTIVE SUMMARY

Kansas State University (K-State) seeks an experienced, accomplished and authentic leader with a strong commitment to student access and success, and the mission of land-grant institutions, to serve as its next Provost and Executive Vice President (Provost/EVP).

Reporting to the president, the Provost/EVP serves as the university's chief academic officer and a strategic leader on all aspects of university governance and the academic enterprise. The Provost/EVP partners with the President and other university leaders on the design and implementation of the University's strategic and operational activities, with primary responsibility for providing positive and effective leadership for the University's academic endeavors and for shaping the academic culture of K-State. The Provost/EVP oversees the university curriculum, faculty appointments, and other academically related areas at a Carnegie R1 Research and leading land-grant university. The Provost/EVP has general charge and responsibility for the supervision and oversight of all [academic colleges, schools, programs, and campuses as well as the university's strategic enrollment management activities](#).

In addition, the Provost/EVP serves on the President's Cabinet, leads the Deans' Council, and provides state-wide leadership by serving on the Council of Chief Academic Officers of the Kansas Board of Regents.

UNIVERSITY OVERVIEW

Founded in 1863 as the nation's first operational land-grant university, Kansas State University is a Tier 1 research university with more than 20,000 students, 1,300 faculty members, 2,900 staff members and three physical campuses: the main campus in Manhattan; the Kansas State Salina campus, home to aviation and technology programs; and K-State Olathe, which serves the industry and workforce needs of Greater Kansas City.

K-State has nine colleges, Graduate School and Global Campus and offers more than 400 degrees and options, from bachelor's to doctoral degrees. K-State Research and Extension also serves the citizenry with a presence in every county throughout Kansas and supports research in more than 20 K-State departments. K-State has an annual budget of more than \$900 million.

K-State is known for the passion and pride of its alumni. With more than 200,000 living graduates, the K-State Alumni Association has been No.1 in the Big 12 for more than 25 years, based on the percentage of graduates who are members, and No. 4 among Power Five conferences.

Private giving to the university is around \$200 million per year, and the KSU Foundation has an investment pool and endowment of more than \$950 million. The university and foundation recently completed a major fundraising campaign that raised \$1.6 billion.

The Princeton Review recognizes the university as one of the nation's best colleges. Kansas State University has also been designated as an Innovation and Economic Prosperity University by the Association of Public and Land-grant Universities and is recognized as a Carnegie Community Engaged Institution. Commonly referred to as K-State, the university is proud of its welcoming environment.

UNIVERSITY MISSION, VISION AND VALUES

The mission of Kansas State University is to foster excellent teaching, research and service that develop the highly skilled and educated citizenry necessary to advancing the well-being of Kansas, the nation and the international community.

The vision of K-State is that to lead the nation as a next generation land-grant university - setting the standard for inspiring learning, creativity, discovery and engagement that positively impacts society and transforms lives in Kansas and around the world.

[The University Values](#) and [Principles of Community](#) guide how the community lives out its mission at Kansas State University.

For more information about Kansas State University, please visit our [University Profile](#).

For information on how to apply or to submit nominations, please refer to the section, "Procedure for Candidacy" at the end of this document.



OPPORTUNITIES AND RESPONSIBILITIES

Kansas State University seeks a Provost who honors its historical legacy and demonstrates the experience, passion, inclusivity, values and inspirational leadership to advance its position as the nation's first operational land-grant university upon enactment of the Morrill Land Grant College Act of 1862. 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 the university's new strategic plan, [Next-Gen K-State](#). 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 emphasis and additional strategies for accomplishing the University's goals.

Building Excellence in Academic Leadership and Faculty and Innovative 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.

Growing Enrollment and Student Success – Enrollment growth and student success is central to the University's mission and vision to become a next-generation land-grant university. Therefore, the Provost/EVP will work with university leaders to enhance and implement 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 and international leader in transformational, 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 to grow our research profile as a next-generation land-grant university, the Provost/EVP will strategically coordinate the alignment of Vice Presidents and Deans to devise policies and procedures that promote innovation, interdisciplinary research in its areas of strength, and create initiatives in support of faculty development.

Reaffirming K-State's Commitment to Inclusive Excellence – The Provost/EVP will collaborate with the president and other university leaders to foster an inclusive university environment that adheres to the University's Principles of Community. The Provost/EVP will collaborate with Human Resources and the Vice President for Diversity, Equity, Inclusion, and Belonging to enhance recruitment and retention of faculty and staff 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 enhance 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, increased accountability, and preservation of the land-grant mission.

Specific Responsibilities of the Provost/EVP Include:

- Provides strategic oversight for academic planning, resource allocation, and innovation in all academic programs.
- Ensures excellence, relevance, and innovation in the design of the curriculum and the quality of teaching and learning to meet the needs of today's students and lifelong learners.
- Provides a global perspective and strategic direction that enables the deans and academic unit heads to create and successfully manage operating budgets.
- Provides strategic vision to further enhance the quality of the student experience and support the success of the undergraduate and graduate students at K-State.
- Provides leadership through effective processes and programs that support the Deans and departments on faculty hiring, evaluation, and promotion and tenure.
- Promotes the development of the University's robust research programs and champions the highest academic standards in faculty appointments and research contributions working in partnership with the Deans and Vice President for Research.
- Works closely in concert with the Faculty Senate on issues of shared governance.
- Nurtures 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.

CANDIDATE QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will be an energetic, engaged, collaborative, decisive, respected leader and communicator committed to advancing the K-State mission and its vision to become a next-generation land-grant university that sets the standard for inspiring learning, creativity, discovery, and engagement that positively impacts society and transforms lives in Kansas and around the world.

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 a strategic understanding of the integration of research, teaching, and engagement to maximize the potential impact of a land-grant university. Experience shall merit 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, including a record of bringing ideas and visions to fruition, working with and supervising faculty and staff, 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 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 collaboratively 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 and career 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 and innovative academic programs, including interdisciplinary programs; and the application of new technologies.
- Demonstrated experience with faculty hiring, retention, evaluation and promotion and tenure in higher education environment.
- 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.
- Holds or is able to secure a security clearance.

Preferred Qualifications

- Successful record growing student enrollment with some leadership experience in the areas of strategic enrollment management, fostering student success for undergraduate, graduate, and/or adult learner student populations.
- Proven ability to initiate, lead, and facilitate transformational change and innovation initiatives, be adaptable with changing conditions, and comfortable with the ambiguity that accompanies a large public university.
- 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.
- Interest and ability to grow international engagement and a desire to create and support partnerships with academic programs at universities worldwide.
- A record of success supporting the development of innovative credit and non-credit bearing educational opportunities (including in-person, hybrid and online) to meet the needs of today's learners.
- Experience with multiple campus institutions.
- Familiarity with the legal issues impacting academic institutions.
- Familiarity with a wide array of funding models.
- 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.





PROCEDURE FOR CANDIDACY

All applications, nominations and inquiries are invited. Inquiries, nominations, and applications will be treated confidentially.

Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

- WittKieffer is assisting Kansas State University in this search. For fullest consideration, candidate materials should be received by October 16, 2023.
- Application materials should be submitted using WittKieffer's [*candidate portal*](#).
- Nominations and inquiries can be directed to [*K-StateProvost@wittkieffer.com*](mailto:K-StateProvost@wittkieffer.com).



Equal opportunity employer

Kansas State University is an affirmative action and equal opportunity employer of individuals with disabilities and protected veterans. Kansas State University actively seeks diversity among its employees.

Background Screening Requirement

This position is Security Sensitive, and employment is contingent upon passing a criminal background investigation, based on university policy.

Kansas State University Notice of Nondiscrimination

Kansas State University prohibits discrimination on the basis of race, color, ethnicity, national origin, sex (including sexual harassment and sexual violence), sexual orientation, gender identity, religion, age, ancestry, disability, genetic information, military status, or veteran status, in the University's programs and activities as required by applicable laws and regulations. The person designated with responsibility for coordination of compliance efforts and receipt of inquiries concerning nondiscrimination policies is the University's Title IX Coordinator: the Director of the Office of Institutional Equity, equity@k-state.edu, 220A Kedzie Hall, Kansas State University, Manhattan, Kansas 66506-4801, 785-532-6220. The campus ADA Coordinator is the Director of Employee Relations, charlott@k-state.edu, who may be reached at 111 Dykstra Hall, Kansas State University, Manhattan, Kansas 66506-4801, 785-532-6277.