

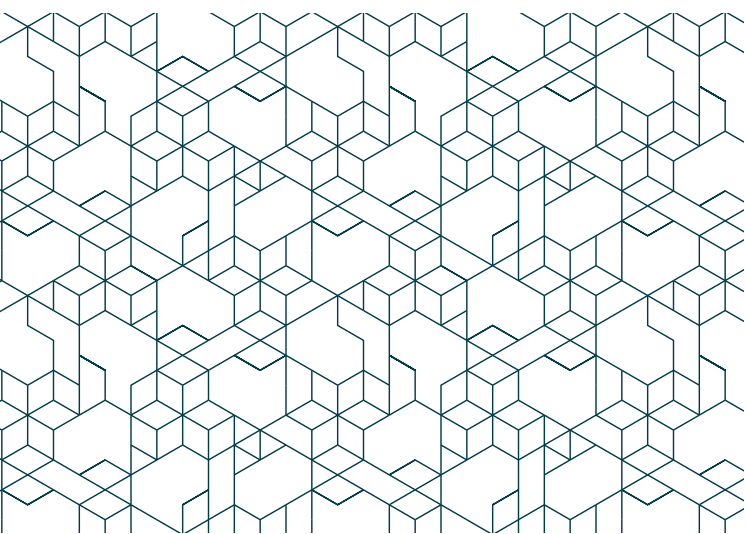
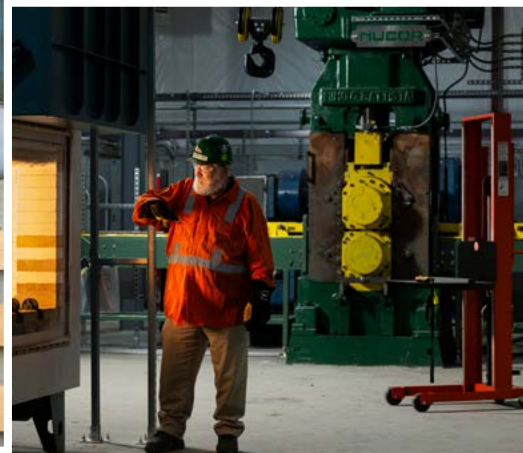
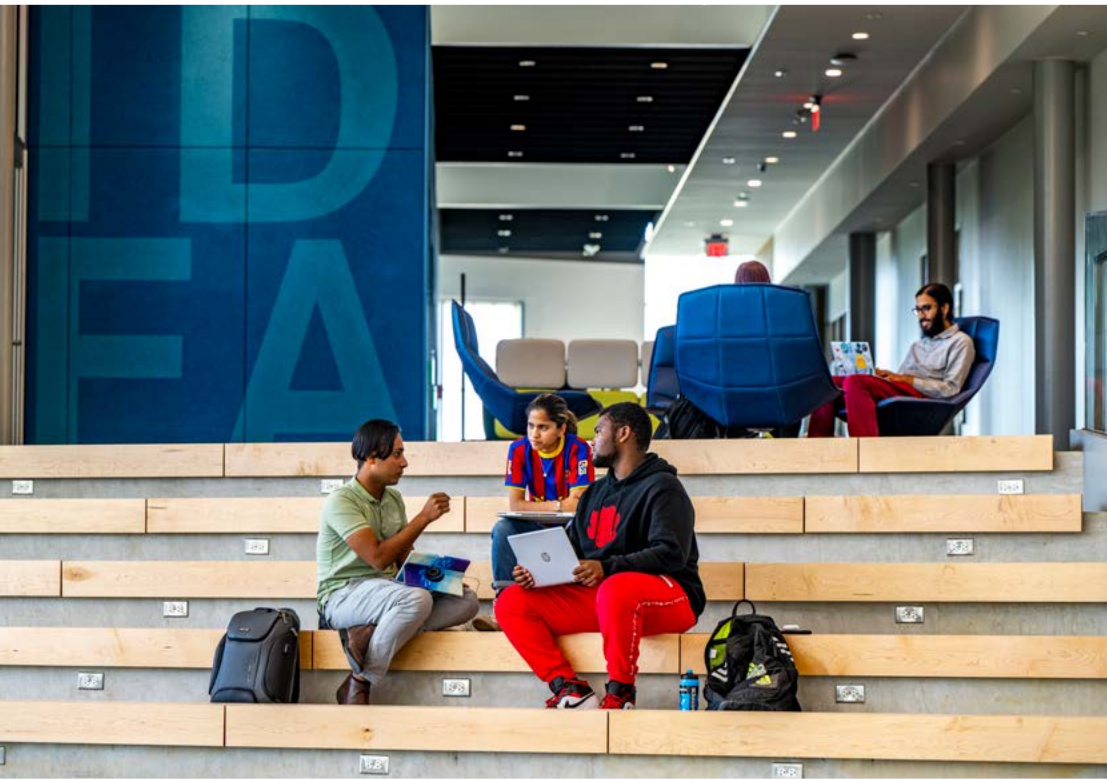


Announcing a national
search for the

PROVOST AND EXECUTIVE VICE CHANCELLOR FOR ACADEMIC AFFAIRS

POSITION ANNOUNCEMENT

Missouri University of Science and Technology (Missouri S&T) invites nominations and applications for the position of Provost and Executive Vice Chancellor for Academic Affairs.



Missouri S&T seeks a dynamic leader to serve as its next Provost and Executive Vice Chancellor for Academic Affairs.

The successful candidate for this position will share S&T's vision to optimize its value to the community it serves, have a passion for aggressively seeking the university's full potential, and have the energy and experience to provide the engaging leadership to make the vision a reality.

Missouri S&T is one of the world's premier technological research universities, with a rich academic tradition dating back to 1870.

The university currently enrolls over 7,000 students and is home to more than 350 full-time faculty and almost 900 staff, with roughly 80 faculty members being recognized as among the [top two percent](#) highly cited researchers in their respective fields. Missouri S&T is frequently recognized as a leading institution for **return on investment** and a **top destination for degree programs in engineering and advancing other STEM fields**. The institution currently hosts over 20 award-winning student design teams in a broad array of science and technology areas. Under the leadership of Chancellor Mohammad Dehghani, Missouri S&T is pursuing three primary **“North Star Goals”** in the coming years: growing enrollment, elevating the university’s rank and reputation, and advancing to an R1 Carnegie Classification (accomplished as of January 2025).

Complimenting these ambitious aims, the university is undertaking an aggressive expansion of its innovation ecosystem in Bioinnovation and [recently](#) launched Kummer College of Innovation, Entrepreneurship, and Economic Development.

Funding the Future

Sparked by a \$300 million gift from June and Fred Kummer in 2020, Missouri S&T’s campus has transformed through extensive physical expansion and growth in the academic and research enterprises. As the university embarks on the next critical phase of its evolution, Missouri S&T seeks a dynamic, accomplished, and collaborative leader to drive implementation of the institution’s newly adopted [strategic plan](#) and continue to scale its positive impact upon the community of Rolla, the State of Missouri, and the world.

A COMMITMENT TO ACADEMIC EXCELLENCE AND INNOVATION

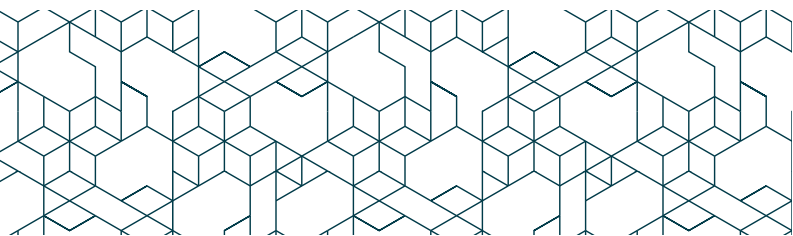
At the core of Missouri S&T's mission is a commitment to academic rigor, innovation, and experiential learning.

With over 100 undergraduate and graduate programs across engineering, sciences, humanities, mathematics and business, Missouri S&T provides students with the tools they need to succeed in an ever-evolving, technology-driven world.

The university's faculty are leaders in their respective fields, bringing cutting-edge research and industry expertise to the classroom. This collaborative environment fosters critical thinking, creativity, and hands-on problem-solving, with a student-to-faculty ratio that ensures meaningful mentorship. Missouri S&T's approach to education emphasizes real-world applications, with initiatives such as the Student Design and Experiential Learning Center and the Manufacturing, Technology, and Innovation Campus. These unique learning opportunities contribute to Missouri S&T's position as a top-tier institution for career preparation and return on investment, producing graduates who are well-prepared to drive progress across industries and sectors.



Above: In the Kummer Student Design Center, students build their concrete canoe using a unique concrete mix design. The goal? To develop real-world engineering and teamwork skills as they design, build and race a canoe made primarily of concrete in the American Society of Civil Engineers annual competition.



Missouri S&T is organized into three colleges, each playing a vital role in advancing the university's mission and future aspirations:



The College of Engineering and Computing

The [College of Engineering and Computing](#) at Missouri S&T is renowned for its rigorous, hands-on programs that prepare students to tackle the most pressing engineering and technology challenges. With a comprehensive range of engineering disciplines, the college emphasizes experiential learning and collaboration with industry partners. Students benefit from access to state-of-the-art labs and resources, as well as mentorship from faculty recognized among the top in their fields. The college's commitment to innovation and problem-solving cultivates leaders who are ready to make significant contributions to technology and engineering advancements.



The College of Arts, Sciences, and Education

The [College of Arts, Sciences, and Education](#) offers students a balanced and holistic approach to learning that emphasizes critical thinking, creativity, and interdisciplinary studies. The college provides robust programs across the humanities, social sciences, natural sciences, mathematics, and education, allowing students to explore diverse fields and develop a well-rounded skill set. Known for fostering intellectual curiosity and civic engagement, the college prepares graduates to lead in a variety of fields and to address societal challenges with a broad perspective.



Kummer College of Innovation, Entrepreneurship, and Economic Development

Established through a transformative \$300 million gift from June and Fred Kummer, the [Kummer College of Innovation, Entrepreneurship, and Economic Development](#) is dedicated to fostering economic growth and technological progress. This unique college combines disciplines such as business, entrepreneurship, and technology commercialization to equip students with the skills needed to launch startups, develop new products, and lead in dynamic markets. By encouraging cross-disciplinary collaboration and real-world innovation, the Kummer College serves as a catalyst for regional and global economic development and prepares students to be visionary entrepreneurs and business leaders.



Bio-Innovation at the Intersection of Life Sciences, Engineering, and Health Care

The [Bio-Innovation initiative](#) represents Missouri S&T's commitment to advancing research and education in life sciences, with a focus on biotechnology, biomedical engineering, and bioinformatics. This interdisciplinary initiative unites experts from biology, chemistry, engineering, and computational sciences to drive breakthroughs in health and sustainability, providing students with unique opportunities to engage in cutting-edge research to address the basic understanding, diagnosis, treatment, and prevention of disease and injury. Through Bio-Innovation, Missouri S&T aims to become a leader in life sciences and biomedical engineering research and innovation, opening new pathways for students and faculty in this rapidly evolving field.



Missouri S&T's Innovation Ecosystem

Aside from the Kummer College, Missouri S&T has generated exciting momentum in a number of areas related to innovation and technology commercialization. Highlights of this growing innovation ecosystem include the following initiatives:

- ➔ **Student Design and Experiential Learning Center:** Home to 20 student design teams, this center provides hands-on opportunities for students to work on real-world engineering challenges.
- ➔ **Manufacturing, Technology, and Innovation Campus:** A cutting-edge campus that supports advanced manufacturing research and partnerships, featuring the Missouri Protoplex.
- ➔ **The Innovation Lab:** A collaborative space where students, faculty, and industry experts develop creative solutions to real-world problems using state-of-the-art technology.
- ➔ **Public Interest Technology University Network:** Interdisciplinary engaged research and teaching initiatives to advance the development, deployment and governance of technology to minimize harm.
- ➔ **Kern Entrepreneurial Engineering Network (KEEN):** Part of a national network, KEEN integrates entrepreneurial thinking into engineering education, fostering innovation and problem-solving skills.
- ➔ **Kummer Vanguard Scholars and Doctoral Fellows:** Scholarship and mentorship programs that support top students in advancing research and innovation in technology, engineering, and business.
- ➔ **Kummer Center for STEM Education:** Dedicated to inspiring future generations in science, technology, engineering, and math, this center provides K-12 students with hands-on learning experiences, mentorship, and resources to spark interest in STEM careers.

By The Numbers

7,000+ STUDENTS



Highly selective admissions within Missouri, with a:

- ➔ 27.9 average incoming first-year ACT score
- ➔ 3.8 average high school GPA



18:1 student-to-faculty ratio



43% of classes have fewer than 20 students



The six-year graduation rate is **66.1%**.



The first-year retention rate is **86.5%**.

APPROXIMATELY 70,000 ALUMNI

Missouri S&T's educational mission emphasizes leadership, undergraduate research, and experiential learning, ensuring graduates are well-prepared for successful careers.

Students and Alumni

Missouri S&T boasts a 93% career outcome rate across all majors, and a more than 90% acceptance rate to graduate and professional schools such as medical and law. Experiential learning is an essential aspect of Missouri S&T's unique education environment and is now formally required for all undergraduates. Undergraduate research is a core component that provides students with out-of-classroom learning opportunities to apply knowledge to real-world problems. These opportunities include the Experimental Mine, which has been voted the best "Awesome College Lab" for multiple years by *Popular Science*. Students participate in 20 student design teams, including the 2017 international champion Mars Rover Design Team, two-time national champion Solar Car Design Team, and multiple-year champion Human-powered Vehicle Design Team. Missouri S&T maintains a highly engaged Engineers Without Borders organization, with four distinct groups and a high percentage of women participants and leaders. This rich array of hands-on learning opportunities contributes to the development of successful students who are ready to have an immediate positive impact when entering the workforce. Known for its exceptional return on investment, Missouri S&T ranks among the top technological research universities and is frequently highlighted by [U.S. News & World Report](#), [Forbes](#), [New York Times](#), and [The Wall Street Journal](#) for its value and graduate success rates.

Graduate Education

Missouri S&T maintains a strong commitment to graduate education, including on-campus and accessible graduate education through its extensive distance learning programs. On campus, 15 of Missouri S&T's 21 departments and all three colleges house doctoral programs, while 18 of 21 departments house master programs. This includes a recently approved PhD program in Applied Psychology and Master of Science in Economics and Innovation. Many of these programs are research-based, providing the educational foundation for much of Missouri S&T's strong research standing. Furthermore, Missouri S&T offers multiple strong non-thesis programs in STEM and STEM-adjacent fields including MBA and a MS in Engineering Management along with a multitude of certificate programs. Many of these programs are offered online and through distance-learning program design, allowing students who may be working professionals and/or remote learners from various locations to participate in advanced studies. These programs have the same, strong academic quality provided by the on-campus programs. This was highlighted in the 2024 U.S. *News & World Report* rankings where Missouri S&T's online graduate engineering programs were highly regarded, ranking 48th nationally. These programs and the recognition received underscores Missouri S&T's commitment to a graduate education built around innovation, flexibility, and student success.



Missouri S&T is experiencing significant growth in research and innovation.

OVER 80% INCREASE

In research awards in the past two years, which corresponds to approximately \$175K per tenure/tenure-track faculty member in FY2024 compared to \$125K in FY2022.

\$315 MILLION

FY2024 total research proposal

\$50 MILLION

FY2024 total research expenditures

Research

The university receives federal funding for externally sponsored research from the National Science Foundation (NSF), U.S. Department of Transportation (DOT), Department of Energy (DOE), Department of Defense (DOD), the National Institutes of Health (NIH), among others. Missouri S&T is home to two U.S. DOT University Transportation Centers, a DOE SunShot consortium, and an FAA Center of Excellence. With NSF, Missouri S&T has a long history of successes in the MRI program, CAREER awardees, and EAGER and GOALI awards. It is also home to an I-Corps site and both CyberCorps®: Scholarship for Service (SFS) and Scholarships in Science, Technology, Engineering, and Mathematics (S-STEM) Programs. Missouri S&T is well known for its industry-focused research programs that provide ample opportunities for undergraduate and graduate student research. Currently there are six active industry consortia, three of which have more than a dozen industry members. Among our largest consortia are:

- ➔ the Center for Electromagnetic Compatibility (NSFI/UCRC)
- ➔ the Center for Aerospace Manufacturing Technologies,
- ➔ the Critical Minerals and Materials for Advanced Energy (CM2AE) Tech Hub
- ➔ the Kent D. Peaslee Steel Manufacturing Research Center.

This industry activity is supported by the Division of Technology Transfer and Economic Development (TTED). Three new interdisciplinary research centers have been recently established on campus to support the growth of the university's Manufacturing, Technology, and Innovation Campus. Supported by the Kummer Foundation, these centers will focus on high-impact, commercially viable research activities in Advanced Manufacturing, Resource Sustainability, and Artificial Intelligence and Autonomous Systems.

The Missouri S&T Strategic Plan outlines six key growth areas for research and innovation, leveraging our existing strengths while expanding into emerging fields of knowledge and groundbreaking discovery. These areas include Bio-Innovation and Applied Life Sciences, Intelligent Systems and Data Science, Humanities and Social Science Themes that Align with STEM Application, Next-Generation Manufacturing and Electronics and High Temperature Materials, Resource Sustainability, Energy and Environment; and Sustainable and Resilient Infrastructure.

The scholarly productivity of the faculty goes well beyond the STEM disciplines to provide rich benefits and international recognition to S&T. S&T is home to some of the most highly productive and renowned social science and humanities scholars in the US. In addition to impactful and broadly read books and articles, several faculty have been awarded prestigious grants funded by such agencies as the National Endowment for the Humanities (NEH) and Fulbright Program.



The University of Missouri System

The University of Missouri System is a comprehensive public higher education system dedicated to advancing research, learning, and service across the state. Comprising four distinct universities — University of Missouri-Columbia (MU), University of Missouri-Kansas City (UMKC), Missouri University of Science and Technology (Missouri S&T), and University of Missouri-St. Louis (UMSL) — the UM System serves a diverse student body with a wide range of academic programs and initiatives. Governed by the Board of Curators, the UM System is committed to promoting economic development, innovation, and educational access throughout Missouri. Each campus brings unique strengths to the System, contributing to its mission of driving excellence in education, research, and community impact statewide.

Corporate Partnerships

Numerous corporate partners worldwide support Missouri S&T's academic programs. The university has relationships with nearly 3,000 companies and government agencies that hire our students, provide internship and co-op experiences, sponsor research, and collaborate in degree and non-degree education. Missouri S&T hosts two annual Career Fairs, which are among the largest in the Midwest with over 300 companies attending each fair. Many S&T graduates receive multiple job offers.

Companies such as Boeing, Apple, Google, Honeywell, Nucor, ArcelorMittal, Caterpillar, Black & Veatch, Burns & McDonnell, Chevron, Conoco Phillips, ExxonMobil, Garmin, Anheuser-Busch, Cisco Systems, PepsiCo, and General Motors are among the more engaged corporate partners. The HyPoint Industrial Park in Rolla is home to several high-tech small businesses that also work closely with the university. In addition, Missouri S&T fosters partnerships with numerous federal agencies including Sandia National Laboratories, Oak Ridge National Laboratory, the U.S. Army via its nearby base at Fort Leonard Wood, among others.

ABOUT THE ROLE

The Provost of Missouri University of Science and Technology sets an example of respect for all constituents of the university, holding the institution as a whole to the highest standards of conduct.

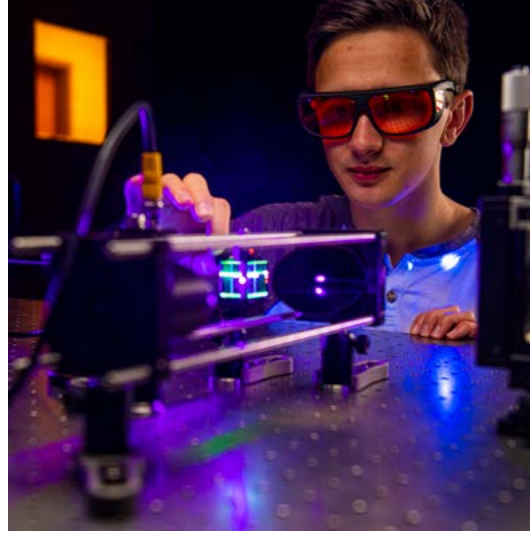
The Provost plays an integral role in enhancing the research, teaching, and engagement activities, thereby furthering the ideals of the public land-grant and space-grant mission.

Reporting directly to Chancellor Mohammad Deghani, the Provost serves as the Chief Academic Officer and senior member of the Chancellor's leadership team responsible for implementing the University's vision while ensuring academic excellence.

With a strong focus on maintaining growth in external funding for research and outreach, the Provost drives various initiatives regarding

mutually beneficial industry and government partnerships and further development of tailored curricula development. In strong collaboration with academic units, centers, institutes and professional programs the Provost will provide synergy to support the University's mission. Further, the future Provost will engage and partner with University of Missouri System leadership and serve as a strong advocate for Missouri S&T. Our university has developed and adopted a transformative, collaborative, and transparent [Strategic Plan](#). This new plan provides the Provost a map and an incredible opportunity to lead the outstanding work that happens daily at Missouri S&T. The Provost will look to build upon the existing traditions, further leverage the vibrant research distinctiveness of the campus and strengthen the university's industry partnership and advancement efforts.





Key Responsibilities

The Provost will:

- ➔ **Lead Missouri S&T academic affairs** with a balanced approach that combines operational, strategic, and relational expertise, implementing initiatives to advance the academic mission aligned with the Missouri S&T Strategic Plan. A key focus will be on improving academic success and retention, expanding scholarly and research activities, and emphasizing diversification in scholarship and sponsored research that addresses critical areas of national interest, including:
 - ▶ advanced manufacturing
 - ▶ advanced materials
 - ▶ applied life sciences
 - ▶ artificial intelligence
 - ▶ bioengineering
 - ▶ critical minerals
 - ▶ financial technology
 - ▶ hypersonic aerospace technology
 - ▶ semiconductor design and application.
- ➔ **Work to enhance Missouri S&T's reputation** for excellence in undergraduate and graduate education by fostering student success and career readiness through the development of new on-campus and online degree programs, supporting innovative teaching practices, and engaging with industry partners. The new Provost will continue to develop and sustain innovative teaching methods, comprehensive review processes, and the relevancy of S&T's curriculum while maintaining accreditation through agencies such as ABET. As Missouri S&T evolves the general education, the Provost will focus on dual enrollment, undergraduate and graduate

programs to meet the highest standards of educational excellence. They will create a learning environment that is intellectually stimulating and aligned with real-world needs, providing pathways and delivery models that fit a diverse range of students and increase enrollment.

- ➔ **Prioritize broadening access** to Missouri S&T's exceptional return on investment by reaching out to students, K-12 teachers, and businesses from Missouri's underserved communities. This role involves driving academic excellence and innovation, with a project management approach that values collaboration, transparency, consensus-building, and a strong student-centered focus. The Provost will also actively support Missouri S&T's philanthropic mission by engaging with alumni, advancing development efforts, and creating and strengthening partnerships with industry sponsors, building academic programs, and further enhancing the university's global impact and global impact and outreach.
- ➔ **Champion faculty success and foster a culture** of shared governance by prioritizing the recruitment, development, and retention of an outstanding and diverse faculty and staff in the academic division. The Provost will mentor faculty of all academic ranks throughout the course of their careers, and will focus on a mission and goal-driven perspective that will encourage professional development for faculty and staff while supporting student success.

Desired Qualifications

The ideal candidate for Provost at Missouri S&T will bring a proven track record of executive leadership with the following:

1 Executive Leadership in Complex Academic Settings

- Proven track record of executive leadership in higher education, particularly within large, multifaceted academic institutions.
- Demonstrated experience in leading academic units and advancing institutional goals.

2 Strategic Implementation and Evaluation

- Expertise in developing and executing academic strategies and ensuring alignment with institutional priorities.
- Ability to lead strategic evaluation efforts and implement data-driven improvements.

3 Commitment to Research and Pedagogy

- Strong background in advancing research, particularly in an interdisciplinary context, to foster academic and intellectual growth.
- A deep understanding of pedagogy and a commitment to advancing student learning outcomes at all levels.

4 Leadership Style

- An approachable, collaborative, and transparent leadership style that values shared governance and community engagement.
- Ability to communicate effectively across diverse groups, with a focus on empathy, integrity, and relationship-building.

5 Fiscal and Human Resources Stewardship

- Demonstrated success in managing fiscal and human resources effectively in an academic setting.
- Ability to optimize the use of resources to support academic and research priorities.

6 Student Success

- Demonstrated commitment to advancing inclusion within academic programs, ensuring that all students, regardless of background, have access to resources and opportunities for success.
- A genuine dedication to fostering academic achievement for all students, with a focus on providing the necessary support and guidance to help students from a variety of backgrounds achieve their full potential in both academic and career pursuits.

7 Legislative and Executive Leadership

- Experience working with state and national policymakers and understanding the role of government in higher education funding, policy, and regulation.
- Ability to navigate complex organizational structures and represent academic interests effectively.

8 Philanthropy and Fundraising

- Proven success in leading or supporting fundraising initiatives, including building relationships with alumni, donors, and external partners to advance academic programs.

9 Visionary and Proactive Leadership

- Forward-thinking and proactive in identifying and addressing academic trends, challenges, and opportunities.
- Ability to lead the university through change and innovation with a long-term vision for success.

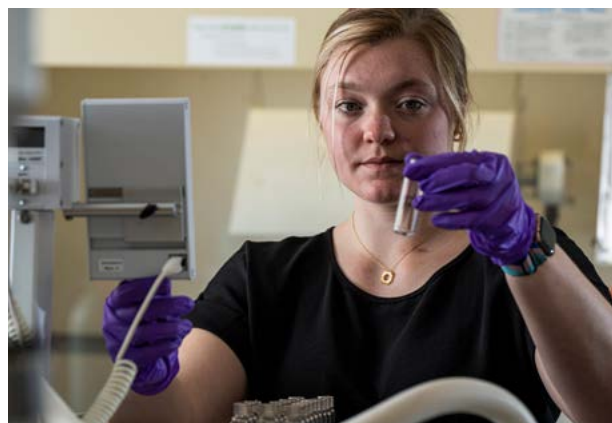


Candidates must hold a traditional, earned doctoral degree and meet the criteria for a tenured professor at Missouri S&T. Additionally, they would ideally bring a minimum of 10 years of administrative experience in university settings, demonstrating both academic and professional accomplishments that align with Missouri S&T's mission and values.

APPLICATION INSTRUCTIONS

[WittKieffer](#) is assisting Missouri S&T in this search. All applications, nominations, and inquiries are invited. Applications should include, as two separate documents, a CV or resume and a letter of interest addressing the themes in this profile. Professional references are not requested at this time. For fullest consideration, candidate materials should be received by March 24, 2025. Application materials, confidential nominations, and inquiries should be submitted to: Jessica Herrington, Lauren Bruce-Stets and Randi Miller at MissouriS&TProvost@wittkieffer.com.

The final candidate is required to provide copies of official transcript(s) for any college degree(s) listed in application materials submitted. Copies of transcript(s) should be provided prior to the start of employment. In addition, the final candidate may be required to verify other credentials listed in the application materials. Failure to provide official transcript(s) or other required verification may result in the withdrawal of the job offer. All job offers are contingent upon successful completion of a criminal background check.



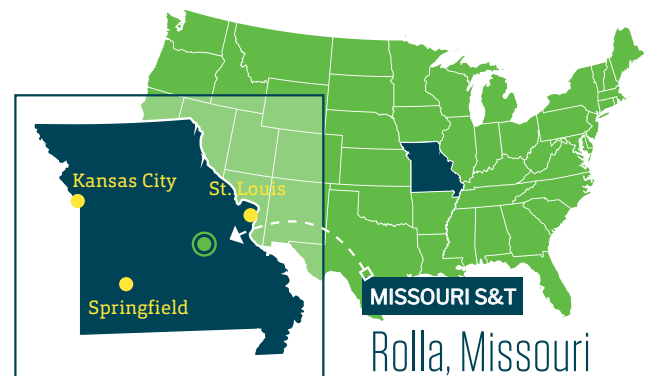
ABOUT THE AREA

Nestled in the scenic Ozark Highlands, Rolla, Missouri, is a vibrant community known for its welcoming atmosphere and natural beauty.

ABOUT ROLLA, MISSOURI

With a population of around 20,000, Rolla provides a small-town charm while offering easy access to urban centers like St. Louis and Springfield.

The town is surrounded by lush forests, rolling hills, and National Scenic Riverways, making it an ideal location for outdoor activities like hiking, kayaking, and camping. Home to Missouri S&T, Rolla is enriched by a dynamic blend of students, faculty, and professionals, creating a diverse and engaged community.



Rolla's downtown area offers an array of local restaurants, boutique shops, and cultural venues, including the historic Ozark Actors Theatre, which brings theater and arts to the heart of the town. The Rolla Public Library and the Eugene E. Northern Community Hall serve as local gathering spaces for residents and students alike. Seasonal festivals, like the Route 66 Summerfest and the Celebration of Nations, celebrate Rolla's cultural diversity and its historic location along the famous Route 66, adding to the town's unique charm.





Opposite page: Students hang out at Soda & Scoops, a retro soda shop located on Pine Street, just steps away from campus.

Top: Ber Juan Park, located just east of campus, is part of Rolla's park system that boasts over 304 acres including over 10 miles of walking trails.

Above: The annual Celebration of Nations parade and festival brings together the vibrant cultures and countries of our community in Rolla.

Rolla is also known for its strong ties to science and technology, largely due to Missouri S&T's presence.

The town is a hub for research and development, attracting companies in fields such as engineering, manufacturing, and energy. This close relationship between the community and the university fosters a supportive environment for innovation and entrepreneurship, benefiting both residents and students. With its mix of small-town warmth, natural beauty, and academic spirit, Rolla offers a distinct quality of life that appeals to families, students, and professionals seeking both tranquility and opportunity.



ADDITIONAL COMMENTS

Equal Opportunity is and shall be provided for all employees and applicants for employment on the basis of their demonstrated ability and competence without unlawful discrimination on the basis of their race, color, national origin, ancestry, religion, sex, pregnancy, sexual orientation, gender identity, gender expression, age, disability, protected veteran status, or any other status protected by applicable state or federal law.

This policy shall not be interpreted in such a manner as to violate the legal rights of religious organizations, or the recruiting rights of military organizations associated with the Armed Forces or the Department of Homeland Security of the United States of America. The University's nondiscrimination policy applies to any phase of its employment process, any phase of its admission or financial aid programs, or other aspects of its educational programs or activities. Further, this policy applies to sexual violence or sexual harassment, both forms of sex discrimination, occurring within the educational program and instances occurring outside of the educational program if the conduct negatively affects the victim's educational experience or the overall campus environment.

Any person having inquiries concerning the application of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 or other civil rights laws should contact the Title IX Coordinator.