



Provost Position Profile

Colorado School of Mines (Mines) invites applications and nominations for the position of Provost. The successful candidate will provide academic leadership to an institution that occupies a unique position among the world's top universities and is recognized for its history and its focus on the scientists, engineers, leaders, and innovations needed by industry and society. The new Provost will play a key role in furthering Mines' impact on societal prosperity and stewardship of the Earth and its resources through its education of these leaders.

In 2015, the Board of Trustees appointed a new and dynamic President, Dr. Paul Johnson, to lead the University. Under his leadership, Mines has embarked on an ambitious journey that will lead to the realization of a bold, new vision for the University. To accelerate the University's upward trajectory and in keeping with its commitment to serve the people of Colorado, the nation, and the global community, the President and faculty seek Provost candidates who are visionary, inspirational, and possess a commitment to innovation. As Provost, the successful candidate will lead the University's efforts and history of innovating to build a world-class faculty and distinctive academic and research programs, attract a diverse community of top students from around the world, expand learning platforms and opportunities, and increase student success. The new Provost will play a key role in supporting diversity, inclusion and access at Mines.

The University

Located in the historic small town of Golden, at the mouth of Clear Creek Canyon in the foothills of the Rocky Mountains just 13 miles west of Denver, Mines has been a state institution since 1874 before Colorado attained statehood, making it the oldest public institution of higher education in the state. Since its founding, Mines has evolved from an institution serving the needs of the local mining industry to an internationally recognized research university offering disciplinary and interdisciplinary engineering and applied science degrees through the doctoral level. The Mines faculty is comprised of over 300 men and women and was recognized in 2016 by the Wall Street Journal as the top public university faculty when considering both teaching and research missions. 100% of Mines' full-time tenured or tenure-track faculty hold a doctoral degree. Approximately one-third of the full-time faculty are dedicated solely to Mines' educational mission. The faculty are dedicated to student success, enjoy the small close-knit nature of the Mines community, and value the impact of research efforts and partnerships with industry and mission-driven entities.

Mines presently enrolls over 6,000 students with approximately 4,700 undergraduate students and 1,300 graduate students. Mines is committed to increasing inclusion and diversity of its students. Mines has the highest admissions standards of any university in Colorado and among the highest of any public university in the U.S. In 2017, Mines was ranked by *U.S. News and World Report* as one of the Top 30 Public Schools. Roughly half of Mines' students are Colorado residents, nearly 30% of Mines' students are women; the University has the largest Society of Women Engineers chapter in the nation. Mines' graduates are distinctive in the workforce and employers frequently point to their grit, ability to get things done, creativity in solving difficult problems, and how well they work in and lead teams as distinguishing

characteristics. With its intimate size, the Mines community of students, faculty, staff, alumni, and partners value creativity and innovation, inspiration, challenge, collaboration, openness, diversity, inclusion, respect, compassion, and integrity.

In addition to its breadth of education and research programs in most fields of science and engineering, Mines is one of a very few institutions in the world having depth in resource exploration, extraction, production, and utilization. Applied Research at Mines is strongly linked to cross-cutting, multidisciplinary pedagogical excellence and the University's mission to be a leader in the education of STEM students and professionals. Research efforts are conducted in individual labs and across more than 30 centers, which span a wide range of thematic topics including energy, water, resource discovery, production and management, materials, health, and information technology. Mines research enterprise currently attracts about \$60 million of external funding per year, with sponsors including private industry, federal agencies, and philanthropic foundations. Mines faculty take advantage of the close proximity to collaborate with partners from neighboring institutions such as the University of Colorado-Boulder and Colorado State University, as well as with nearby agencies such as the National Renewable Energy Laboratory and the U.S. Geological Survey.

Mines also benefits from a passionate alumni base and has a strong record of private investment and philanthropic support. In 2016, Mines celebrated the completion of its *Transforming Lives* campaign that raised approximately \$500M to support the academic and research missions of the university.

For more information about Colorado School of Mines, please visit <https://www.mines.edu/>.

Position Summary

Reporting directly to the President and working in close collaboration with other members of the President's Executive Cabinet, the Provost serves as the University's Chief Academic Officer. The Provost provides leadership in achieving and refining the goals of the Mines@150 strategic plan, coordinates the development of curriculum and of academic programs and services, promotes faculty development and research activity including the recruitment and retention of exceptional faculty, and leads efforts to ensure campus diversity and inclusion in the broadest sense. The Provost will also provide the necessary leadership and vision to move Mines forward in achieving its aspiration: to be a first-choice university for students and their families, staff, and faculty, characterized by being:

1. A great community to learn, live, and work in;
2. Accessible and attractive to qualified students from all backgrounds;
3. A leader in the education of STEM students and professionals;
4. A producer of differentiated and highly-desired graduates that go on to careers of distinction;
5. The go-to place for research and innovation needed to solve difficult challenges facing industry and society;
6. A preferred partner for talent, solutions, and life-long learning;
7. A leader in alumni affinity, visibility, and involvement.

The Provost will be responsible for:

- Initiating development and driving implementation of strategic and tactical plans for reaching Mines' academic and educational aspirations;

- Providing vision for academic program evolution within and across disciplines;
- Fostering collegial relationships with and between faculty and Mines leadership;
- Fostering scholarship and creativity;
- Overseeing the recruitment, retention, and graduation of an outstanding, diverse undergraduate and graduate student body;
- Overseeing the recruitment, retention, and professional development of a distinguished, diverse, and collaborative team of academic leaders;
- Promoting excellence in education at both the undergraduate and graduate levels, including cutting-edge research on learning and the use of educational technology;
- Promoting and supporting a culture of safety throughout Mines' academic and research programs emphasizing communications and safety expectations.

Challenges and Opportunities

The Provost will have the extraordinary opportunity to implement change and lead the academic success for an ambitious and rapidly ascending university that embraces intelligent risk taking, diversity and inclusion, entrepreneurial thinking, and openness to strategic change. The Provost will promote and strengthen Mines' identity by fostering a shared sense of mission and culture among all University constituents. In doing so, the Provost will partner with the faculty in leading the further development and expansion of Mines' commitment to excellence in instruction and research as well as strengthening existing and developing new partnerships. In addition, the Provost will be expected to focus on the following priorities:

- **Vision / Strategy for the Future** – In their role as Provost, the successful placement will play a central role in developing a vision for the future that will embrace diversity, inclusion, entrepreneurship, innovation, and growth. The Provost must be comfortable with and adept at leading discussions surrounding strategic initiatives and must have the ability to guide productive, and at times challenging, conversations that will maximize the contributions of the University's assets, energy, faculty and staff. In partnership with the campus community, the Provost will work toward accelerating the University's ascent while bringing clarity and forward-thinking to the University's journey.
- **Organizational and Process Enhancement** – At Mines, the new Provost will join an intimately-sized organization and will have the opportunity to bring varied campus stakeholders together to review, enhance, and strengthen existing processes, policies, and avenues of communication. In order for Mines to continue its forward progress on its vision and strategic plan, it will be necessary for the Provost to lead efforts to create a more scalable and efficient organization that supports the mission of the University. This will be key as Mines further defines its organizational identity, grows its enrollment, implements strategic initiatives to promote diversity and inclusion, and expands its degree offerings and research endeavors.
- **Enhancing Communication Across the University** – The Provost must be committed to developing effective pathways for communication within all levels of the University in order to promote transparency, encourage participation of a diverse community, and generate enthusiasm for new initiatives and programs. Mines' faculty, staff, and students are prepared to join the Provost in efforts to explore new academic initiatives, strengthen ties with industry, and pursue academic excellence. To do this effectively, the Provost must lead constructive and inclusive dialog, navigate competing viewpoints and perspectives, and serve as an active listener in this process.

- **Building Partnerships** – Mines’ next Provost will inherit an organization that is ready to build upon existing strengths and identify new areas for developing university partnerships with industry and other external entities. The Provost will develop strategies for connecting the intellectual assets of the University with strategic university partners. This collaboration between faculty and potential employers will lead to the development of new programs that address their real-world needs, provide internships and career opportunities for Mines’ students, and contribute to the University’s research and academic environment.
- **Guiding Growth Across the University** – Mines’ dedicated faculty and staff are one of its central strengths. They bring energy, innovation, and a wealth of institutional knowledge and experience for the Provost to draw from. The next Provost must prioritize and work toward: the support and implementation of a strategic plan for diversity and inclusion, progress toward which is already underway; the development of new in-person and online academic programs, including traditional academic courses as well as those supporting specific industry needs; improving academic services; and exploring new methods to promote excellence and distinction in meaningful ways. Furthermore, the Provost will provide guidance and direction in identifying resources for the further development of faculty that will strengthen their efforts in scholarship, teaching, and mentoring at all levels.

Qualifications

The successful candidate will be an individual of distinguished academic and administrative accomplishment with the highest integrity. They must possess an outstanding record of scholarship and academic leadership, including:

- An earned doctorate with credentials that merit appointment as a tenured full professor at Mines;
- An understanding of and passion for the mission of Colorado School of Mines, including a demonstrated commitment to institutional thinking;
- Significant accomplishments as an educator, scholar, and academic administrator, with strong evidence of leadership experience;
- Experience in developing and implementing strategic plans and initiating education reforms;
- Demonstrated success developing and managing significant and complex budgets and financial projections;
- Demonstrated success in an academic administrative position in higher education leading the tenure and promotion process;
- A history of supporting shared governance, team building and collaboration, transparency in decision-making, and respect for the opinions of others; and
- A commitment to attracting and supporting a diverse community of students, faculty, and staff.
- Evidence of leading efforts in promoting an environment committed to inclusion and increasing diversity at all levels;
- Experience in developing and advancing initiatives aimed at student success;
- Ability to apply state-of-the-art teaching methods to Mines educational processes, professional and non-degree graduate program development, and realignment of

traditional academic programs to better reflect the needs of employers and interests of students;

- A record of success in creating an environment that promotes innovative pedagogy in applied science and engineering education;
- Experience leading an organization having multiple academic programs;
- A record of success in recruiting, developing, and supporting a diverse community of leaders in the academic enterprise;
- A demonstrated commitment to interdisciplinary academic and research efforts;
- Ability to work collaboratively with the faculty and other members of the academic community;
- Successful experience in working collaboratively with faculty, other members of the academic community, and university stakeholders and constituents; and
- Outstanding interpersonal and communication skills; and an open and collaborative style.

Leadership Competencies and Personal Characteristics

- ***Self-Confidence and Determination*** – A confident, resilient, grounded executive able to handle challenging situations comfortably and calmly while respecting and listening to the opinions of others.
- ***Visionary Leadership*** – A strong communicator with a clear and concise presentation style, who can convey, with consistency, a vision for the institution in a manner that is readily accessible and understandable to all.
- ***Decisiveness/Decision Making*** – Decisive and determined. Has the required drive and attention to detail to implement strategic plans, and the tenacity to follow through with those plans.
- ***Relationship Building*** – Willing and able to establish, build, sustain and share strong, diverse professional relationships with relevant groups both inside and outside the institution.
- ***Organizational Buy-In*** – Will be a charismatic leader, with a down to earth approach that empowers people.
- ***Diversity and Inclusion*** – Adeptly articulates the need for diversity and inclusion in STEM, understands the challenges facing diversity in academia and STEM fields, and leads by example in implementation of inclusion initiatives.

Application and Nomination Process

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applicants must submit a current curriculum vitae and a letter of interest describing relevant experience. Submission of materials via e-mail is strongly encouraged. Nomination letters should include the name, position, address and telephone number of the nominee. All nominations and applications will be handled in confidence. Applications will remain confidential until the selection of the finalists, whose names and application materials will be made public.

Applications and letters of nomination should be submitted to:



Alberto Pimentel, Managing Partner
Salvador Venegas, Senior Associate
Storbeck/Pimentel & Associates
6512 Painter Avenue
Whittier, CA 90601
Email: apsearch@storbeckpimentel.com
Refer to code "**Mines-Provost**" in subject line

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