

SEPTEMBER 2024

TALENT & ORGANIZATIONAL DEVELOPMENT DIRECTOR

EXECUTIVE POSITION PROFILE

KANSAS STATE
UNIVERSITY



The future

While it would be easy to bask in today's success, we know tomorrow will bring challenges at home and far away. Under the leadership of [President Richard Linton](#), K-State established a new and energized strategic plan as a [next-generation land-grant institution](#). This visionary plan lays out clear, measurable goals to ensure we build upon our successes and cast our aspirations for the future. Whether it be innovative research, top-notch facilities or attracting and retaining expert faculty, we feel it is our obligation to do whatever is necessary to solve complex problems around the world and in our backyard.

Next-Generation Land-Grant University

The university's Next-Gen K-State Strategic Plan inspires us to build upon the capacities, partnerships and accountability and moves us toward the "next-generation land-grant university." It is inclusive of all that K-State has to offer, including the ideas and interests of our students, faculty, staff, alumni, athletics and external state/federal/international partners. As the land-grant university in Kansas, our efforts should be aligned with the needs of Kansans and with the Kansas Board of Regents' strategic plan, "[Building a Future.](#)"

Stats and Strengths

If the proof is in the numbers, our case is clear. From first-year freshmen to tenured professors to entire departments, K-Staters are known for aiming high, and then looking even higher. K-State is consistently ranked in the Top 10 for many prominent Princeton Review rankings, we boast some of the highest numbers of national scholars in a public university, and our experts are called on to solve problems around the world.

It's safe to say that these accomplishments are just the tip of the purple iceberg, and we have no intention of slowing down.

At a Glance

- More than 20,000 total students
- 1,367 full-time faculty
- 3,068 full-time staff
- 250+ academic undergraduate majors and programs
- 165+ graduate degrees and certificates

Campuses

Kansas State University is a three-campus system, offering a robust distance learning platform and valuing each piece of the puzzle. Each campus has its own strengths and connections that fit perfectly within our university umbrella. Learn more about each of our unique campuses below.

Manhattan

- K-State's main campus sits in "The Little Apple," and thrives in its vibrant college-town atmosphere.
- The Manhattan campus encompasses more than 2,320 acres, including agricultural and research facilities.
- Manhattan has a population of more than 55,000 and enjoys a great relationship with the K-State family.
- This campus is situated next door to Fort Riley, a large Army installation, and collaborates on many military-focused projects.

Olathe

- Located within the Kansas Bioscience Park, the Olathe campus provides a direct portal linking the university's powerful research capabilities to the Greater Kansas City area and beyond.
- The newest K-State campus, Olathe opened its doors in 2011.
- K-State Olathe is focused on expanding the educational and economic growth of the region, particularly for professionals working in the metro area.
- The campus facilitates many partnerships between researchers and companies, developing technology for industry needs around the world.
- K-State Olathe also extends its expertise to K-12 leaders through educational programming in animal health, food safety and food security.

Salina

- This professional learning environment is built on theory, research, and industry application, all within a small campus atmosphere located in Salina, Kansas.
- The Salina campus is particularly known for its world-class aviation program.
- A state-of-the-art Student Life Center opened in 2009 and includes a full-size basketball court and various running and fitness areas.
- This campus is one of the first and one of few universities in the nation to offer a bachelor's degree in unmanned aircraft systems and machine learning and autonomous systems.
- Salina, a city of nearly 48,000, offers access to more than 600 acres of park land and the annual Smokey Hill River Festival.

K-State Online

- K-State Online delivers the educational opportunities of the university to students who want to study online or at a distance.
- K-State Online offers more than 150 online credit programs, including bachelor's, master's, doctoral, certificate and minor programs.
- Started in 1966, when faculty traveled across the state of Kansas to teach classes, K-State Online now reaches students in all 50 states and 41 countries.
- K-State Online also offers noncredit training and programs both in person and online that result in certification, acknowledgment of completion or continuing education hours in a variety of fields.
- More than 1,800 learners completed noncredit programs online in 2022.

The Opportunity

The Talent & Organizational Development, or T&OD, director plays a pivotal role in shaping the talent strategy and organizational growth for both Human Resources, or HR, and the K-State workforce, as well as shaping the overall employee experience.

Reporting to and working alongside the Assistant Vice President for Talent Strategy & Engagement, the T&OD director will lead the design and execution of a comprehensive talent and organizational development strategy. As the leader of the Talent and Organizational Development team, this individual will manage and mentor team members, fostering a culture of continuous growth and excellence.

As a key member of the HR leadership team, the T&OD director will provide strategic guidance not only for talent development but also for broader HR initiatives, actively shaping the future direction of HR across the institution. This role involves representing HR on various committees and task forces, where the director's expertise and authority will be highly regarded by university leadership and other stakeholders.

A primary responsibility of this position is the creation and implementation of an institutional professional development strategic plan, utilizing needs assessments and other methodologies. Additionally, the T&OD director will oversee a broad array of professional development programs, including supervisory and leadership training, HR-related initiatives, orientation, and mentoring programs aimed at enhancing employee engagement and organizational effectiveness.



For information on how to apply or to submit nominations, please refer to the Search Process section on page 6 of this document.



Duties and responsibilities

Strategic Talent and Organizational Development Leadership

- Conducts organizational needs assessments to identify and prioritize critical training activities that align with university goals.
- Develops and executes strategic plans for high-impact training, fostering career growth and opportunity for all employees.
- Collaborates with HR leaders, administrators, and supervisors to align training programs with performance management and university initiatives.
- Oversees training schedules and programs, leveraging best practices and competency frameworks to support university retention and development efforts.

University Programming & Recognition

- Collaborates with senior leaders to develop mentoring programs and onboarding processes that foster belonging and connectedness among faculty and staff.
- Designs and delivers programs that promote well-being, faculty and staff satisfaction and support retention efforts.
- Builds recognition programs and workforce teams to celebrate accomplishments and promote a positive work-life balance.
- Prepares the workforce for organizational changes and operational excellence through change management initiatives and technology training.

Supervision and Management

- Serves as the leader of the talent and organizational development team, managing resources, supervising and developing team members.
- Responsible for budget expenditures and allocation for the Talent and Organizational Development team which includes budgeting for staff, supplies, professional development and programming.

Division of HR Support and Other Duties

- Participate and contribute to the Division of Human Resources and Talent and Organizational Development special projects.
- Performs other duties as assigned.

Requirements

The successful candidate must have a record of experience as a strategic leader who is customer and business driven with a demonstrated commitment to customer service and the ability to integrate human resource strategies to improve an institution's overall programs and services.

Required competencies/qualifications:

- Bachelor's degree and 5 to 10 years of relevant experience.

Preferred competencies/qualifications:

- Experience supervising and leading others.
- Success as a collaborator, relationship builder, and change agent, demonstrating strong interpersonal skills and ability to build coalitions and collaborative working relationships with a broad range of diverse individuals and groups, including senior executives, to achieve results.
- Demonstrated progressive HR leadership in human resources, including experience in key areas such as workforce development, leadership development, learning management systems and instructional design.
- Experience using and implementing new technologies to support learning and development across an organization.
- Experience with statistics, data analysis and report development to identify trends, anticipate needs and inform strategy.
- Experience in higher education.
- SHRM-CP/SHRM-SCP, PHR/SPHR, ATD certification.
- A demonstrated commitment to customer service.
- Exceptional oral and written communication skills, including the ability to communicate and present effectively to diverse groups of stakeholders.

To learn more about Kansas State University, please review our [University Profile](#).



Search process

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume and letter of interest addressing the themes in this profile.

WittKieffer is assisting Kansas State University in this search, which will remain open until an appointment is made. Applications should be submitted using WittKieffer's candidate portal.

Nominations and inquiries can be directed to:

Jess Cummings Jcummings@wittkieffer.com

Kansas State University is an Equal Opportunity Employer. All applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender, gender identity, age, national origin, disability or status as a protected veteran.

In connection with your application for employment, Kansas State University will procure a Background Screen on you as part of the process of considering your candidacy as an employee.

Applicants must be currently authorized to work in the United States at the time of employment.



University Mission, Vision and Values

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

The vision of K-State is that to lead the nation as a next generation land-grant university - setting the standard for inspiring learning, creativity, discovery and engagement that positively impacts society and transforms lives in Kansas and around the world. The University Values and Principles of Community guide how the community lives out its mission at Kansas State University. For more information about Kansas State University, please visit our University Profile



Diversity and Inclusion

Kansas State University has a long, storied history of embracing diversity and inclusion as a core component of their educational mission.

As the nation's first operational land-grant, K-State has always admitted students without regard to race, gender, or creed. Their commitment to meeting the needs and interests of a diverse student body and preparing all constituents for meaningful engagement in an ever changing, diverse world is unwavering. They believe that diversity adds value to the educational fabric of their institution and students are encouraged to capitalize on the learning opportunities that differences can create. To learn more information about diversity and inclusion at K-State, please visit <https://www.k-state.edu/diversity-inclusion>.



The Community

Situated in the heart of northeast Kansas' scenic Flint Hills, Manhattan's 56,000 citizens enjoy a dynamic community with shopping, dining, entertainment, and nightlife. Manhattan is affectionately known as the "Little Apple," a nod to its East Coast namesake, but has a vibrant culture all its own.

Here is just a sampling of what residents look forward to year-round:

- Shopping, dining, and socializing in Aggieville, a local entertainment district with a fun, energetic vibe.
- A vibrant, revitalized downtown area with fine dining options and local boutiques.
- The Flint Hills Discovery Center, featuring exhibits about the beautiful surrounding region.
- Beautiful outdoor life at Sunset Zoo and The Gardens at Kansas State University.
- Recreation opportunities at the Konza Prairie, Tuttle Creek State Park, Linear Park Trail and more.
- The university's McCain Performance Series, which hosts acclaimed Broadway musicals, comedians, musicians, and other entertainers.
- Exciting Big 12 athletic events (faculty and staff are eligible for discounted tickets).
- Colbert Hills Golf Course, ranked as the top public golf course in Kansas.
- Excellent K-12 education. The local high school ranks among the top 5 percent of U.S. high schools, and the district is home to several Kansas Master Teachers.

Learn more about the Manhattan community at manhattan.org or madeformanhattan.org.





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