

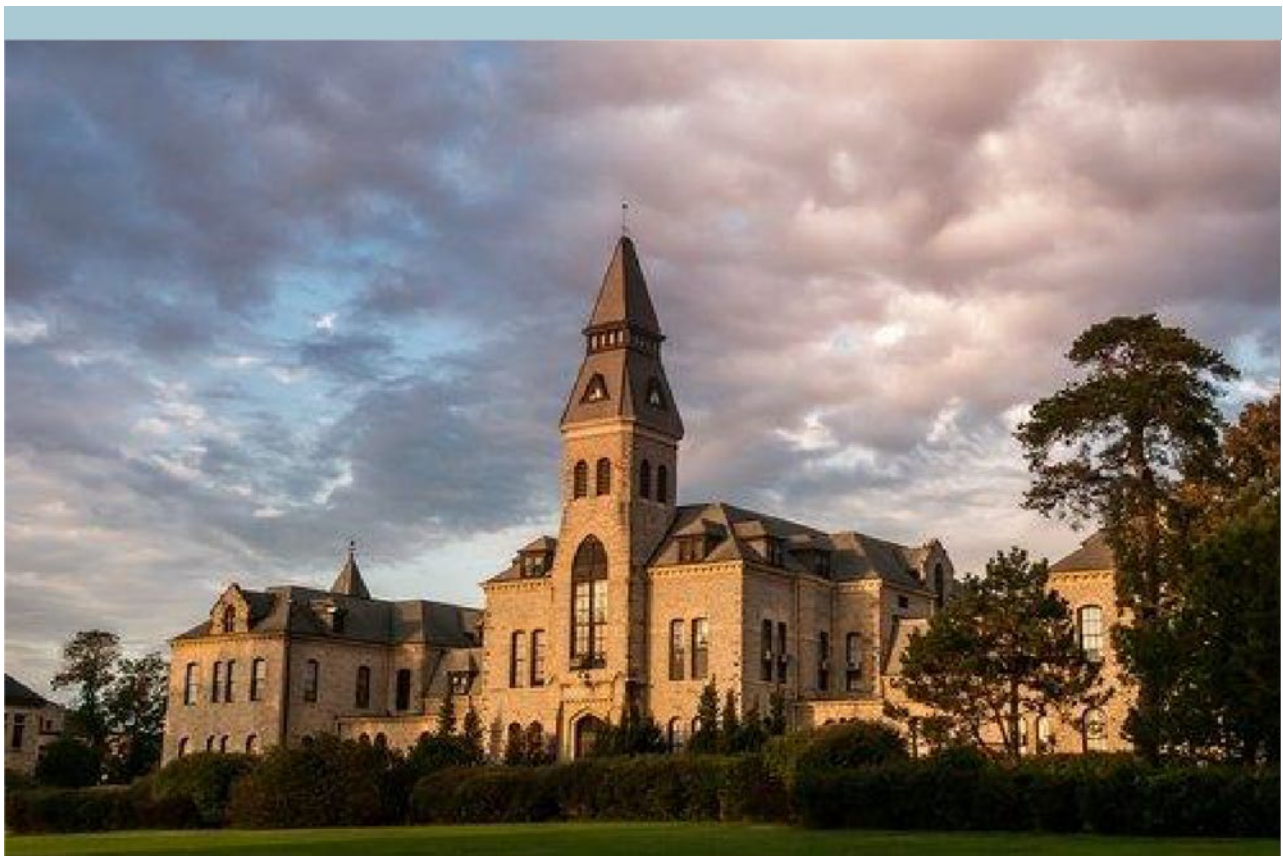
KANSAS STATE

UNIVERSITY

**Betty L. Tointon Dean of the
College of Health and Human
Sciences**

Leadership Profile

September 2024



Executive Summary

Kansas State University (K-State) seeks a dynamic and experienced leader to serve as the next Betty L. Tointon Dean of the College of Health and Human Sciences (HHS). The successful candidate must have the experience and vision to inspire, guide, and facilitate the College's strong and diverse faculty and staff in the advancement of high-quality teaching, research, service, and extension while providing leadership that assures the integrity, excellence, relevance, and success of the College's multi-faceted programs for the 21st century. The Dean reports directly to the Provost and Executive Vice President, Jesse Perez Mendez, and serves as a member of the Academic Leadership and Deans Councils.

Founded in 1858 as Bluemont Central College and converted to the Kansas State Agricultural College in 1863, K-State is the nation's first Land-Grant University and classified as an R-1 institution. K-State is proud to be defining the future of the Land-Grant University and to be a leading community and state partner in engagement and extension. With a main campus in Manhattan, Kansas, K-State also has campuses in Salina, Olathe, and online. The University serves approximately 20,000 students, of which three-quarters are undergraduates.

This decanal position is ideal for a cutting edge, learner-centric leader with a proven history of successful growth initiatives, strong partnership and collaboration skills, and results-focused leadership. The next Dean will be required to sustain and grow the College's excellence in teaching, research, extension, and engagement; promote a team-oriented leadership approach; drive further development and growth in enrollment, disciplines, and degrees; and cultivate internal and external partnerships to propel advancement of the College's new strategic plan goals and priorities. The Dean must embrace and understand how a range of thought and background among learners, faculty, administration, and staff works to strengthen academic programs and enrich the University community.

The most successful candidates will have an earned terminal degree and a record of scholarship and teaching suitable for a tenured appointment as a full professor in one of the disciplines within the College of Health and Human Sciences or a closely related field. A strong record of academic administration is also preferred. A complete list of attributes and skills follows.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy at the end of this document.



Role of the Tointon Dean of the College of Health and Human Sciences

The Dean of the College of Health and Human Sciences will serve as the Chief Academic and Administrative Officer of the College, providing leadership, strategic vision and direction, and support for the College. In addition, the Dean provides university leadership to support and promote the academic mission of the University. Specific responsibilities of the Dean will include:

- Leading all academic programs in the College;
- Promoting high-quality undergraduate, graduate, and non-credit experiences;
- Building continued excellence and growth in research, extension, and engagement programs;
- Supporting effective academic advising;
- Being actively involved in the recruitment and retention of high caliber, diverse learners, faculty, and staff to the College, as well as promoting equity and a welcoming and inclusive environment;
- Working productively with learners, faculty, staff, department heads, deans, administrators, and the broader community on interdisciplinary and collaborative initiatives;
- Providing strategic leadership for advancing the College's strategic plan aligned with the University's vision to become a Next-Generation Land-Grant University;
- Leading fundraising efforts on behalf of the College with a high degree of personal involvement;
- Maintaining and strengthening strategic relationships with the community, alumni, benefactors, and industry; and
- Working closely with constituents on issues related to the enhancement of the College and the University.



Opportunities and Expectations for Leadership

In addition, the Dean of the College of Health and Human Sciences will be expected to:

Advance the strategic plan and envision the future

The College of Health and Human Sciences is currently undergoing a reorganization into three new schools, effective Summer 2025, and will unveil a new strategic plan in October 2024. The Dean will play a crucial role in shaping the College's future by implementing the new structure and working collaboratively to advance a compelling vision. Transitioning from a time of change to one of stability, the new Dean will unify the newly formed schools and respective departments, for collective and inclusive success. In alignment with the [K-State Next Gen Strategic Plan](#) and the College's strategic plan, the next Dean will engage stakeholders to pursue clear strategic priorities and lead the fundraising and resource management efforts needed to implement and advance these priorities. This individual should have a keen understanding of trends within the College's disciplines and bring a commitment to transparency and communication that is fundamental to the success of the College's future.

As the College transitions to the new structure, the Dean will continuously assess and update positions to accurately reflect the responsibilities and tasks performed by individuals in the roles and the needs of the College. They will assess departments and schools for specialty gaps and opportunities to determine investments that need to be made to position the College on a continued trajectory of growth and excellence.

Build capacity and operational strength

To realize a new vision and strategy for the future, the Dean, working within a strong culture of shared governance, will assess the organizational capacity, facilities, structures, and systems of the College. They will build a culture of engagement and transparency by clarifying and updating policies and practices and building the infrastructure to support faculty engagement and scholarly productivity. They will manage resources strategically and effectively and further advocate for resources to advance the College and University goals.

Drive Enrollment

K-State seeks to grow total enrollment to 30,000 learners across all campuses by 2030. With continued growth over the last several years and increased market demand for certain academic programs within the College, HHS is well-positioned to be a leader in achieving K-State's enrollment goals. The next Dean will drive further development and growth in enrollment, disciplines, and degrees while continuing to work with faculty to identify strategies for developing innovative programs that respond to local, state, and national market demands and career trends. They will utilize data and explore strategies to align resources with program needs and will develop consistent strategies to communicate the value and return of an HHS degree, credential, or academic experience to prospective learners.

Strengthen partnerships and collaborations across the college, university, and beyond

The Dean must be a partner and collaborator who thrives in a highly collaborative and collegial environment to develop strong partnerships across the College and University. They will cultivate internal and external partnerships to propel advancement of the College's new strategic plan goals and priorities. Leveraging the diversity of departments within the College, the Dean is expected to develop and support interdisciplinary academic programs and research that address the challenges and opportunities of today's preeminent Land-Grant University. By providing exceptional learning and research opportunities, the Dean will develop new productive partnerships and maintain current ones with academic and external organizations.

Recruit, develop, and retain exceptional faculty and staff

The College has taken the opportunity to complete a re-organization that maximizes its potential (see appendix). The Dean will foster a community that inspires and empowers each of its members to achieve their full potential, enabling the College to do the same. The new leader will take time to understand the strengths and unique challenges of each newly formed school while providing direction and support to ensure goals, programs, activities, and personnel practices are consistent with and contribute to the College and University goals and strategies. Working in partnership with school directors and other college leaders, the Dean will develop strategies to recruit and retain a diverse, exceptional faculty and staff. They will invest in faculty and staff mentorship and professional development to nurture a positive, productive, and collaborative environment that supports education

and research. The Dean will ensure faculty are supported and have every opportunity for successful tenure and promotion.



Requirements

The successful candidate will be a dynamic, experienced, and collaborative leader committed to advancing the K-State mission and its vision to become a Next-Generation Land-Grant University.

Required Qualifications

Successful candidates for the Dean will possess the following:

- An earned doctorate in one of the disciplines represented in the College, or in a closely related field.
- A strong record of distinguished academic achievement in teaching, research, and/or extension which merits appointment as a tenured, full professor in one of the College's departments, with evidence of professional distinction and national or international recognition in their field.
- Proven success as an innovative, strategic, and empathetic leader with the ability to plan, coordinate, articulate, and execute a strategic vision and initiatives while engaging others.
- Demonstrated success as a strategic and creative planner and an outstanding collaborator and relationship builder with exceptional communication, emotional intelligence, and interpersonal skills.
- A proven record as a successful administrator with responsibility for guiding strategy, evaluating personnel, motivating faculty and staff, resource acquisition and allocation, engaging external constituencies, and fostering inclusive teamwork to create collaborative relationships across varying groups.
- Demonstrated success in fund development, external fundraising, and financial management.
- A demonstrated understanding of and commitment to all aspects of a Land-Grant mission, including teaching, research, extension, and engagement.

Preferred Qualifications

- A working knowledge of programs which require external clinical or experiential learning and/or the programmatic accreditation process.
- An appreciation for the College's people, programs, mission, and vision.
- A proven ability to develop and implement successful interdisciplinary and/or international programs.
- A proven ability to initiate, lead, and facilitate transformational change and innovation initiatives, be adaptable with changing conditions, and comfortable with the ambiguity that accompanies a large, public university.
- A firm grasp of the opportunities and advantages of a Land-Grant University with R1 status.
- A history of building, enhancing, and sustaining partnerships across a university, local communities, state, region, and nation.
- Understanding of and effective use of shared governance to achieve college and university-wide goals.

About the College of Health and Human Sciences

Overview

As part of Kansas State University, a comprehensive Land-Grant Institution, the College of Health and Human Sciences is devoted to excellence in teaching, research, service, extension, and engagement. The College is fully committed to advancing the University's Land-Grant mission and its vision to become a [Next-Generation Land-Grant University](#).

The College of Health and Human Sciences has approximately 2,800 learners (graduate and undergraduate) and approximately 210 faculty and staff. Home to 16 undergraduate and 19 graduate degree programs housed in the Schools of Human Sciences, Health Sciences, and Consumer Sciences as well as an interdisciplinary Center on Aging, the College provides learners with the education and skills needed to make a meaningful impact in the holistic well-being of individuals, families, and communities. HHS maintains 13 accreditations across the College (see full list in appendix). Please visit the [college website](#) for additional information regarding the College, its [newly reorganized schools](#), and their program offerings.

Mission

The mission of the College of Health and Human Sciences is to promote the well-being of individuals, families, and communities through research, education, and outreach.



About Kansas State University

Overview

Founded in 1863 as the nation's first operational Land-Grant University, Kansas State University is a Tier 1 research university with more than 20,000 students, 1,300 faculty members, 2,900 staff members and three physical campuses: the main campus in Manhattan; the K-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, a graduate school, and a global campus 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 Conference 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. K-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.

Mission

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.

Vision

The vision of K-State is 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's values and principles of community guide how the community lives out its mission at K-State.

Diversity and Inclusion

K-State has a long, storied history of embracing diversity and inclusion as a core component of its educational mission. As the nation's first operational Land-Grant University, K-State has always admitted students without regard to race, gender, or creed. Its commitment to meeting the needs and interests of a diverse student body and to preparing all constituents for meaningful engagement in an ever-changing, diverse world is unwavering. The University believes that diversity adds value to the educational fabric of the institution, and students are encouraged to capitalize on the learning opportunities that differences can create. For more information about diversity and inclusion at K-State, please visit [Diversity and Inclusion](#).

To learn more about Kansas State University, please review the [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 sample 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 highlighting 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. Manhattan 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.





Procedure for Candidacy

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

WittKieffer is assisting Kansas State University in this search. For fullest consideration, candidate materials should be received by December 2, 2024.

Applications, nominations and inquiries can be directed to:

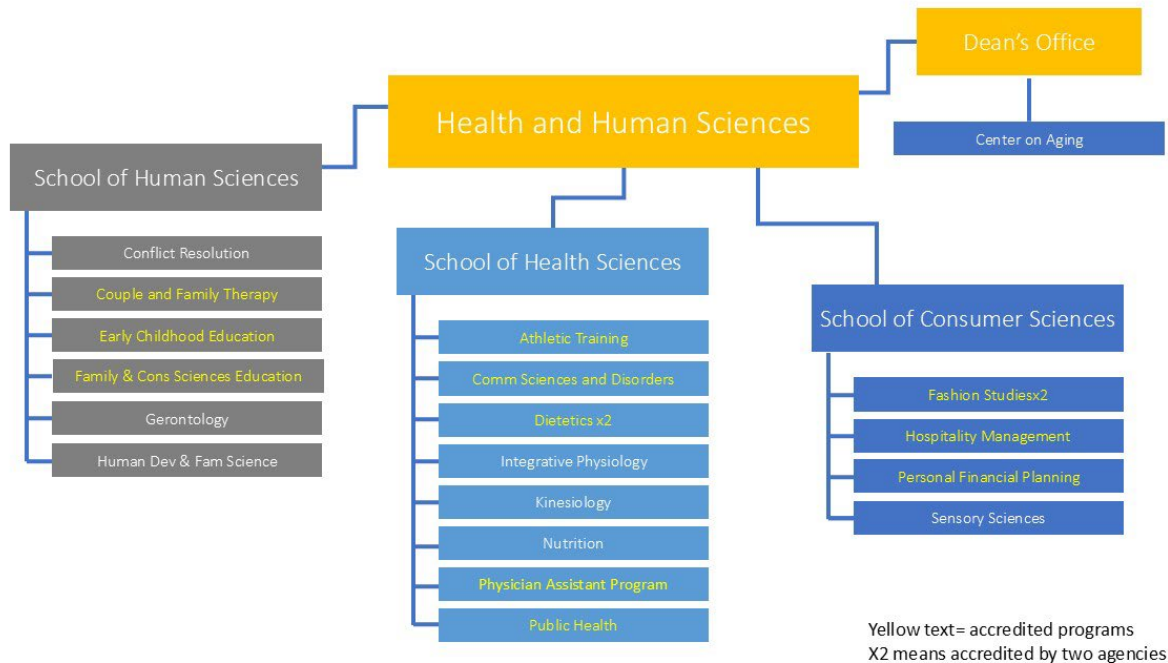
Sandra Chu and Corin Edwards

K-StateDeanHHS@wittkieffer.com

Kansas State University is an Equal Opportunity Employer. Kansas State University is an equal opportunity employer of individuals with disabilities and protected veterans. A pre-employment background check is required.

Appendix

College of Health and Human Sciences Organizational Chart



Accreditations

To view accreditations, please visit this [link](#) and select College of Health and Human Sciences in the drop down menu.