



**Idaho State  
University**

# **PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS**

2024





# ABOUT IDAHO STATE UNIVERSITY



Idaho State University is a Carnegie-classified R2 high research activity, doctorate-granting university. ISU offers exceptional academic opportunities in more than 250 programs across seven colleges. Its faculty and students lead in cutting-edge research and innovative solutions in various fields including health professions, nuclear research, natural resources, teaching, humanities, engineering, performing and visual arts, technology, biological sciences, pharmacy, and business. Founded in 1901 on the traditional lands of the Shoshone and Bannock peoples in Pocatello, the University extends educational access to a diverse population and strives to build an inclusive community among students from around the region and the world who are drawn to its five campuses. At the main campus in Pocatello, and at locations in Meridian, Idaho Falls, Twin Falls in Idaho, and Anchorage, Alaska, ISU engages students through learning and research opportunities that improve the intellectual vigor, cultural vitality and health of its communities.

ISU is the state's designated lead institution in health professions, medical education, and biomedical research. The Sam and Aline Skaggs Health Science Center in Meridian is adjacent to the Idaho College of Osteopathic Medicine, Idaho's only medical school and a strong partner in health science education. The Idaho Falls campus supports the Center for Advanced Energy Studies (CAES) at the Idaho National Laboratory in Idaho Falls. The Twin Falls campus partners with the College of Southern Idaho to prepare career-ready graduates. In partnership with the University of Alaska Anchorage, ISU trains Alaska's pharmacists. Newly developed collaborations have been established by offering the Physician Assistant program with Lewis-Clark State College in Lewiston, ID, and the Accelerated Nursing Bachelor's degree with Kootenai Health in Coeur d'Alene, ID.



To read about ISU in the news, go to [isu.edu/news](https://isu.edu/news)

# ABOUT IDAHO STATE UNIVERSITY



## QUICK FACTS

**12,319**  
STUDENTS

In Fall 2023, Idaho State welcomed the largest incoming class since 2014 with an increase of 26% over Fall 2022 for first-time undergraduate students. Overall, ISU's enrollment increased by 1.9% since last fall, marking the third year in a row of enrollment growth.

Over the past four years, first-time student retention increased by 10.3% and Idaho resident retention is up 11.6%.

87% of all Idaho State students are from Idaho.

Students come to Idaho State from all 43 counties in Idaho, 49 states in the U.S., and 63 countries.

Idaho State has 1,833 employees, of which 664 are faculty.

From traumatic brain injuries to post-wildfire recovery, Idaho State is home to more than 200 research labs.

**FRESHMAN/FIRST-YEAR RETENTION UP**  
**10.3%**  
**OVER 4 YEARS AGO**

As the state of Idaho's health care University, ISU offers 75% of Idaho's graduate degrees in health profession programs.

ISU operates 22 health care clinics that align with ISU's mission as the health sciences institution for Idaho.

Idaho State is proud of the accomplishments of its more than 100,000 alumni.

Idaho State was named a top college for skiers in the Mountain West by *Powder Magazine*.

Newly renovated ICCU Dome is the oldest covered stadium in the nation and the first on a college campus.

Earnings from ISU alumni living and working in Idaho contribute more than \$900 million to Idaho's economy.

## UNIVERSITY TRADITIONS

From an annual day of service to a weekly showcase of school spirit, Idaho State proudly celebrates a number of University traditions. We encourage all faculty and staff to join our students and alumni in taking part in all of our longstanding University traditions.

One tradition that we widely encourage is Bengal Wednesday. Walking across campus--or wherever Bengals are in the world--we stand united as fellow Bengals and proudly wear orange and black on Wednesdays.



To learn more about Idaho State's traditions, go to [isu.edu/traditions](https://isu.edu/traditions)



# ABOUT IDAHO STATE UNIVERSITY



**13:1 STUDENT-TO-TEACHER RATIO** allows students to enjoy personal connections with faculty. As a state leader in health sciences, ISU offers hands-on experiential learning for students and widespread health services to the community at more than a dozen clinics across the state.



Education at Idaho State is augmented with **REAL-WORLD EXPERIENCES**; the \$2.3 million Career Path Internship program advances the career goals of hundreds of students' by pairing students with paid on- and off-campus internships and research experiences.



As an **NCAA DIVISION 1 SCHOOL**, ISU competes in the Big Sky Conference offering robust athletic programs to students such as basketball, cross-country, tennis, track and field, volleyball, softball, football, golf, and soccer.



**WITH SO MUCH TO EXPLORE**, students can get involved in more than 150 student organizations, or explore Idaho with whitewater rafting and backcountry experiences led by the Outdoor Adventure Center. Quick day trips to Craters of the Moon National Monument or Yellowstone National Park are a short drive away.



**THE L.E. AND THELMA E. STEPHENS PERFORMING ARTS CENTER** on the ISU campus is nationally ranked as one of the most impressive performance venues on a university campus. It is home to the Idaho State Civic Symphony and is also host to numerous plays, concerts, recitals, and art performances.



To read about ISU in the news, go to [isu.edu/news](https://isu.edu/news)



# ABOUT IDAHO STATE UNIVERSITY

## ACADEMIC COLLEGES AND DIVISIONS

Idaho State University's more than 250 academic programs, led by dedicated, accomplished faculty, are offered through ten colleges and schools.

College of Arts and Letters

College of Business

College of Education

College of Science and Engineering

College of Technology

Graduate School

Kasiska Division of Health Sciences

College of Health

School of Nursing

School of Rehabilitation and Communication Sciences

L.S. Skaggs College of Pharmacy



To learn more about ISU's academic programs, go to [isu.edu/academics](https://isu.edu/academics)

## ACCREDITATION

The Northwest Commission on Colleges and Universities (NWCCU) is ISU's institutional accreditor. The NWCCU is an independent, non-profit membership organization recognized by the U.S. Department of Education as the regional authority on educational quality and institutional effectiveness of higher education institutions in the seven-state Northwest region of Alaska, Idaho, Montana, Nevada, Oregon, Utah, and Washington. It fulfills its mission by establishing accreditation criteria and evaluation procedures by which institutions are reviewed.

### Specialized Accreditation for Colleges and Programs

Many undergraduate and graduate programs maintain specialized professional accreditation. The Office of Institutional Research maintains the most up-to-date list of over 80 ISU programs with specialized accreditation.



To learn more about accreditation, go to [isu.edu/accreditation](https://isu.edu/accreditation)

## RESEARCH AT IDAHO STATE

Trending upward year after year, research at ISU is a driver of growth and development and solidifies Idaho State's classification as a Carnegie-classified High Research Activity institution.

In AY22-23, ISU received more than **\$47 million** in external research awards to support more than **200** active investigators. This represents a **45%** increase in research awards and a **200%** increase in research funding since 2018.

ISU researchers are seeking and winning larger grant awards, with the steadiest growth in the federal government-supported research and development sector.

ISU students also received just over **\$3.1 million** in externally-sponsored wages and stipends to participate in research and creative scholarship activities.



To learn more about research at ISU, go to [isu.edu/research](https://isu.edu/research)

# STRATEGIC PLAN



## MISSION

We engage students through learning and research opportunities that improve the intellectual vigor, cultural vitality, and health of our communities.

## VISION

We inspire a passion for knowledge and discovery.

## VALUES

- Integrity:** Honesty in our actions and words
- Community:** Fostering connections
- Inclusivity:** Valuing all and building a culture of belonging
- Teamwork:** Collaborating with compassion and respect
- Shared Responsibility:** All contributing to our success
- Learning:** Continuous growth and development

## GOALS

- Increase** student access, opportunity, and success
- Strengthen** programmatic excellence
- Cultivate** external partnerships
- Expand** research clinical and creative activities
- Energize** the Bengal community



To learn more about accreditation, go to  
[isu.edu/strategicplan](http://isu.edu/strategicplan)



# CAMPUS LOCATIONS



## **POCATELLO**

*Idaho State's main campus is located in Pocatello. This campus is home to administrative offices, student housing, and Bengal athletics. The University has been located on this site since being founded in 1901.*

**921 S. 8th Avenue  
Pocatello, Idaho 83209**

**[isu.edu/about](https://isu.edu/about)**



## **MERIDIAN**

*Idaho State's Meridian campus offers more than 30 undergraduate and graduate programs in the Sam and Aline Skaggs Health Science Center. Approximately 1,000 students take classes in Meridian and support clinics.*

**1311 E. Central Drive  
Meridian, Idaho 83642**

**[isu.edu/meridian](https://isu.edu/meridian)**



## **IDAHO FALLS**

*Located adjacent to the Snake River, the Idaho Falls campus provides opportunities for students to complete associate, bachelor, master's and doctoral degrees. The campus is jointly operated with University of Idaho.*

**1784 Science Center Drive  
Idaho Falls, Idaho 83402**

**[isu.edu/idahofalls](https://isu.edu/idahofalls)**



## **TWIN FALLS**

*Located on the College of Southern Idaho campus, Idaho State's presence in the Magic Valley offers a number of bachelor- and doctoral-level programs, mostly through the College of Education.*

**315 Falls Avenue  
Twin Falls, Idaho 83303**

**[isu.edu/twinfalls](https://isu.edu/twinfalls)**

The University also operates outreach centers in American Falls, Blackfoot, and Anchorage, Alaska.

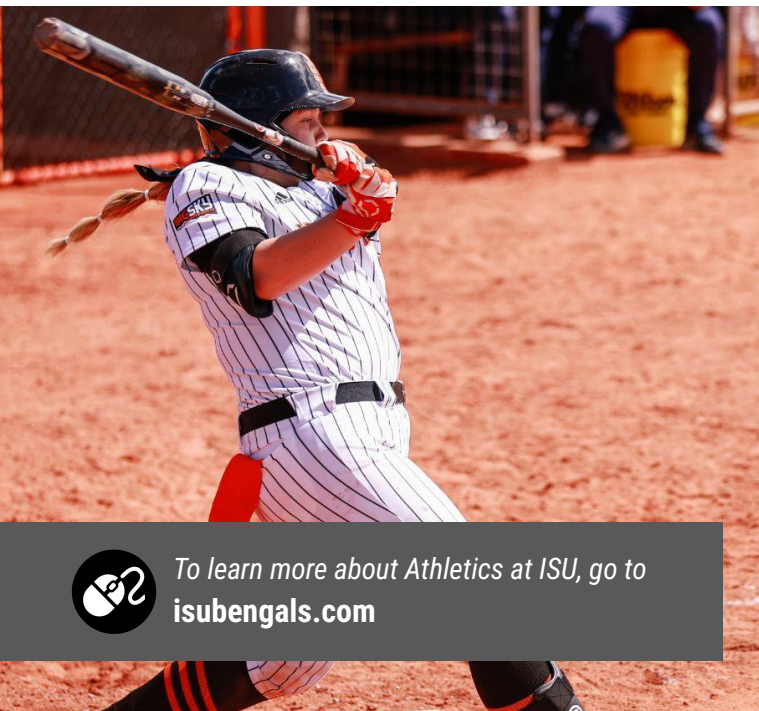
# UNIVERSITY CULTURE



At Idaho State, we strive to serve our students through an intentional focus on energizing our Bengal community and enhancing our University culture. We are committed to building a University culture where positivity, productivity, and job satisfaction all intersect.

We are on a journey to integrate strengths-based philosophies into our work environment, designed to celebrate individual contributions and promote growth and development for each member of our campus communities based on their innate talents. Building on the strengths of our faculty, staff, teams, and institution, and we want others to hear us ROAR!

- Strengths-based environment built on trust, compassion, stability, and hope.
- Celebrating individuals by valuing talents, individual perspectives, backgrounds, experiences, and ideas in an environment where growth and development is supported.
- We believe in leading through shared governance. Listening to problems and concerns and then seeking collaborative solutions with our faculty, staff, and students makes Idaho State stronger.



## ATHLETICS AT IDAHO STATE

As a member of the Big Sky Conference (BSC), Idaho State has 15 NCAA Division I sports. As of 2023, full member institutions are located in the states of Arizona, California, Colorado, Idaho, Montana, Oregon, Utah, and Washington.

### Women's Sports:

Basketball  
Cross Country  
Golf  
Indoor Track and Field  
Outdoor Track and Field  
Tennis  
Soccer  
Softball  
Volleyball

### Men's Sports:

Basketball  
Cross Country  
Golf  
Indoor Track and Field  
Outdoor Track and Field  
Tennis  
Football



To learn more about Athletics at ISU, go to [isubengals.com](https://isubengals.com)



## UNIVERSITY LEADERSHIP

Dr. Robert W. Wagner began serving as Idaho State University's fourteenth president on January 29, 2024. Before coming to ISU, he was the Executive Vice President and Chief Operating Officer at Utah State University (USU). He also previously served as the Vice President for Academic and Instructional Services, a unique organizational blend of student, faculty, operational, innovation and academic programming responsibilities.

While at Utah State University Dr. Wagner held several administrative positions including leadership within USU's Provost Office (Assistant Vice Provost, Vice Provost, Executive Vice Provost and Dean) associated with the university's Statewide Campus System, academic programming and faculty development, as well as Executive Director for Distance Education.

Before coming to USU in 2007, Wagner served as a Special Assistant to the President, focused on government relations and special projects for the State University of New York at Albany. His administrative experience includes institutional strategic planning, cross-institutional collaboration, community engagement, innovation in higher education, fundraising, student achievement, and government, industry and community partnerships.

With a visionary strategic plan, the University is well-positioned for innovation and growth. Dr. Wagner has launched conversations – through the Bold Path Forward initiative – that give faculty, staff, students, and stakeholders an opportunity to actively shape the trajectory of Idaho State University.



# UNIVERSITY LEADERSHIP

The University is led by a diverse team of dedicated professionals who have years of higher education experience. Under the direction of the President, the senior leadership team collaboratively sets aspirational goals focused on bolstering Idaho State's strengths.

## Administrative Council

Administrative Council is charged with institutional planning, administrative oversight, and issue management. The Council is a decision-making body with representatives from all University divisions, and members are responsible for soliciting input from their divisions regarding major initiatives/impacts, collaborating with peers and the President to make decisions, and communicating major decisions, with rationale, to their divisions and departments.



**Adam Bradford**  
Interim Provost &  
Vice President for  
Academic Affairs



**Jennifer Steele**  
Vice President for  
Finance and  
University Planning



**Craig Chatriand**  
Vice President for  
Student Affairs



**Brian Sagendorf**  
Vice President for  
Operations



**Martin Blair**  
Vice President for  
Research and  
Economic  
Development



**Cathy Wooton**  
Vice President for  
University  
Advancement



**Rex Force**  
Vice President for  
Kasiska Division of  
Health Sciences



**Renae Scott**  
Chief Information  
Officer



**Pauline Thiros**  
Director of Athletics



**Miriam Dance**  
Associate Vice  
President for  
Marketing and  
Communications



**Blake Christensen**  
University General  
Counsel & Chief  
Compliance Officer



**Jenn Forshee**  
Chief of Staff



**Heidi Berry**  
Executive Staff  
Assistant and  
Communications  
Specialist



# THE OPPORTUNITY

## POSITION SUMMARY

Reporting to the President, the Provost and Vice President for Academic Affairs serves as the Chief Academic Officer of the University and oversees university curriculum, faculty appointments, and other academically related areas at a public doctoral research university. The Provost will oversee and align academic affairs with available resources while ensuring access and opportunity to advance the academic mission of the institution. In leading an innovative community of scholars and students, the Provost will provide leadership to support an interdisciplinary, student-centered culture across the campus. In supporting this campus culture, the Provost will be fully invested in the University's student retention, progression, and completion initiatives as part of the university's Administrative Council. The Provost will possess a clear academic vision and serve as an articulate and persuasive spokesperson to assist the President in effectively conveying the importance of the institution as a partner to the community and region. In addition, ISU's collaborative reach extends beyond Idaho, establishing unique international partnerships.

The Provost oversees the colleges of Science and Engineering, Arts and Letters, Education, Business, and Technology; the Kasiska Division of Health Sciences, including its two colleges - the L.S. Skaggs College of Pharmacy and the College of Health; the University library system; and academic programs on all of the campuses, including Pocatello, Idaho Falls, Twin Falls, Meridian, and Anchorage, AK. Academic budgets at the University total \$95.6 million, and 664 faculty report to the Provost through their deans and chairs. In addition, the Provost oversees Educational Technology Services, the Early College Program, Institutional Research, Academic Success and Advancement, and Institutional Effectiveness.

The Provost fulfills broad supervisory responsibilities over academic administrative leadership for academic affairs units and the Division of Health Sciences, including the oversight and leadership of all academic deans, associate deans, and support staff for the Office of Academic Affairs.

# THE OPPORTUNITY

## KEY RESPONSIBILITIES

Provost and Vice President for Academic Affairs has general charge and responsibility for the supervision and management of all academic colleges, schools, departments, and programs at a public doctoral research university, including:

- Serving in a co-leadership role with executive leadership to develop, implement, and evaluate programs for student success initiatives;
- Recommending additions and alterations to the physical campus that are needed for academic purposes;
- Coordinating internal administrative review and external regulatory or accreditation consideration of academic policies, plans, and programs;
- Serving as the chair of the Council of Deans;
- Determining, in collaboration with area Deans, all members of the faculty for appointment, promotion, tenure, retention, non-retention, or dismissal for cause;
- Planning, development, and evaluation of academic programs;
- Maintaining academic standards of Idaho State University and of appropriate accrediting bodies;
- Participating as a member of the President's Administrative Council responsible for executive leadership of the University;
- Collaborating with the Faculty Senate in support of shared governance;
- Advising the President on all matters related to academic affairs and related university administration;
- Supervising all matters relating to curriculum and instruction, including instruction at branch campuses, evening and summer programs, and scheduling;
- Demonstrating a commitment to inclusive and collaborative leadership with a passion for serving students and faculty by being a champion of the university's Code of Ethics and Conduct;
- Establishing priorities and plans for academic program development as well as for faculty recruitment, and professional development;
- Providing academic input to institutional enrollment growth and management efforts;
- Coordinating periodic academic program reviews, accreditation, and working with Deans and Chairs in the review, study, and development of curriculum and the improvement of instruction;
- Developing and ensuring adherence to the academic affairs budget;
- Participating in the development of the budget for the university as a whole to leverage and harness academic capacity while mitigating financial threats for the overall effect of improving the financial sustainability of the institution; and
- Carrying out academic and administrative responsibilities as may be assigned by the President.



## PROFESSIONAL QUALIFICATIONS

### Minimum Qualifications:

- An earned terminal degree from an accredited institution of higher education with ten years of successful full-time post-secondary teaching, research, and administrative experience at the department head level or above in an institution of higher education;
- Expertise in developing/implementing processes and plans for institutional effectiveness;
- Understanding of, and ability to thrive within, the governance and administrative processes used in publicly-supported higher education institutions;
- Ability to communicate effectively and establish and maintain effective professional relationships with internal and external stakeholders;
- Experience utilizing a University leadership role to work effectively in civic leadership roles with professionals in industry, education, community, or governmental organizations;
- Demonstrated success in developing and fostering research growth and collaboration with external partners from the public and private sectors;
- Experience with budget planning and management; and
- Commitment to working in and fostering a welcoming and inclusive environment.

### Preferred Qualifications:

- Experience as a dean of a college or service in the central academic affairs office of a complex university or university system;
- Leadership experience in a multi-campus institution and a commitment to engage with academic units and leaders across the University and at all its teaching and research sites;
- Successful experience in strategic planning that fosters collaborative work with faculty academic leaders and other stakeholders to identify the priorities of the University and develop strategies and tactics for achieving them;
- Record of implementing plans, demonstrating outstanding delegation and supervision skills, creative problem-solving skills, excellent interpersonal communication, and a collaborative management style;
- Demonstrated commitment to excellence in teaching and learning, with an understanding of digital education and emerging technologies;
- A commitment to fostering student retention and success; and
- Ability to articulate a compelling message about the value and impact of the University's programs to diverse audiences.

## WHY CONSIDER THE OPPORTUNITY

### **Energizing leadership.**

President Wagner's appointment signals the beginning of a new era at Idaho State University. A visionary strategic plan is in place and the University's people are energized to move the institution forward.

### **Opportunities for statewide leadership.**

The provosts in the statewide system participate in the Council of Academic Affairs and Programs (CAAP) and statewide educational initiatives on behalf of the State Board of Education.

### **Impact.**

With strengths across the institution, particularly in focal areas in the health sciences, health professions, energy, and engineering, the University has significant opportunities for research and service impact in Idaho, the Mountain West, and beyond.

### **Comprehensive mission.**

Idaho State University offers a comprehensive academic program of unusual breadth, conferring credentials that range from career and vocational education certificates to doctoral degrees. Opportunities for constructive collaboration, coordination, and innovation are abundant.

### **Balancing teaching and research.**

ISU is a student-centered University that focuses on undergraduate student success while undertaking significant research activities and supporting advanced study by graduate students. The Provost plays a key role in championing and balancing the teaching and research emphases of the University.

## PROCEDURE FOR CANDIDACY

Confidential review of applications will begin immediately and continue until the position is filled; parties who apply by September 4, 2024, will be given first consideration. Please submit your curriculum vitae/resume and a cover letter highlighting your interest in and qualifications for the position. To apply online, go to:

<https://theapplicantmanager.com/jobs?pos=su417>

For more information or to offer recommendations or nominations:

Tammarah Townes  
Senior Search Consultant  
Summit Search Solutions, Inc.  
Phone: 302-388-9480  
[ttownes@summitsearchsolutions.com](mailto:ttownes@summitsearchsolutions.com)

Dick Merriman, PhD  
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Phone: 330-933-4809  
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Idaho State University is an equal opportunity/affirmative action employer. We have an institution-wide commitment to inclusion and diversity and encourage all qualified individuals to apply. EEO Minority/Female/Disabled/Veteran Institution, Veterans' preference. Applicants and employees of Idaho State University are protected under Federal law from discrimination.

ISU follows Executive Order 11246 Pay Transparency Nondiscrimination Provision. Upon request, reasonable accommodations in the application process will be provided to individuals with disabilities. Please call Disability Services at (208) 282-3599 or email [disabilityservices@isu.edu](mailto:disabilityservices@isu.edu).

# POCATELLO & SOUTHEAST IDAHO

Southeast Idaho is centrally located between Salt Lake City, Utah, and the popular vacation destinations of Yellowstone National Park, Grand Teton National Park, and Jackson, Wyoming. Eastern Idaho is frequently ranked as one of the nation's best locations for outdoor recreation, providing opportunities for mountain biking, hiking, kayaking, fishing, camping, skiing, and rock climbing.

The City of Pocatello is located along the historic Oregon Trail in the western foothills of the Rocky Mountains. At an elevation of 4,448 feet, Pocatello has an unusually desirable four-season climate where clear, sunny, and dry weather is the norm. Known as the "Gate City," Pocatello is home to more than 55,000 residents, and the metropolitan area of Pocatello-Chubbuck has a population of about 80,000 ([www.pocatello.us/](http://www.pocatello.us/)). Details of the city development trajectory can be found in its long-term land management plan titled, "[Pocatello Comprehensive Plan 2040](#)" adopted by the City Council.

Pocatello's economy is centered around education, healthcare, energy, and high-tech manufacturing. Pocatello is home to LA Semiconductor's manufacturing facility, and 50 miles away, Idaho National Laboratory employs about 6,000 scientific, engineering, and other staff. Pocatello is also home to Portneuf Medical Center, a regional Level II trauma center with state-of-the-art cardiology and neurosurgery programs. Residents of Pocatello enjoy the city's 32 parks, the Idaho Museum of Natural History, the Fort Hall Replica, golf courses, a swimming complex, over 1,000 miles of bike and hiking trails, Pocatello Junction, a skate park, Zoo Idaho, and ISU's Stephens Performing Arts Center

Based on average housing costs, utilities, healthcare, transportation, groceries, and other services, Idaho's cost of living is ranked one of the lowest in the nation. The FBI ranks Idaho's crime rate as the lowest in the West. Idaho is one of the fastest-growing states in the U.S. in terms of population as it ranked second in that category in the last decade ([U.S. Census Bureau 2023](#))

