

# SEARCH PROFILE:

PROVOST & EXECUTIVE VICE PRESIDENT  
FOR ACADEMIC AFFAIRS



COLORADO STATE UNIVERSITY  
**PUEBLO**

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## THE OPPORTUNITY

Colorado State University Pueblo (CSU Pueblo) seeks a collaborative, experienced academic leader to serve as the next Provost and Executive Vice President for Academic Affairs (Provost). This is a remarkable opportunity for an innovative champion of academic quality to hold a key leadership role on the executive team of [President Timothy Mottet](#) and to partner with the University Leadership Team and the faculty in achieving the goals of [Vision 2028](#), an ambitious vision to establish CSU Pueblo “as the people’s university of the Southwest United States by 2028.”

This vision was generated by a group of CSU Pueblo employees that seek to have the university be more responsive to the needs of its students and employees as well as the communities and regions it serves. As articulated in the [Statement on Vision 2028](#), “We believe that a university for the people must be inclusive, accessible, and affordable, and we remain steadfast in our determination to offer any interested student the opportunity to earn a university degree. Our goal will be to equip our students—and ourselves—no longer with disciplinary knowledge alone, but with problem solving skills and hands-on experiences that will allow our graduates to make significant contributions to their families, their communities, and their work. Our graduates will be prepared and responsible for defining their own lives and for building a sustainable and bright future for

all of us.” Much of the central work in realizing these commitments will depend on a chief academic officer who can inspire, coordinate, and lead efforts in the key guiding principles of *Vision 2028*:

- Develop people
- Live sustainably
- Engage place
- Empower students
- Transform learning
- Cultivate entrepreneurship
- Build knowledge
- Impact society

The Fall 2021 [Annual Impact Report](#) shares that some of this work is well underway, but more is needed to achieve the goals of enhancing campus appeal, increasing student success, and developing people. As this [2022 CD Media article](#) on becoming the people’s university explains, the university “is not just supporting Colorado; CSU Pueblo is changing the world.” CSU Pueblo seeks an experienced academic leader who will guide, support, and model such efforts. The next Provost and Executive Vice President for Academic Affairs is expected to begin summer/fall 2023.



# COLORADO STATE UNIVERSITY PUEBLO & THE REGION

One of three campuses in the [Colorado State University System](#), CSU Pueblo is a public regional, comprehensive university located about 100 miles south of Denver. A federally designated Hispanic-Serving Institution, CSU Pueblo currently serves more than 3,500 students—among the most diverse student bodies in Colorado. Described by the CSU System as “diverse, intimate, and supportive,” CSU Pueblo serves the Southern Colorado region offering both undergraduate and graduate degrees in business, education, engineering, nursing, science, social sciences, arts, and humanities. Independently accredited by the Higher Learning Commission, CSU Pueblo also maintains specialized accreditation in many academic programs.

The [history of the institution](#) reflects its growing importance in meeting the complex educational needs of the region and serving the people in its communities. Founded in 1933 as a three-room junior college with 63 students and 2 instructors, what was first called Southern Colorado Junior College has evolved through four name changes to its current role as a regional, public comprehensive university with undergraduate and graduate degrees with a focus on professional studies such as business, nursing, engineering, social work, and teacher education.

CSU Pueblo is dedicated to interdisciplinary learning and entrepreneurship that elevates people and community, creates educational opportunities, fosters unique collaborations, and supports inclusion, access, and affordability as a gateway

to the world. CSU Pueblo is equally committed to serving the diverse population of the region; as the [Diversity and Inclusion website](#) notes, “The University is committed to building a community on and off campus that is supportive and that respects and welcomes diversity. We understand that diversity and inclusion is a critical element necessary to develop an intellectual community characteristic of diverse ideals, beliefs, backgrounds, political conviction, religious belief, gender identity and sexual preference, race and ethnicity, and so much more.”

CSU Pueblo has an ever-changing campus landscape that features a newly renovated library, a new general academic classroom building, and a newly renovated and expanded student center. As a [university video](#) explains, CSU Pueblo is life changing for those who attend. The [Mobility Scorecard](#) emphasizes the importance of such work for students, families, and the region. Student Life offerings have increased significantly with the transition of the campus from a commuter environment to a more traditional collegiate experience. Competing at the NCAA Division II level, CSU Pueblo is a member of the Rocky Mountain Athletic Conference and offers 22 varsity intercollegiate sports, as well as active intramural and club sports teams that allow students to get involved in campus life.

CSU Pueblo’s campus, spanning more than 275 acres, crowns the north end of Pueblo, Colorado. Pueblo is a historically and culturally rich city of over 100,000 located in the heart of the state, along the



# COLORADO STATE UNIVERSITY PUEBLO & THE REGION (CONT.)

Arkansas River near the Greenhorn Mountains in the colorful Pikes Peak region of Southern Colorado.

The city of Pueblo is a place where residents' and visitors' dreams can be as big as the snow-capped mountains, where fleece jackets and tuxedos are equally trendy, where small-town charm meets big-city fusion. Pueblo contains a dynamic mix of arts and culture, shopping and dining, sports and entertainment.

Approximately 300 sunny days a year attract outdoor enthusiasts to a full slate of summer and winter recreational activities, encompassing water sports at Lake Pueblo, biking or running along Pueblo's beautiful river trail system, golfing, playing tennis, hiking or skiing in the mountains to the west, or just getting some sun. The nightlife venues feature local and national artists performing at the Sangre De Cristo Arts & Conference Center, dinner theaters, and

local nightclubs. The city features shopping malls and a 14-screen theater approximately 2 miles from campus, and the Royal Gorge Bridge is less than an hour away.

Nearby, mountain communities host unique festivals, world-renown ski slopes and abundant recreational adventures. People can take in the friendly atmosphere at one of the local coffee cafes, enjoy the rich and spicy dining experience that is making this region popular, or watch a sunset from the shore of Lake Pueblo.

Faculty and staff at CSU Pueblo are proud to be a part of such a beautiful and dynamic city, Pueblo, Colorado, Home of Heroes (4 Congressional Medal of Honor recipients). For more information about Pueblo, such as real estate listings, things to do, school ratings and detailed information about the population, visit the [Livability.com](https://www.livability.com) webpage.

## FAST FACTS

**Total enrollment:** 3,518 (~93% undergraduate)

**Full-time undergraduate FTE:** 2,640

**Known race/ethnicity of student body:** 45% White, 33% Hispanic, 9% Two or More, 6% Black 2% Asian American, 1% Native American

**Gender of student population:** 55% female, 44% male

**Average age of students:** 24

**Pell-Eligible students:** 34%

**First-generation undergraduates:** 37% first-generation, 24% not first-generation, 40% unknown

**Residence of student population:** 82% Colorado, 16% out-of-state, 2% international

**Selectivity rate:** 94%

**Student-faculty ratio:** 15:1

Six-year graduation rates: 35.8% (most recent cohort)

**Number of faculty:** 306 (169 full-time)



**Number of varsity athletic teams:** 22 teams competing in the NCAA Division II Rocky Mountain Athletic Conference

**Team mascot:** ThunderWolf

Sources: CSU Pueblo Office of Institutional Research and Analysis [Fall 2022 Census Data Profile](#), [Undergraduate Student Graduation Rates](#), [Employee Overview](#), [Applications and Admissions Data](#)





## ACADEMICS AT CSU PUEBLO

CSU Pueblo prides itself on meeting students where they are and helping them get where they want to be. Students have access to top-quality, accessible, and affordable learning. Small class sizes, nationally recognized faculty, flexibility for distance learning, and career-relevant experiences set students up for success now and in the future. CSU Pueblo offers many [degree options](#), from 35 undergraduate programs, 26 graduate and professional degrees, and many fully online offerings across six divisions, with unique programs in mechatronics and cannabis, biology, and chemistry. The [3+2 Programs](#) in athletic training, biochemistry, biology, business, chemistry, construction management, and engineering allow students to obtain both an undergraduate and graduate degree in as little as five years.

The Academic Affairs division is organized into 8 colleges and schools:

### THE COLLEGE OF SCIENCE, TECHNOLOGY, ENGINEERING AND MATHEMATICS (STEM)

The [College of STEM](#) is home to three departments—[Biology](#), [Chemistry](#), and [Mathematics and Physics](#)—and the [School of Engineering](#), which includes Engineering Technology and Construction Management. The chemistry program is accredited by the American Chemical Society (ACS); distinctive programs are undergraduate and graduate degrees in cannabis biology and chemistry, which provide students with an understanding of chemical and biological principles that can be applied to the emerging field of cannabis science. Programs in engineering, civil engineering technology, and industrial engineering are accredited by ABET; specialized [laboratories](#) in the School of Engineering include a soil/asphalt/concrete laboratory, hydraulics and fluid flow laboratory, and robotics laboratory.

The STEM College has several programs to support student success and give students access to research opportunities. Communities to Build Active STEM Engagement ([CBASE](#)) uses a federal Title III grant to focus on integrating curricular, co-curricular, and programmatic experiences to increase Hispanic, low-income, and minority student retention and program completion. The Mentoring Access and Platforms in STEM ([MAPS](#)) Program—with financial assistance from the U.S. Department of Education—supports undergraduate students from all STEM disciplines through research opportunities, internship programs, professional development, tutoring support, and other programs and resources. [Project CUATRO](#) provides undergraduate students pursuing Biology and Wildlife and Natural Resources degrees with research and mentoring opportunities; funding for this program is from the National Science Foundation.

### THE COLLEGE OF HUMANITIES, ARTS AND SOCIAL SCIENCES (CHASS)

[CHASS](#) includes many traditional and innovative academic fields: 67% of general education courses, 48% of all minors, and 36% of all majors at CSU Pueblo. CHASS consists of five academic departments ([English and World Languages](#), [History](#), [Political Science](#), [Philosophy](#), & [Geography](#), [Psychology](#), [Social Work](#), and [Sociology, Criminology, & Anthropology](#)) and one school—the [School of Creativity + Practice](#) (SoCaP), which includes the departments of [Art & Creative Media](#), [Media & Entertainment](#), and [Music](#). The social work program is accredited by the Council of Social Work Education (CSWE), and the music programs are accredited by the National Association for Schools of Music (NASM).

Distinctive programs in CHASS include the BFA in Gaming and Immersive Media; the [Center for](#)

## ACADEMICS AT CSU PUEBLO (CONT.)

[the Study of Homeland Security](#); CSU publications ([Pilgrimage](#), [Tempered Steel](#)); the [Inside-Out Prison Exchange Program](#) at La Vista Correctional Facility; certificates in women's studies, diversity studies, and [communication and information design](#); a minor in [Creative Wellness](#), the [Campus Connections](#) program for mentoring at-risk youth; and the [John L. Garcia Jr. Language Center](#).

As the Dean explains on the College website, the CHASS mission is to “offer students opportunities to become ethical, socially responsible, engaged learners, who are prepared to assume leadership in a dynamic global context.” The CHASS Vision is to “encourage lifelong learning and partnerships with the communities [CSU Pueblo] serves. . . and to develop individuals who contribute to enhancing a diverse, global society by offering courses and experiences that develop the aesthetic, creative, critical, and theoretical sense of our students.”

### THE HASAN SCHOOL OF BUSINESS (HSB)

The [Malik and Seeme Hasan School of Business](#) offers undergraduate majors in accounting, business management, computer information systems, marketing, and economics—along with emphasis areas in finance, agricultural business, risk and security management, sports industry management, cyber security, data analytics, software development, and information technology. At the graduate level, the HSB offers the MBA degree both on campus and [100% online](#), with emphasis areas in cybersecurity, health care administration, and public administration. All CSU Pueblo business programs are fully accredited by the prestigious Association to Advance Collegiate Schools of Business (AACSB International), with the most recent successful reaffirmation in 2019.

Distinctive programs in the HSB include the 3+2 MBA program which enables students to earn both a bachelor's degree and an MBA in just 5 years. The [Center for Cyber Security Education and Research](#) is designated by the National Security Agency and the Department of Homeland Security as a National Center of Academic Excellence in Cyber Defense Education. The [Thomas V. Healy Center for Business and Economic Research](#) engages students and faculty in conducting applied research projects that promote sustainable economic development in southeastern Colorado and offers educational outreach programs that benefit residents of southern Colorado.

The HSB emphasizes active learning; consequently, students have many opportunities to develop personal and team skills on projects and real cases. The curriculum develops student expertise in creative problem solving, quantitative analysis, technology applications, team leadership, written and oral communication, change management, global awareness, professionalism, and entrepreneurship.

### THE SCHOOL OF NURSING

The [School of Nursing](#) offers undergraduate degrees in nursing (BSN) and health management as well as a [master of science in nursing](#) and a doctorate of nursing practice (DNP). The School also offers [Pathway Programs](#) for ADN to MS—Nurse Educator and BSN to MS—Nurse Educator, for those who already have nursing degrees and seek to build their professional credentials. All CSU Pueblo nursing programs are accredited by the Accreditation Commission for Education in Nursing (ACEN). The undergraduate BSN program is also offered online, and the graduate programs are hybrid. These programs are [well ranked](#): listed among Study.com's top 50 nursing programs in the country, ranked No. 4 on RegisteredNursing.org's Best RN Programs Colorado, and Best Value Nursing Program.

[Practice labs](#) provide nursing students with an additional learning resource to meet their educational goals. The labs are equipped with supplies and practice mannequins including Vita Sim, SimMan and SimMan 3G. In addition to practice labs, both undergraduate and graduate students participate in patient care management immersion learning activities to promote student confidence and patient safety in the high-tech Simulation Lab. Simulation of patient scenarios are incorporated into classroom and lab/clinical courses throughout all nursing programs offered at CSU Pueblo. Trained faculty design and facilitate patient care management scenarios with debriefing techniques for optimal student preparation and performance in the clinical setting.

### THE SCHOOL OF EDUCATION

The [School of Education](#) has a primary mission of preparing teachers of quality and distinction. At CSU Pueblo, preparing teachers is a campus-wide responsibility, with faculty and administrators involved in support of the program's mission. An integral component of the program is its partnerships with 17 school districts and four community colleges



## ACADEMICS AT CSU PUEBLO (CONT.)

in southern and southeastern Colorado. At the undergraduate level, the School offers the [B.S. in Early Childhood](#), [B.S. in Liberal Studies](#) (Elementary), and [B.S. in Middle School Math](#), as well as undergraduate minors in education and reading. At the graduate level, the School of Education offers the [Master of Education](#), [Ed.D. in Educational Leadership](#), 15 [graduate certificates](#), and [alternative licensure](#) pathways.

The joint efforts of students, faculty, and administrators across all partners focus on improving the quality of learning in classrooms in elementary, secondary, and higher education. The School features the [Teacher Pipeline Project](#) (TPP), a collaboration between Colorado State University Pueblo School of Education and Pueblo School District 60. Student Teacher candidates who are accepted into the program will experience a unique and intensive student teaching experience that prepares them to enter the teaching force as highly effective educators.

### THE SCHOOL OF HEALTH SCIENCES AND HUMAN MOVEMENT (HSHM)

The mission of the [School of Health Sciences and Human Movement](#) is to provide experiential, inter-professional education, training, and mentoring. At the undergraduate level, the School offers the [B.S. in EXPER](#) (exercise science, physical education and recreation); [B.S. in Health Science](#); and the [B.A.S. in Health Science and Administration](#) (online). Other undergraduate offerings include minors in coaching, exercise science, fitness and recreational sports, health coaching, and other areas, as well as two certificates. The School also offers a graduate degree, the [M.S. in Athletic Training](#), which can be coupled with the B.S. in health sciences as a 3-2 program.

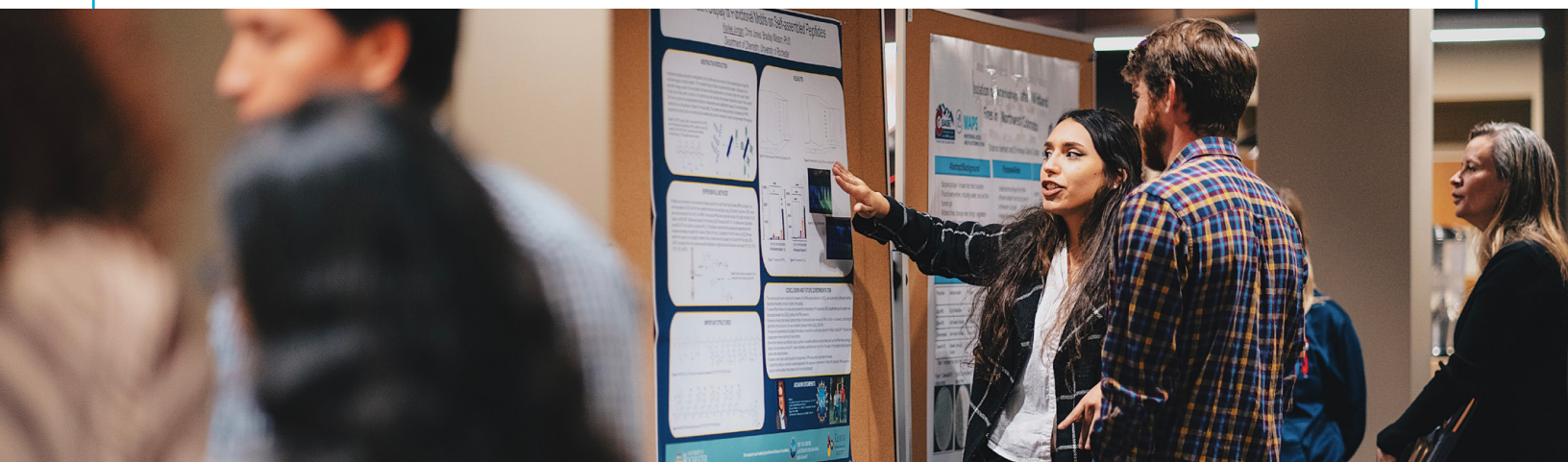
The School of Health Sciences and Human Movement provides students with a broad-based theoretical foundation supported by laboratory and field experiences that allow individual observations, inferences, and hands-on mastery of skills related to the promotion of healthy lifestyles.

### THE GRADUATE SCHOOL

The [Graduate School](#) is led by dynamic faculty and staff who work closely with students to help them achieve the goals necessary to sustain life-long professional success. They coordinate with departments across the institution to support graduate students on multiple pathways. Whether students are coming back to school after some time working or are heading straight from undergraduate into a graduate program, the School works to help students reach their academic goals. With individualized guidance and counseling through their enhanced advising model, [Pathways](#), the Graduate School helps students create a schedule and path to success tailored to their lives.

### THE DIVISION OF EXTENDED STUDIES

The University makes available a broad array of credit and non-credit courses, seminars, and workshops through CSU Online and the [Division of Extended Studies](#). Some programs are offered on campus and others at off-campus sites more convenient to persons living outside of Pueblo and southern Colorado. The primary goal of the Division of Extended Studies is to provide courses to part-time students. The Division relies on a variety of educational methods—classroom instruction, correspondence, on-line courses, conferences, workshops, and seminars—to expand educational access and meet the needs of students at convenient times and settings.







## POINTS OF PRIDE

These recent announcements about CSU Pueblo programs and people are examples of the many ways that the university is advancing its work.

- Federal funding of \$3M for [La Distancia](#), an innovative grant program for high impact practices supporting student success, as part of the Developing Hispanic-Serving Institutions grant programs.
- [Fulbright Scholar](#) Award to Dr. Trevor Gates (Assistant Professor of Social Work) to revitalize the curriculum on gender and sexuality issues in social work in the Thai Nguyen region in North Vietnam.
- Joint [NSF grant](#) with the University of Arizona to expand research capacity for artificial-intelligence (AI) enabled cyber infrastructure vulnerability assessment.
- Creation of a the new [Southern Colorado Institute of Transportation Technology](#) to grow the regional economy and develop the next generation of transportation experts.
- Designation of CSU Pueblo as a [National Center of Academic Excellence in Cyber Defense](#) by the U.S. National Security Agency.
- Recipient of collaborative [NSF grant](#) with the Pueblo Community College and Pikes Peak State College to enhance the quality of undergraduate STEM education at HSIs and increase access for underrepresented groups.
- Recognition of CSU Pueblo with the [2022 Ellucian Impact Award](#) in the Change Leadership category for its innovative work in integrating Student Information Systems.
- Launch of the [Center for Integrated Health and Human Inquiry](#), a collaborative hub that promotes innovative, interdisciplinary experiences and scientific inquiry to promote human health and knowledge and foster collaborative learning spaces for growth and integration of nursing and health sciences, social sciences, and humanities.
- Impressive performance by the [Hasan School of Business CyberWolves](#), who placed 24th of over 3,000 teams in the recent National Cyber League Cyber Games.
- Expansion of the [Colorado Promise](#) Scholarship program, which provides free tuition (after federal, state, and institutional awards) to first-year and transfer students with family income under \$70,000.
- Successful \$100,000 [Open Educational Resources](#) grant from the Colorado Department of Higher Education to support the creation of OER efforts across campus.
- Recognition of CSU Pueblo with the 2021 [AASCU Excellence and Innovation Award](#) for its campus pandemic response by the American Association of State Colleges and Universities.
- CSU Pueblo is the home of the [Institute of Cannabis Research](#) (ICR). The ICR is the nation's first multi-disciplinary cannabis research center at a regional, comprehensive institution. The primary function of the Institute is the generation of knowledge that contributes to science, medicine, and society through investigation of the benefits and risks associated with cannabis.



## EXPECTATIONS FOR THE PROVOST & EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

Reporting directly to the President and serving as a principal member of the cabinet, the Provost and EVPAA (Provost) contributes to the university's overall success in fulfilling its mission, vision, and strategy. The Provost is expected to work closely with the Vice President of Enrollment Management and Extended Studies (VPEMES), Vice President for Operations and Advancement (VPOA), Vice President of Student Affairs and Dean of Students, Chief Financial Officer (CFO), and Director of Athletics. The Provost provides assistance, counsel, and support to the President as a member of the Cabinet and the University Leadership Team (ULT). The deans of the academic colleges and schools report to the Provost, along with the Dean of Library Services, the Dean of the Graduate School, and the Dean of Undergraduate Studies and Student Success. The Associate Vice Provost reports to the Provost and oversees Institutional Research, Assessment, and Institutional Effectiveness.

The Provost is responsible for leading academic affairs in the following areas:

### LEARNING ENVIRONMENT

- Developing, implementing, and assessing strategic plans that yield results and creating initiatives that foster change and accountability among faculty and staff.
- Fostering collaborations among academic and non-academic units to support innovative and interdisciplinary academic programs at the undergraduate and graduate levels.
- Utilizing instructional technologies and online delivery systems to enhance student learning and enrollment growth.
- Developing strategies to differentiate CSU Pueblo from other institutions, including experiential learning, study abroad programs, and integrated undergraduate and graduate programs.

- Managing accreditation processes that cultivate continuous improvement in student learning outcomes and teaching excellence, as well as the ability to revise existing programs and develop new academic programs and research initiatives connected to regional opportunities and needs.

### FISCAL MANAGEMENT

- Managing academic budgets in a fiscally responsible manner to enhance efficiency and financial management as well as being creative in generating revenues.
- Reorganizing people and units and reallocating resources to maximize student success and organizational efficiency.
- Working with the faculty and staff to attract external funding to support the educational, research, and service missions of the institution.

### ENROLLMENT MANAGEMENT AND STUDENT SUCCESS

- Building partnerships and collaborations that generate enrollment, retention, completion, and placement of students.
- Increasing collaborations and innovative, collaborative programming with community colleges across the region, including Arapahoe Community College, Pikes Peak State College, and Pueblo Community College.
- Collaborating with the VPEMES to manage non-credit and professional development program design and implementation.
- Coordinating with the VPEMES, the VPOA, and the academic units on enrollment targets and marketing strategies to reach those targets.
- Providing leadership to support structures aimed at improving student success and closing equity gaps.



# EXPECTATIONS FOR THE PROVOST & EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS (CONT.)

## SCHOLARSHIP AND RESEARCH DEVELOPMENT

- Providing leadership to the research centers on campus to support regional, state, and national priorities.
- Coordinating with the CFO and the VPOA to develop the infrastructure to support research, financial compliance, and post-award management.
- Facilitating, recognizing, and rewarding research and creative activities that enhance teaching effectiveness and student learning.

## COLLABORATIONS, COMMUNITY ENGAGEMENT, AND GROWTH ENVIRONMENT

- Supporting campus diversity and inclusiveness, including fostering the values and operational requirements associated with being an Hispanic-Serving Institution.
- Maintaining visibility in the university and Pueblo community by attending university and community events and engaging citizens of the region helping them see the value of higher education and how it maps to the needs of the region.
- Working closely with the System CAO and Chief Academic Officers in the CSU system to support system initiatives.
- Working with CDHE staff and other CAOs across the state to implement state initiatives.

In addition, based on pre-search listening sessions and surveys, these are the personal and professional qualities that faculty, staff, and administrative colleagues expect in the next Provost:

- Ability to innovate
- Deep understanding of the role of a regional public university
- Political acumen to work with people across ideologies and viewpoints
- Excitement about being part of student success
- Interpersonal competencies to tell CSU Pueblo's compelling story
- Appreciation for the role and impact of an Hispanic-Serving Institution

- Commitment to stay in the role and see projects and initiatives through
- Genuine interest in listening respectfully to constituents
- Willingness to make challenging decisions and to communicate those decisions
- Appreciation for the roles of faculty work outlined in the [Faculty Handbook](#) and departmental promotion and tenure guidelines
- Ability to lead and inspire, not just manage
- Strong personal and interpersonal skills: integrity, authenticity, and empathy
- Ability to manage controversy and conflict productively
- A sense of humor and joy in doing meaningful work
- A leadership style characterized by collaboration and mutual respect



# LEADERSHIP AGENDA FOR THE NEXT PROVOST

The next Provost and Executive Vice President for Academic Affairs is expected to collaborate with the University Leadership Team and other leaders on these initiatives in the next few years:

- Expanding the appeal of CSU Pueblo as a premiere “people’s university” where students navigate a rapidly changing world.
- Leading strategic and imaginative initiatives to address recruitment, retention, and success of students.
- Developing people within CSU Pueblo by recognizing potential, providing opportunities to develop talents and support leadership, and evaluating reward structures, including compensation.

## REQUIRED QUALIFICATIONS

The successful candidate for the Provost and Executive Vice President for Academic Affairs shall demonstrate all these **required qualifications**:

- An earned doctorate (or appropriate terminal degree) along with a strong record of teaching and scholarship that would merit tenure at the rank of full professor at CSU Pueblo.
- A record of accomplished academic leadership in administrative roles with increasing responsibility and complexity, including management of people and budgets.
- A strong commitment to diversity, equity, and inclusion with demonstrated success in fostering a positive, inclusive, and collaborative teaching, learning, and work environment.

## PREFERRED QUALIFICATIONS

The successful candidate for the Provost and Executive Vice President for Academic Affairs may also demonstrate some of these **preferred qualifications**:

- Commitment to shared governance and to the ongoing support and development of faculty as excellent teacher/scholars.
- Advanced organizational skills and experience in building, managing, and working with high functioning teams to tackle challenges and take advantage of opportunities by leveraging diverse talents and perspectives.
- Competency in understanding and utilizing systems to analyze and employ data to drive strategic decision making.
- Ability to foster meaningful academic and community partnerships within the city and county of Pueblo, based on experience with creating and overseeing programs that respond to the needs of a local community.
- Strong communication skills with a demonstrated ability to build collegial and collaborative relationships across constituencies built on trust and transparency.
- Record of success in recruiting, mentoring, and retaining a diverse and talented faculty and staff—through all career stages.
- Demonstrated ability to work with faculty and staff to facilitate student success, including adult and first-generation college students; shared understanding of the unique challenges and opportunities for a designated Hispanic-Serving Institution (and aspiring Minority-Serving Institution) dedicated to serving the local and regional community.
- Astute budget management with the ability to leverage resources to strategic advantage and to connect academic priorities to budgeting and the development of new revenue streams.



# TIMELINE, COMPENSATION, APPLICATIONS, AND NOMINATIONS

Academic Search is assisting Colorado State University Pueblo in this search. All inquiries, nominations, and applications will be held in strict confidence. To learn more about this opportunity, potential applicants are welcome to schedule a conversation with either of the Senior Consultants for this search—Dr. Ginny Horvath ([ginny.horvath@academicsearch.org](mailto:ginny.horvath@academicsearch.org)) or Dr. Linda McMillin ([linda.mcmillin@academicsearch.org](mailto:linda.mcmillin@academicsearch.org)).

## START DATE

The next Provost and Executive Vice President for Academic Affairs is expected to start in Summer/Fall 2023.

## COMPENSATION

The expected annual (12-month) salary range for this position is \$190,000 - \$230,000, commensurate with qualifications and experience.

## APPLICATIONS

Applicants should send these separate documents (in PDF format) to [CSUPuebloProvost@academicsearch.org](mailto:CSUPuebloProvost@academicsearch.org):

- A detailed **cover letter**, addressed to the Search Committee, expressing your interest in this position and addressing how you meet the qualifications as outlined in this profile;
- A current **resume/curriculum vitae**;
- A **statement of your personal/professional contributions** to advancing diversity, equity, and inclusion (a brief document—1-2 pages—that provides your context for understanding diversity and gives examples of your leadership in advancing support for diversity, equity, and inclusion), including how you will apply this experience at an Hispanic-Serving Institution; and
- A **list of five professional references**, including names, titles, organizations, phone numbers, and email addresses, noting your relationship for each reference.

References will not be contacted until later in the search process and only with the candidate's permission. A background check (including identity, degree verification, and criminal records check) must be completed satisfactorily before any candidate can be offered this position.

## APPLICATION DEADLINE

Although the search remains open until the position is filled, for full consideration by the Search Committee, candidates should submit all application materials by **February 7, 2023**. Finalists for the position will participate in campus interviews that will include a public presentation.

## NOMINATIONS

Although nominations are not required to be considered for this position, leaders who know of outstanding candidates are welcome to submit confidential nominations by sending an email to [CSUPuebloProvost@academicsearch.org](mailto:CSUPuebloProvost@academicsearch.org). Be sure to include the nominee's full name, position, institution/organization, and email address. Academic Search will notify people of their nomination, provide details about the position, and encourage them to apply.

*Colorado State University Pueblo is committed to equal educational and employment opportunities and to the elimination of all forms of discrimination, protected class harassment, sexual misconduct, intimate partner violence stalking, and retaliation. Furthermore, CSU Pueblo is committed to maintaining respectful, safe, and nonthreatening educational, working, and living environments. In furtherance of this commitment, CSU Pueblo does not discriminate on the basis of age, citizenship, creed, color, disability, gender, gender expression, gender identity, genetic information, national origin or ancestry, pregnancy, race, religion, sex, sexual orientation, veteran status, or because an individual has inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. CSU Pueblo is an affirmative action/equal opportunity institution. It encourages diversity and provides equal opportunity in education, employment, all of its programs and activities, and the use of its facilities. The University takes affirmative action to employ qualified women, racial/ethnic minorities, protected veterans, and individuals with disabilities*

# ABOUT ACADEMIC SEARCH

Academic Search is assisting Colorado State University Pueblo in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit [www.academicsearch.org](http://www.academicsearch.org).



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