



MINNESOTA STATE  
UNIVERSITY  
MANKATO

# PROVOST PROFILE SEARCH



## PROVOST AND SENIOR VICE PRESIDENT FOR ACADEMIC AFFAIRS

### POSITION INFORMATION AND QUALIFICATIONS

Minnesota State University, Mankato, a leading university with a growing international reputation for breakthrough applied research, invites applications and nominations for the position of Provost and Senior Vice President for Academic Affairs (“the Provost”). The University seeks an exceptional individual with a distinguished record of teaching, scholarship, and management to provide creative, visionary, and responsible leadership and to advise the President on all academic matters.

Minnesota State Mankato’s culture merges big ideas with real-world thinking to nurture innovation and creative thought. Minnesota State Mankato is a thriving institution with highly regarded academic programs, a long history of a strong student-focused culture, and a record of commitment to its community and region. The new Provost will be a key leader in helping Minnesota State Mankato sustain and further strengthen programs and services for its students and the wider community.

### EQUITY 2030 AND THE MINNESOTA STATE SYSTEM

Minnesota State University, Mankato, a comprehensive university, is a member of the Minnesota State Colleges and Universities System (Minnesota State) which includes seven universities and 30 two-year colleges. Minnesota State has established a strategic vision, Equity 2030, which aims to close the educational equity gaps across race and ethnicity, socioeconomic status, and geographic location by the end of the decade at every Minnesota State college and university, and to provide an opportunity for all to create a better future for themselves, their families, and their communities. The focus of the work of Equity 2030 includes:

- » Enhancing access and student success
- » Providing Minnesota with the talent it needs
- » Anchoring the communities and regions served

Equity 2030 seeks to bridge efforts across divisions and institutions, to create an intentional statewide culture of equity-minded collaboration, resulting in equitable practice embedded through the institutions.

In alignment with Equity 2030, Minnesota State Mankato has identified five broad themes as the basis for developing its next comprehensive strategic plan. The five themes are:

- » Serving students and managing enrollment
- » Focusing on resources
- » Offering an exceptional student experience
- » Caring for health and well being
- » Ensuring a welcoming, equitable, and inclusive university

Mankato seeks to attract teacher-scholars and staff who are culturally and academically diverse and who share a demonstrated commitment to creating an inclusive learning and working environment. Minnesota State Mankato is student-centered and focuses on applied research that expands knowledge, improves learning, and serves the region, state, and nation.



# MISSION, VISION AND VALUES

## BACKGROUND AND CAMPUS OVERVIEW

Since its founding in 1868 as Mankato Normal School, the school has focused on educating tomorrow's leaders to apply big ideas and real-world thinking to solve problems. For more than 150 years, the people of Minnesota State Mankato have been pairing bold aspirations with practical applications that have the power to change the world, including reducing dependence on foreign oil, improving the sustainability of construction methods, and exploring new artistic techniques. Such ventures illustrate Minnesota State Mankato's commitment to transforming the typical college experience into one that is more meaningful and more connected to the rest of the world.

Today, more than 14,000 students, including more than 1,170 international students from 89 countries, attend Minnesota State Mankato, making it the second largest university in Minnesota. The nearly 1,600 faculty and staff, including more than 700 teaching faculty, are distinguished by their dedication and loyalty to the institution's mission and their students. The University offers more than 130 undergraduate programs of study and more than 85 graduate programs including master's, specialist, and doctoral programs. These programs are offered through six academic colleges: Allied Health and Nursing; Arts and Humanities; Business; Education; Science, Engineering and Technology; and Social and Behavioral Sciences. Several of the programs, or portions of them, are also offered through various Online and Off-Campus Programs, including at Minnesota State University, Mankato's Edina location.

The University is accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools. In 2016, an evaluation team recommended that the University be reaccredited for the maximum 10-year period. Ninety academic programs also hold specialized accreditation, certification, or recognition from 24 different recognized accrediting agencies. Six non-academic programs also hold specialized accreditation, certification, or recognition.

Minnesota State Mankato has an annual budget of \$240 million and its endowment is over \$70 million. A 2019 Economic Impact Study revealed that Minnesota State Mankato contributes \$781 million annually to the Mankato economy. In 2019-20, students received \$133 million in scholarships, grants, work-study, and other support awarded. Faculty and staff are represented by collective bargaining units and all negotiations occur at the state level, either through the Minnesota State System Office or through the Minnesota Management and Budget Employee Relations Division.

We also take the opportunity to recognize that we live, work, and learn in the homeland of the Dakota people, whose language frames our name—Minnesota State University, Mankato.

## MISSION

Minnesota State University, Mankato promotes learning through effective undergraduate and graduate teaching, scholarship, and research in service to the state, the region, and the global community.

## VISION

Minnesota State Mankato will be known as a university where people expect to go further than they thought possible by combining knowledge and the passion to achieve great things.

Our foundation for this vision is our heritage of both dedicated teaching and the direct application of knowledge to improve a diverse community and world. We will achieve it by actively nurturing the passion within students, faculty, and staff to push beyond possibility on the way to realizing dreams.

## CORE VALUES

Minnesota State University, Mankato is an innovative, student-centered learning community that values:

- » **Integrity** and respect in the way we conduct ourselves;
- » **Diversity** in who we are and what we do;
- » **Access** to our programs and services that create opportunities for all to pursue their dreams;
- » **Responsibility** to those we serve by providing an education that inspires solutions to society's challenges; and
- » **Excellence** in our academic and non-academic pursuits.

# ACADEMICS



**Excellence across the curriculum is a Minnesota State Mankato hallmark. Each of the University's six academic colleges have achieved distinction and students access comprehensive academic support services to excel in and out of the classroom. The University is working through a planned merger of the College of Arts and Humanities and the College of Social and Behavioral Sciences for July 1, 2022.**

## **COLLEGE OF ALLIED HEALTH AND NURSING**

The College of Allied Health and Nursing includes seven academic departments and one school: Dental Hygiene; Family Consumer Science; Health Science; Social Work; Human Performance; Recreation, Parks, and Leisure Services; Speech, Hearing and Rehabilitation Services; and the School of Nursing. These programs offer several academic majors and minors. Post-baccalaureate work leading to a master's degree is available in many of the programs, along with an applied doctoral program in the School of Nursing. In addition, the College coordinates pre-professional programs in Pre-Physical Therapy and Pre-Occupational Therapy. Many of the programs within the College of Allied Health and Nursing are accredited by national and/or state agencies.

## **COLLEGE OF ARTS AND HUMANITIES**

Academic programs of the College of Arts and Humanities range from traditional liberal arts to interdisciplinary studies. The combined strengths of the diverse faculty provide the base for a unique educational experience in more than 70 programs including Art, Communication Studies, Dance, English, Film & Media Studies, Humanities, Mass Media, Music, Philosophy, Theatre, and World Languages & Cultures. Post-baccalaureate work leading to a master's degree is available in many of the programs. The College also contributes to the aesthetic, cultural, intellectual, and social environment of the campus and community through extensive programming of public events, such as dance showcases, jazz ensembles, holiday choral concerts, and performance pieces.

# ACADEMICS *cont.*

## COLLEGE OF BUSINESS

The College of Business, accredited by AACSB International (the Association to Advance Collegiate Schools of Business) since 1997, offers high-demand undergraduate and graduate programs. The undergraduate programs include Accounting, Finance, Management, International Business, and Marketing. The graduate programs include a longstanding MBA program and a Master of Accounting (MAcc) program delivered at both the Mankato and Edina locations. The College collaborates with other programs throughout campus and is engaged in partnership with industry and international programs. The vision of the College of Business is to be a center of excellence where leaders, scholars, and students collaborate to find business solutions to global problems through education and research. Much of the curriculum is situated around experience-based and technologically enhanced initiatives. The College has over 21,000 alumni, and its mentoring and partnership projects aim to bring students, alumni, and industry together.

## COLLEGE OF EDUCATION

The College of Education is accredited by the Council for the Accreditation of Education Preparation, the Council on Accreditation for Counseling and Related Education Programs, Aviation Accreditation Board International (AABI), and the National Association for the Education of Young Children. The College provides undergraduate programs; master's, specialist, and applied doctoral degree programs; and several initial and advanced licensure options. The College of Education supports seven departments: Aviation, Elementary and Literacy Education, K-12 and Secondary Education, Counseling and Student Personnel, Educational Leadership, Special Education, and Military Science & Leadership (Army ROTC). The College also supports the Children's House, an on-campus childcare facility, three centers (the Center for Engaged Leadership, the Center for Educator Partnerships and Student Support, and the Center for Educator Support), and an Office of Field & International Experience. The College provides programs at the Mankato campus, at the Edina location and online. The College also has strong, established E-12 school district partnerships.

## COLLEGE OF SCIENCE, ENGINEERING AND TECHNOLOGY

The College of Science, Engineering and Technology includes the departments of Automotive and Manufacturing Engineering Technology, Biological Sciences, Biochemistry and Chemistry and Geology, Computer Information Science, Construction Management, Electrical and Computer Engineering and Technology, Integrated Engineering, Mathematics and Statistics, Mechanical and Civil Engineering, and Physics and Astronomy. The civil, electrical, integrated, and mechanical engineering programs are accredited by ABET. The automotive engineering technology, manufacturing

engineering technology, computer engineering technology, and electronic engineering technology programs are accredited by the Technology Accreditation Commission of ABET. The BS chemistry program is accredited by the American Chemical Society. Departments offer curricula to prepare students for professional careers and/or advanced study in the sciences, technology, engineering, and mathematics fields. Post-baccalaureate work leading to a master's degree is available in many of the programs. Pre-professional programs are offered in a variety of areas including agriculture, chiropractic, dentistry, engineering, forestry, medicine, mortuary science, optometry, osteopathic medicine, pharmacy, podiatry medicine, and veterinary medicine. A hallmark of the College is Iron Range Engineering (IRE) and Twin Cities Engineering (TCE), both project-based learning programs with two different pathways in which students work closely with industry on design projects. The goal of this approach is to produce graduates with significant integrated technical and professional knowledge and competencies. The collaborative program has been nationally recognized for its innovative approach to engineering studies.

## COLLEGE OF SOCIAL AND BEHAVIORAL SCIENCES

Students in the College of Social and Behavioral Sciences (SBS) are active participants in their education and many participate in internships, practicums, service learning, field trips, and study abroad opportunities. The College prepares students to enhance the quality of community life by offering a broad array of undergraduate majors and minors as well as graduate programs. SBS programs are offered in Aging Studies, American Indigenous Studies, Anthropology, Applied Leadership, Corrections, Criminal Justice, Earth Science, Economics, Ethnic Studies, Gender and Women's Studies, Geography, History, International Relations, Law Enforcement, Nonprofit Leadership, Political Science, Psychology, Public Administration, Social Studies, Sociology, and Urban and Regional Studies. The College also houses the Center for Economic Education, the Chesley Center on Aging, and the Kessel Peace Institute.

## COLLEGE OF GRADUATE STUDIES

With more than 75 master's degree and graduate certificate programs and four applied doctoral degree programs, Minnesota State Mankato blends the opportunity and excitement of a comprehensive university with the personal attention that is at the core of quality graduate education. Graduate students flourish in an inclusive community that embraces both the diversity of academic disciplines and the diversity of the student body. Led by the Associate Vice President for Curriculum and Dean of Graduate Studies, this position administers the University's Policy Consultation and Approval Committee, including solicitation of policy recommendations, establishing policy priorities, selection of policy drafters, and ensuring a broad-based, equity-mined, and comprehensive review, leading to recommendation by divisional Vice Presidents and

## ACADEMICS *cont.*

approval by the President. This position also provides direction and oversight for the First Year Experience, General Education, and other high impact practices and initiatives to enhance the quality and distinction of education across the University.

### UNIVERSITY RESEARCH

Minnesota State Mankato supports undergraduate and graduate research. Through the Research and Sponsored Programs and the Center for Excellence in Scholarship and Research, the Associate Vice President for Research and Dean of Extended Campus provides leadership to support the growing research agendas of faculty.

### ONLINE AND OFF-CAMPUS PROGRAMS

Minnesota State Mankato provides access to high quality programs beyond traditional on-campus experiences to fit the needs of working professionals and busy adults who want to advance their careers, complete a degree, or build new skill sets. This includes delivery of off-campus, online education for 100% online bachelor degree completion programs as well as undergraduate and graduate credits and continuing professional education units with the flexibility to learn from anywhere. The University Extended Campus programs provide off-campus programs through the Normandale Partnership Center and at Mankato's Edina location. The Edina facility is the University's most extensive off-campus location, offering upper division undergraduate courses and graduate courses and programs and conveniently located within the Twin Cities area.

Mankato's Center for Workforce Professional Education provides leadership-based programming, executive level programs, workforce training, youth programs, and opportunities to earn continuing education units (CEUs). Professional development subjects include Human Resources, Forensics, Communication, Family Mediation, Corrections, School Social Work, Historic Preservation, Business, Financial Planning, Legal Studies, Nursing, Manufacturing Technology, and Education. The Center for Workforce Professional Education also offers the Certified Financial Planner (CFP) program.

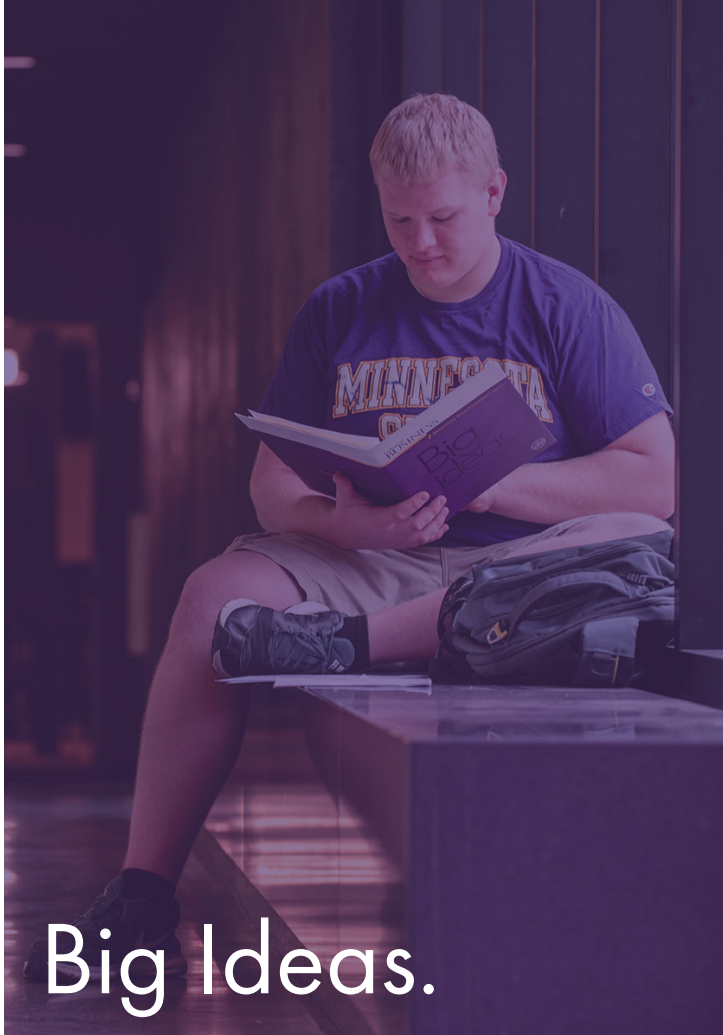
A significant portion of Minnesota State Mankato's Academic Affairs also includes comprehensive support services for students, faculty, and staff including: the federally funded TRIO Student Support Services program; the Kearney International Center; the Center for Excellence in Scholarship and Research; the Center for Excellence in Teaching and Learning; and the Strategic Partnerships Center.

### THE MEMORIAL LIBRARY & MUSIC LIBRARY

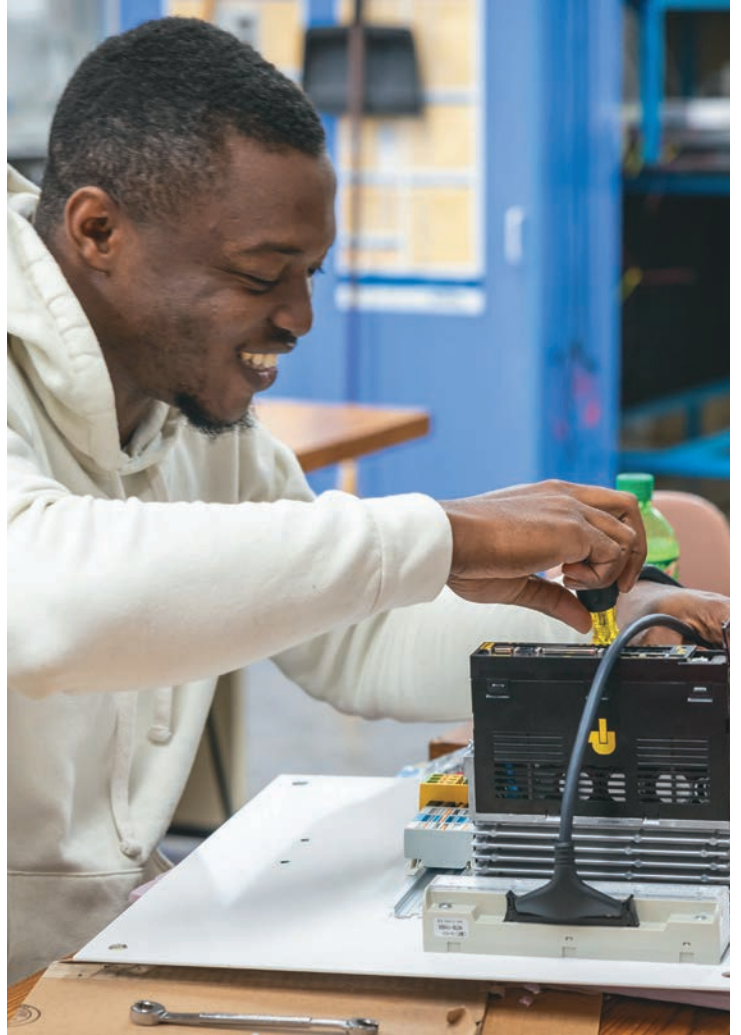
The Memorial Library provides strong support to the University's programs with 50 staff, a collection of more than one million volumes, including access to more than 200 electronic databases, 60,000+ e-journals, 80,000+ e-books, and well-equipped modern facilities with state-of-the-art technologies. The Library is a destination of choice and registers an average of 5,000+ daily visits during the academic semester. The Kiyo Suyematsu Music Library supports programs offered by the music and theatre departments along with the general music information needs of the University and the greater community.

Led by the Dean of the Library and Learning, the Library strives to be an innovative and creative resource to fulfill the vision of the library as a learning commons and epicenter for intellectual inquiry for a comprehensive university in the 21st century. The Dean oversees a wide range of student support services using an equity-minded, collaborative and innovative strategy, including the University Honor's and Fellowship programs, the Trio programs, tutoring and supplemental instruction services, and the Undergraduate Research Center. Minnesota State Mankato is recognized by the Council on Undergraduate Research as one of the country's top 20 universities in undergraduate research.





Big Ideas.



Real-World Thinking.

# STUDENT LIFE

## STUDENT LIFE

The Student Affairs and Enrollment Management division includes the Vice President for Student Affairs and Enrollment Management, Student Conduct, Security, Residential Life, Centennial Student Union, Health Services, Campus Recreation, Admissions, Office of New Student and Family Programs, Career Development, and the Counseling Center. The Student Affairs and Enrollment Management staff collaborates with Academic Affairs to prepare students for success in their chosen profession and to be contributing members of a diverse global society. Each student's needs and background are unique and programs and services are designed to foster student learning and development and to enhance the educational experience. Nearly 40% of Mankato's undergraduates are first-generation college students, 26% are Pell-eligible, and 18% are students of color. International students comprise over 8% of the undergraduate student body and 10% of all graduate students.

The University's spirit is routinely charged by great art, entertainment, and the excitement of athletics. New and renovated housing, coupled with a diverse campus, facilitates students to share and learn from each other. Through Minnesota State Mankato's comprehensive academic support programs, students flourish through participation in scholarly communities, over 200 student organizations, and the first-year seminar program.

## STUDENT GOVERNMENT

The Minnesota State Mankato Student Government serves as the direct student representation and voice to the University administration. The Student Government represents student interests at the institutional, local, state, and Federal governing levels through listening to and voicing the thoughts, ideas, and concerns of all students. As student leaders, Student Government cares about the concerns of their classmates and is committed to solving student problems, improving student services, and giving a voice to the entire student body. Student Government is involved in University decisions that have a direct impact on students and advocates for student rights on campus and in the community.

## ATHLETICS

The men's Mavericks teams compete in baseball, basketball, cross country, football, golf, hockey, track and field, and wrestling. Women Mavericks compete in basketball, cross country, golf, hockey, soccer, softball, swimming and diving, tennis, track and field, and volleyball. At the NCAA Division I level, the Minnesota State Mankato Mavericks men's hockey team competes in the NCAA Division I Central Collegiate Hockey Association (CCHA) and the women's team competes in the Western Collegiate Hockey Association (WCHA). Other Mavericks teams compete in the NCAA Division II Northern Sun Intercollegiate Conference. Minnesota State routinely finishes in the top 25 in the Learfield IMG College Directors Cup Standings and the Mavericks most recently finished in second place in the NSIC All-Sport standings after the fall season of 2021.







### INSTITUTIONAL DIVERSITY

Diversity, Equity, and Inclusion, led by the Vice President for Diversity, Equity, & Inclusion and Chief Diversity Officer, actively promotes a campus-wide cross-cultural understanding and appreciation of differences. The staff provides direct services to students, and hosts enriching educational programs, cultural activities, and insightful conferences for area youth, students, faculty, and staff. Programs and resources within the University's Diversity, Equity and Inclusion include: the Lesbian, Gay, Bisexual, Transgender (LGBT) Center; the Multicultural Center; the Women's Center; and the Bias Incident Support and Advisory (BISA) Team. Minnesota State Mankato takes pride in having the second-oldest campus LGBT center in the country.

Diversity, Equity, and Inclusion supports a multicultural educational experience for students, faculty, staff, and the greater community by encouraging access, opportunity, and success. The centers provide resources to the campus community including support services, meetings, educational and violence prevention programs, events, and publications. They provide relaxing, friendly spots for students looking for anything from job tips to a place to bring a sack lunch, and they maintain a peaceful and comfortable environment for students to achieve their goals.

### THE COMMUNITY

Mankato, Minnesota is located approximately 85 miles southwest of the Twin Cities of Minneapolis and St. Paul. The University sits atop 303 acres overlooking the Minnesota River Valley. Mankato's population is over 44,000 and the Greater Mankato area has a population of over 101,000.

Mankato is a major regional center designated as a Metropolitan Statistical Area and has earned several livability awards, including: a top 10 spot for "best small college towns" by Schools.com; one of the "best small college towns in America" by College Values Online; and "best small places for businesses and careers" by Forbes. Education is central to the area's quality of life and economy, in that more students choose to pursue higher education in the Mankato area than any other community outside of the Twin Cities. The city of Mankato is renowned for rivers, lakes, ravines, bluffs, natural prairies, and forested areas that offer breathtaking landscapes with more than 50 miles of paved trails for all-season biking and hiking. Greater Mankato hosts a number of fantastic events and festivals throughout the year including the Mankato Marathon, Kiwanis Holiday Lights, the Speechless Film Festival, more than 20 concerts a year, and the annual Ribfest festival.

# RESPONSIBILITIES & QUALIFICATIONS

## THE ROLE OF PROVOST AND SENIOR VICE PRESIDENT FOR ACADEMIC AFFAIRS

The University seeks a Provost and Senior Vice President for Academic Affairs (“the Provost”) to provide administrative leadership and oversight for all academic and operational components of the University. The Provost shall be a strong academic leader who provides vision and direction to strengthen the University’s academics while advancing the strategic goals of the University. The Provost serves as the chief academic officer of the University, reports directly to the President, is a member of the President’s Cabinet, and represents the University in the President’s absence.

The Provost shall provide leadership and direction for all academic affairs units and programs. The Provost provides leadership and direction for academic Associate Vice Presidents, Deans, other academic affairs staff, and student support program directors as they exercise their responsibilities to plan, budget, recruit, employ and direct faculty and staff. The Provost also has a close coordination role with the Vice President of Diversity, Equity, and Inclusion and the Vice President for Student Affairs & Enrollment Management. The annual operating budget for 2021-2022 for the Provost stands at approximately \$106 million, including approximately \$85 million for salaries.

### Direct reports to the Provost include:

- » Associate Provost and Dean of Global Education
- » Associate Vice President for Faculty Affairs and Equity Initiatives
- » Associate Vice President for Curriculum and Dean of Graduate Studies
- » Associate Vice President for Research and Dean of Extended Campus
- » Director of Operations and Strategic Communication
- » Dean of College of Allied Health and Nursing
- » Dean of College of Arts and Humanities
- » Dean of College of Business
- » Dean of College of Education
- » Dean of College of Science, Engineering and Technology
- » Dean of College of Social and Behavioral Sciences
- » Dean of Library and Learning
- » Budget Officer
- » Special Assistant

The Provost shall possess a clear commitment to instructional quality and an appreciation for the role of creative activity in the life of a comprehensive university, and a strong commitment to diversity and to diversifying the faculty and staff of the University.



**The Provost shall embrace the following opportunities and challenges:**

### ELEVATING STUDENT SUCCESS

From the many responsibilities the Provost holds, fostering a culture that prizes student success is most critical. Minnesota State Mankato’s approach to student success centers on data-informed and coordinated advising and support to provide meaningful connections, experiences, and opportunities for students. The faculty and staff of Minnesota State Mankato pride themselves on their commitment to serving students and providing a high-quality education. At Mankato there is a widely shared and clear understanding that the desired student outcomes, including improved retention and graduation rates, are possible when the entire community seeks to learn how to be more student-centered and acts accordingly. In total, this philosophy centers on two questions: “How can we be the most student-ready institution for our learners?” and “How can we teach differently to increase learning and success for all of our students?” This thinking distinguishes Mankato from other higher education institutions that view instructors as gatekeepers interested only in students who are fully college ready. Mankato has always embraced this philosophy, and the Provost will amplify it further, both through celebrating the good work of colleagues and students across the institution and through shepherding process and technical improvements that support these goals.

# RESPONSIBILITIES & QUALIFICATIONS *cont.*

## **CLOSING THE EDUCATIONAL EQUITY GAP**

The Mankato leadership and campus community are passionately committed to the Minnesota State's strategic vision, Equity 2030, which aims to close the educational equity gaps across race and ethnicity, socioeconomic status, and geographic location by the end of the decade at every Minnesota State college and university. The Provost plays a pivotal role in extending the efforts and bringing new ideas and initiatives to holistically support all students.

As part of the efforts to close the educational equity gap and in support of Equity 2030, the Provost will collaborate with the Chief Diversity Officer and other University leaders to actively develop a culture in which widely diverse members of the University community are not only welcomed but viewed as critical in the development of academic excellence. The Provost shall possess intercultural competence with a deep commitment to celebrating and promoting diversity in its many forms. Possessing knowledge of current and emerging student populations, changing demographics, and innovative strategies to support student success and close the educational equity and achievement gap, the Provost will value interdisciplinary and inter-professional approaches to education and research and seek innovative strategies to enhance diversity and inclusion within the University community.

## **COLLABORATIVELY SETTING A VISION FOR THE ACADEMIC FUTURE OF THE INSTITUTION**

The Provost shall have a positive, engaging, and influential presence on campus, supporting faculty and highlighting their significant contributions to the University. The Provost will bring a proven record of strategic leadership within a complex institution characterized by collaboration, respect for shared governance, and an inclusive approach to decision making. In the years ahead, the Provost will devise and implement an academic plan that further differentiates Minnesota State Mankato by capitalizing on its strengths to deepen academic excellence by recruiting, retaining, and developing outstanding faculty. In all these endeavors, the Provost shall employ a leadership approach that empowers others while inspiring university-wide support toward a common vision.

The Provost's capacity to ask thoughtful questions, listen carefully, shape discourse, and foster collegiality are of paramount importance. The Provost shall encourage transparent decision-making processes to promote trust and enhance the spirit of mutual respect on campus. Serving as an advocate for the educational and research missions of the University, the Provost will represent the academic agenda when working with other Vice Presidents, the President, and members of the Board.

## **PARTNERING WITH COLLECTIVE BARGAINING UNITS TO BUILD AND SUSTAIN MUTUALLY BENEFICIAL WORKING RELATIONSHIPS**

Minnesota State University, Mankato has enjoyed a long history of productive and positive relations between the administration and bargaining unit leadership, built upon a foundation of mutual respect and frequent and collegial communication. The Provost will lead the academic enterprise in ways that honor the collective bargaining agreements (CBAs). This will entail ensuring that current and future directions align with the CBAs and move the institution in directions that serve its mission and students.

## **DEVELOPING A COMPREHENSIVE AND INCLUSIVE STRATEGY FOR THE DELIVERY OF THE INSTITUTION'S EDUCATIONAL PROGRAMS**

The Provost shall lead Minnesota State Mankato through a discernment process that will result in an easily articulated program delivery strategy for all of the University's offerings. The insights of faculty, staff, students, and all community members will play important roles in shaping a strategy that is mission-centered and market-smart. All told, the Provost's work with collaborators across the University will result in an array of unique and transformative educational experiences rooted in Mankato's mission and connected to students' needs that position graduates for a life of purpose and accomplishment. The Provost's ability to set high standards with an emphasis on supporting teaching excellence, professional development, and scholarly activity will be essential for the long-term success of this endeavor. The Provost shall demonstrate strong understanding and knowledge of academic affairs issues and strategies, instructional strategies, curriculum development processes, and technology and its impact on teaching and learning. The Provost will have the ultimate responsibility for ensuring that the appropriate resources are dedicated and managed to assure the success of the strategy.

## **ENGAGING THE COMMUNITY**

The next Provost will foster the University's presence and positive impact within the surrounding Mankato community and develop vibrant partnerships with area organizations and businesses. Numerous opportunities exist for the Provost to build reciprocal partnerships with local industries, businesses, and communities. In collaboration with the Vice President for Student Affairs and Enrollment Management, faculty, and existing centers, the Provost will develop partnerships that enhance the quality of education and service Mankato provides to its students and other constituencies. Additionally, the Provost will help to expand the University's fast-growing global footprint through continued support of the Office of Global Education and its opportunities to foster study abroad programs and attract international students and faculty.

# RESPONSIBILITIES & QUALIFICATIONS *cont.*

## ADDITIONAL RESPONSIBILITIES

The Provost and Senior Vice President for Academic Affairs will be expected to:

- » Serve as a member of the President's Cabinet and collaborate with other Vice Presidents and the President in management of the University
- » Advise the President on all matters related to academic affairs, academic personnel, and institutional diversity
- » Serve as the Chief Academic Officer for the University, including administration of academic tactics across all colleges; leading development and implementation of the University's strategic academic master plan; and developing policies, procedures, and business practices for the University
- » Serve as the Chief Human Resources Officer for Academic Affairs, including faculty and staff planning, recruitment, hiring, professional development, evaluation, retention, promotion, discipline, sabbaticals, dean and department chair collaboration, leadership, and supervision and implementation and support of collective bargaining agreements
- » Represent the University to international, federal, state, System, regional and internal partners and stakeholders, including liaising with foreign consults, national and international delegations, higher education institutions, government officials, federal and state agencies, professional associations, statewide boards, System task forces and committees, regional economic development groups and civic leaders, corporate partners, the President's Expanded Cabinet, Council of Deans, University task forces and committees, international students, and alumni
- » Serve as the Chief Financial and Administrative Officer for Academic Affairs and all the units who report to the Provost, including planning, development, allocation, administration of multiple accounts including general fund, student activity, grant, self-sustaining, and foundation accounts, and planning and administration of facilities and equipment assigned to, purchased by, or used by the division

## OTHER REQUIRED QUALIFICATIONS:

- » Demonstrate cultural competence and commitment to a diverse, inclusive, and equity-minded environment for students, faculty, staff, and the broader university community
- » Demonstrate ability to develop effective relationships across the University, both within Academic Affairs and with other divisions (e.g., Finance & Administration, Student Affairs & Enrollment Management, Information Technology, Student Success, Advancement, etc.), to achieve strategic priorities
- » Knowledge of emerging trends, challenges and opportunities, current standards, and effective practices in higher education and university operations, at the international, national, and state/system levels
- » Knowledge of current and emerging student populations, changing demographics, and innovative strategies to support student success and closing the equity and achievement gap
- » Demonstrate ability to strategically plan and manage resources (e.g. financial, personnel, facility, technology, etc.), to lead cross functional teams and achieve strategic university priorities in areas including but not limited to the advancement of undergraduate, graduate and international education opportunities.
- » Demonstrate ability to lead respectfully, collaboratively, and courageously, to find innovative approaches to solve problems and achieve ambitious goals
- » Demonstrate ability to achieve compliance with international, federal, and state regulations and other requirements related to diversity, inclusion, and equity endeavors in a comprehensive university (e.g., Title IX, Americans with Disabilities Act, etc.)
- » Strong understanding and knowledge of academic affairs issues and strategies; instructional strategies; the curriculum development process; and technology and how it impacts teaching and learning

# RESPONSIBILITIES & QUALIFICATIONS *cont.*

## CHARACTERISTICS

The University seeks a visionary leader and a savvy academic innovator with strong interpersonal skills. The Provost will have a deep understanding of and commitment to the mission and values of Minnesota State University, Mankato, an earned doctorate from an accredited institution, and a thorough understanding and appreciation of the University's student-centered culture. The Provost will be an imaginative and experienced leader with a diverse and long-standing track record of proven success within a contemporary academic environment, as well as progressively responsible leadership experience in higher education, including budget and personnel administration, effective management of professional staff, collaboration with faculty, and faculty affairs or student affairs experience of considerable depth and breadth.

In addition, the ideal candidate shall possess many of the following qualities and characteristics:

- » Demonstrate ability to cultivate relationships with a broad portfolio of external stakeholders and constituencies throughout the region, state, and world, including US and international higher education institutions, government agencies, and business and non-profit organizations, among others, to achieve strategic priorities
- » Experience working in a public higher education university and state system, and demonstrate ability to effectively lead in a collective bargaining, shared governance environment
- » Demonstrate ability to lead and promote academic innovative and high-quality initiatives and opportunities for faculty and students in areas such as teaching and learning, research and creative endeavors, student success, and leadership and service opportunities
- » Demonstrate ability to communicate articulately and inspirationally
- » Demonstrate ability to lead, support, and achieve results in external fund-raising, including grants, contracts, gifts, and other sources of revenue generation
- » Ability to engage in professional leadership and service, as a senior academic administrator, at the state, regional, national, and international levels to advance strategic directions
- » Demonstrate ability to promote and facilitate faculty and staff professional development and achievements.
- » Experience in research and/or scholarship activities

## Application Process

**All nominations and applications shall be confidential. For best consideration, submit a cover letter and CV to [MNSUMankatoProvost@storbecksearch.com](mailto:MNSUMankatoProvost@storbecksearch.com). Additionally, please send all position and timeline inquiries, nominations, and expressions of interest electronically and in confidence to:**

**Jim Sirianni, Managing Director**  
**Mark Halligan, Senior Associate**  
**Storbeck Search**  
**[MNSUMankatoProvost@storbecksearch.com](mailto:MNSUMankatoProvost@storbecksearch.com)**



Storbeck Search  
DIVERSIFIEDSEARCHGROUP



# MINNESOTA STATE UNIVERSITY

MANKATO



**MINNESOTA STATE**

*Minnesota State University, Mankato*  
A member of Minnesota State

Minnesota State University, Mankato has a long-standing commitment to diversity and is actively seeking to nurture and enrich its underrepresented communities. Women, minorities, and individuals with disabilities are encouraged to apply. In accordance with USCIS regulations, successful applicants must be legally able to accept work in the United States. Requests for reasonable accommodation of a disability during the application and/or interview process should be made to Human Resources, 507-389-2015 (V), 800-267-3529 or 711 (MRS/TTY). This announcement is available in alternative format upon request. Minnesota State University, Mankato is an affirmative action/equal opportunity university and is a member of the Minnesota State Colleges and Universities system.