ASSISTANT VICE PRESIDENT FOR ACADEMIC IT AND RESEARCH SUPPORT

EXECUTIVE POSITION PROFILE

KANSAS STATE
UNIVERSITY

The Opportunity

Kansas State understands the importance of a strong, secure and well-supported IT infrastructure in today's global society.

Kansas State University ("K-State") seeks a highly collaborative, dynamic, and visionary leader to serve as the inaugural Assistant Vice President for Academic IT and Research Support ("AVP"). This is an extraordinary opportunity to lead within a distinguished institution and chart the course for the future of academic and research technologies at K-State. Reporting to the Associate Vice President and Chief Information Officer ("CIO"), the AVP will play a pivotal role in advancing K-State's standing as a pioneer in the space of academic and research IT. Leading a high-performing team of IT Directors within an affinity based model spread across 11 campus units, the AVP will oversee all operational and future-state aspects of technologies used within the academic, classroom, and research environments of K-State's three campuses. A consensus builder with exemplary communication skills, the AVP will develop and strengthen relationships with the campus community, key stakeholders, and research faculty to ensure academic and research needs are met with a consistent level of service and standard of excellence.

In 2023, Kansas State University launched a bold new strategic plan, *Next-Gen K-State*. The plan serves as evidence of the University's dynamic approach to the future of higher education. The strategic plan outlines how K-State will serve new kinds of learners, solve grand global challenges, and contribute to the economic prosperity of the state. Major components of the plan include accelerating academic innovation and driving transformational research, areas in which the new AVP will have a significant impact. K-State aims to grow total enrollment to 30,000 learners and increase research expenditures to $300 million and sponsored programs and awards to $270 million. K-State aims to transform how they carry out their research mission through an integrated, interdisciplinary approach while building capacity in technology structures, policies, and resources. The AVP will have a direct hand in bringing these goals to fruition.

The successful candidate will have a proven ability to mobilize resources, foster innovation, and leverage core infrastructure services for research, teaching, and learning, while closely managing service quality expectations and adherence across the institution. They will possess excellent interpersonal and communication skills and bring a demonstrated track record of cross-campus collaboration. The AVP will work closely with staff and leadership to review and improve business practices; assess current systems and implement improvements as needed; provide action-oriented and expert support to academic units; and participate in the development of enhanced research policies and procedures. The individual must be a team builder with demonstrated success in developing and recruiting talented IT staff. The AVP will have political astuteness and critical problem-solving abilities to effectively balance the needs of faculty researchers, research administrators, and IT administrators in differing environments with varying levels of resources. The AVP will have experience successfully implementing new policies, procedures, business processes and systems and have comprehensive knowledge of working within a top tier research institution.

For information on how to apply or to submit nominations, please refer to the Search Process on page five.

Key opportunities and challenges for the AVP

Develop and implement a unifying strategic vision for Academic IT and Research Support
The inaugural AVP will be tasked with developing, communicating, and executing a clear strategic vision for the future of academic IT and research support at K-State. They will be skilled in articulating that vision internally, having a diplomatic and politically astute approach. The ability to integrate a vision across many diverse units with unique concerns and needs is a most crucial aspect of the role. The AVP will create sustainable policies and procedures to improve efficiency and effectiveness, while also providing clarity and transparency to help all constituents understand how and why decisions are made. Resources across campus vary, so the AVP will have the task of creating equitable solutions to mitigate the resource differences so that each unit has a similar experience and standard of excellence. Considering K-State's ambitious strategic plan, the AVP will have a demonstrated competency in advising and supporting senior executive leadership with insights and expertise in academic technology and research strategies, also aiding in university-wide decision-making processes.

Collaborate and build trust with academic leadership and the research community
It is essential that the AVP engage with the schools and campuses, building trusting partnerships with their academic, administrative, and IT leaders. To realize this role's full potential, the new AVP must prioritize building relationships with each of the academic entities, fostering cooperation and engaging in frequent and transparent messaging with the shared goal of improving research and educational programs university wide. The AVP will be skilled at establishing rapport, leading with influence, and facilitating cohesive communication across all levels of the organization. The AVP will rely on their team of IT Directors to disseminate information to their units. Relationship building with strong interpersonal skills is a key component to the success of this role. The AVP will be a keen listener, understanding the user experience from all angles. They will find ways to both standardize and customize academic IT and research support services for the units they serve, understanding the importance of consistency, while also being open-minded and attentive to individual needs.

Evaluate and operationalize academic IT and research support across campus
The AVP will possess a capacity to improve the operational efficiency and the effectiveness of complex technology environments, ensuring high resilience, risk mitigation, and cooperation across information systems and assets. As a leading technology executive, the AVP will engage in evaluating the current state of academic IT and research support. They will offer solutions for modernization to meet the needs of each unit while balancing the budget through prioritizing requests in a fair and systematic way. An understanding and focus on federal compliance and associated accreditation compliance is also essential. The AVP will stay informed on the capabilities of various enterprise platforms and tools, making strategic decisions regarding their selection and use. The AVP will help determine what technological enhancements will make the greatest positive impact on the research enterprise and then work with other appropriate individuals and departments to acquire and implement such technology. They will have the opportunity to lead system improvements that will eliminate redundancies, provide efficiencies, and enhance the integrity of the data. K-State seeks a leader who can create a culture of continuous improvement where constant reassessment and innovation are always front of mind.

Effectively lead, organize, and mentor the Academic IT team
Exemplary leadership and management skills are critical for the next AVP as they lead a talented team to make an impact on K-State's academic and research goals. With direct reports spread out across three campuses and 11 different units, the AVP will empower their team, employing their strengths, and offering continued training and support to help them to be successful in their important roles. The AVP will understand the needs of each IT Director's constituents and assist in providing the tools, resources, and guidance to meet the interests of the people and departments they serve.

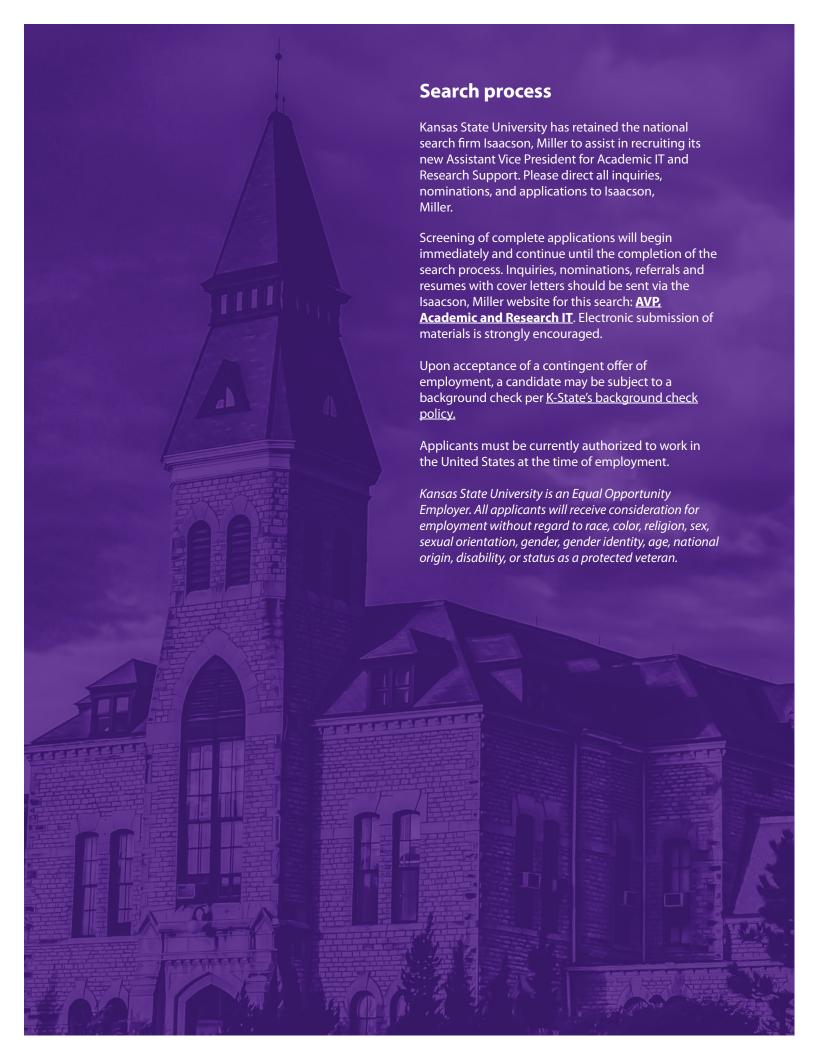An adept recruiter, the AVP will continually seek leading-edge and innovative solutions to the recruitment of ambitious and talented IT professionals. The AVP will bring emotional intelligence, strong listening skills, organizational development skills, and proven accomplishments in managing and recruiting strong, vibrant teams. This is an opportunity for someone with an interest in mentorship, management, and visionary leadership

Qualifications and characteristics

The successful candidate will have a bachelor's degree (master's or PhD preferred) in Computer Science, Information Systems, Business Administration, or a related field. They will also have many, if not all, of the following characteristics and qualifications:

- Extensive experience in developing and managing large complex technology and research environments;

- Strong leadership and team development skills, with a proven ability to build, manage, and mentor a multidisciplinary technology team;

- Proven ability to establish rapport, influence decision-making, and facilitate cohesive communication across all levels of the organization;

- Deep understanding of academic and research technology trends, best practices and regulatory requirements;

- Excellent project management skills, capable of leading complicated technology projects, including modernization, rationalization and policy development;

- Experience in vendor and stakeholder management, including service level agreement negotiation and partnership development to support campus initiatives;

- Demonstrated ability to lead with a strategic vision in the domain of academic technology and research support, executing critical strategies within areas of responsibility and leading by influence;

- Ability to inspire and propel the team toward achieving the goals of the continuous improvement;

- Excellent oral and written communication skills, with an ability to convey complex issues to a non-technical audience;

- Strong analytical skills and the ability to solve complex problems related to enterprise applications and integrations;

- Ability to devise innovative solutions that advance the organization's mission.

To learn more about Kansas State University, please review our University Profile.

Search process

Kansas State University has retained the national search firm Isaacson, Miller to assist in recruiting its new Assistant Vice President for Academic IT and Research Support. Please direct all inquiries, nominations, and applications to Isaacson, Miller.

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals and resumes with cover letters should be sent via the Isaacson, Miller website for this search: **AVP, Academic and Research IT**. Electronic submission of materials is strongly encouraged.

Upon acceptance of a contingent offer of employment, a candidate may be subject to a background check per K-State's background check policy.

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

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.

About the institution

Founded in 1863 as the nation's first operational land-grant university, Kansas State is a Tier 1 research university with more than 20,200 students, 1,300 faculty members, 3,000 staff members and three physical campuses: the main campus in Manhattan; the Kansas State Salina campus, home to aviation and technology programs; and K-State Olathe, which serves the industry and workforce needs of Greater Kansas City.

K-State has nine colleges, Graduate School and K-State Online and offers more than 400 degrees and options, from bachelor's to doctoral degrees. K-State Research and Extension also serves the citizenry with a presence in every county throughout Kansas and supports research in more than 20 K-State departments. K-State has an annual budget of more than $900 million. K-State is known for the passion and pride of its alumni. With more than 200,000 living graduates, the K-State Alumni Association has been No.1 in the Big 12 for more than 25 years, based on the percentage of graduates who are members, and No. 4 among Power Five conferences. Private giving to the university is around $200 million per year, and the KSU Foundation has an investment pool and endowment of more than $950 million. The university and foundation recently completed a major fundraising campaign that raised $1.6 billion. The Princeton Review recognizes the university as one of the nation's best colleges. Kansas State also has been designated as an Innovation and Economic Prosperity University by the Association of Public and Land-grant Universities and is recognized as a Carnegie Community Engaged Institution. Commonly referred to as K-State, the university is proud of its welcoming environment.

University Mission, Vision and Values

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

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

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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