

SEARCH PROFILE:

DEPUTY PROVOST



METROPOLITAN
STATE UNIVERSITYSM
OF DENVER

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THE OPPORTUNITY

As a public, urban, modified open-access University and proud Hispanic-Serving Institution in the heart of downtown Denver, [Metropolitan State University of Denver](#) (MSU Denver) invites nominations and applications for the position of Deputy Provost. This is an excellent leadership opportunity for an experienced, collaborative, and inclusive academic leader to serve as a key member of the Provost's staff in supporting and elevating the academic mission of the University.

Reporting to [Dr. Laura Niesen de Abruña](#), Provost and Executive Vice President for Academic Affairs, the Deputy Provost will be an organized academic leader with strong academic credentials and experience in overseeing academic programs. The Deputy Provost will have a key role in the [Office of Academic Affairs](#), which exists to create and support a relevant and engaging learning/teaching environment for MSU Denver students and faculty. The Deputy Provost is expected to collaborate with six Deans (College of Aerospace, Computing and Engineering and Design; College of Business; College of Letters, Arts, and Sciences; College of Health and Human Sciences; School of Education; and School of Hospitality) and

five Associate Vice Presidents who oversee Academic Effectiveness, Curriculum, and Policy Development; [Faculty Affairs](#); Innovative and Lifelong Learning; Graduate Studies; and Undergraduate Studies.

The Deputy Provost also collaborates with the [Faculty Senate](#), [Council of Chairs and Directors](#), and the [Office of Diversity and Inclusion](#), and others, to support the academic mission of the University. The term "deputy" implies a clear responsibility for understanding and embracing the role of the Provost and stepping in, as directed, as the Provost's representative in a complex organization.

The successful candidate will demonstrate knowledge of academic structures, culture, and administration, as well as the scholarly environments and curricula in which decisions and policies are developed and implemented. Respect for diverse stakeholders and skill in communication and collaboration will be essential.

After a search process beginning in Fall 2024 and ending in February 2025, the next Deputy Provost is expected to begin in this role in Spring 2025.



METROPOLITAN STATE UNIVERSITY OF DENVER

MSU Denver is committed to offering relevant, rigorous, and innovative education aligned with its role as an [Anchor Institution](#) in downtown Denver. This [website](#) provides important details about the University's 17,000+ students, 90+ majors, and 10 graduate programs. MSU Denver has a key role in economic development for the region: as the most recent [Economic Impact Study](#) shows, the University generates more than \$950M annually. And more than 75% of the University's 108,000+ alumni stay in Colorado, advancing communities and economies.

As the third largest and most diverse public university in Colorado, MSU Denver strives to make higher education accessible and transformational for everyone, preparing the next generation to be thoughtful leaders and engaged citizens in Colorado's communities and the global economy. MSU Denver is a federally designated [Hispanic-Serving Institution](#), a leader in social mobility that is committed to fostering equity. The [Roadrunner Promise](#) provides full tuition and fee support for 30% of the student population. As the top transfer destination in Colorado with an average age of 25, MSU Denver's wraparound support programs meet students where they are and help them become the [changemakers](#) their fields and communities need.

Founded in 1965, MSU Denver offers high-value, career-focused programs with unparalleled access to experiential learning, applied internships, research, and cross-industry co-ops. Employers know

Roadrunners are ready to go on Day One—and even before. Leveraging the strength of its location in downtown Denver, the University connects its [diverse population of students](#) directly to world-class faculty and high-quality job opportunities.

VISION

MSU Denver's vision is to be a nationally recognized leader for social mobility—where students of all ages and backgrounds build a better, more equitable Colorado through innovative and transformative education.

MISSION

MSU Denver's mission is to provide a high-quality, accessible, enriching education that prepares students for successful careers, postgraduate education, and lifelong learning in a multicultural, global, and technological society. To fulfill its mission, the diverse University community engages the greater Denver community in scholarly inquiry, creative activity, and the application of knowledge.

CORE VALUES

MSU Denver's mission, vision, ongoing operations, and strategic planning are informed by a core set of values that define the University and its aspirations: Community, Access, Diversity, Respect, and Excellence ([CADRE](#)). As the CADRE website explains, these are more than just words; these values are lived every day.

METROPOLITAN STATE UNIVERSITY OF DENVER (CONT.)

UNIVERSITY LEADERSHIP, STRATEGIC GOALS, AND BUDGET

Since 2017, [Dr. Janine Davidson](#), has served as the 9th President of Metropolitan State University of Denver. She is a national thought leader in higher education and on topics such as public service, U.S. foreign policy, and national security. From her first days on campus, she has championed the role public universities play in “holding the line on the American dream.” She has staunchly advocated for legal status for Deferred Action for Childhood Arrivals recipients and supported MSU Denver’s undocumented students, underrepresented students, and military and veteran students.

Dr. Davidson has led an inclusive process efforts to engage faculty, staff, students, and community stakeholders in developing the [MSU Denver 2030 Strategic Plan](#) and in implementing the initiatives that will “amplify national awareness of its signature educational experience of meeting students where they are, while enhancing its role of providing affordable and transformative undergraduate and graduate education for any student in pursuit of the American dream.”

Achieving the goals in the five pillars of the Strategic Plan will rely upon the strengths, creativity, and

determination of leaders across the [President’s Cabinet](#), the [Board of Trustees](#), and all faculty and staff:

- Student Access, Service, and Achievement
- Student-Centered Academic Excellence
- Civic and Economic Catalyst
- Diversity, Equity, and Inclusion
- Organizational Agility and Sustainability

Based on recommendations from the University Planning and Budget Advisory Council, President Davidson announced that in June 2024, the [Board of Trustees approved](#) the fiscal year 2025 budget, calling it “the most strategic, inclusive and transparent” budget in MSU Denver’s history. The budget advances the University’s Strategic Plan by addressing five priorities: 1) Investing in our people with a 2% compensation increase and \$1 million in compensation equity; 2) Fostering fiscal health through a balanced budget and potentially bolstering reserves; 3) Supporting student success and advising structures; 4) Preparing Coloradans for the modern workforce; and 5) Improving and maintaining critical infrastructure. Details of the \$221,394,000 University budget are available on the [Budget Office website](#). The Academic Affairs budget for FY25 is \$115,759,000.





ACADEMIC AFFAIRS

As shown on this [organizational chart](#), Academic Affairs is a complex division with primary responsibility for the academic mission of MSU Denver. Within Academic Affairs, the Provost, Deputy Provost, Associate Vice Presidents, Deans, Chairs, faculty, and staff facilitate access and ensure success through a student-centered curriculum and a highly qualified faculty, who are dedicated to excellence in teaching, scholarly activities, and service. We offer our academic programs in a variety of modalities and venues: on campus, online, at several off-campus sites, and, in partnership with the Colorado Community College System, on select Community College Campuses.

Collectively, Academic Affairs assumes these responsibilities:

- Promotes excellence in student learning and faculty teaching;
- Supports diverse professional development activities for faculty;
- Actively encourages and supports the faculty and staff in the development of grant initiatives;
- Investigates and expands international education opportunities;
- Successfully responds to accreditation requirements, state performance indicators, and state or national licensure standards for academic programs as needed;
- Effectively utilizes resources, including faculty and space, to meet students' needs, their career goals, and the University's role and mission; and
- Continues to review, assess, and improve curriculum to meet the needs of the students including general studies, majors, minors, certificates and licensure programs.

RESPONSIBILITIES OF THE DEPUTY PROVOST

The Deputy Provost reports to the Provost and Executive Vice President of Academic Affairs. The Deputy Provost works collaboratively with the Deans, academic Associate Vice Presidents, and other direct reports to the Provost. The Deputy Provost also collaborates with the Faculty Senate, Council of Chairs and Directors, Faculty Affairs, the Office of Diversity and Inclusion, and others, to support and elevate the academic mission of the university.

This position does not currently have any direct reports, but there may be potential for supervising some Academic Affairs personnel in the future.

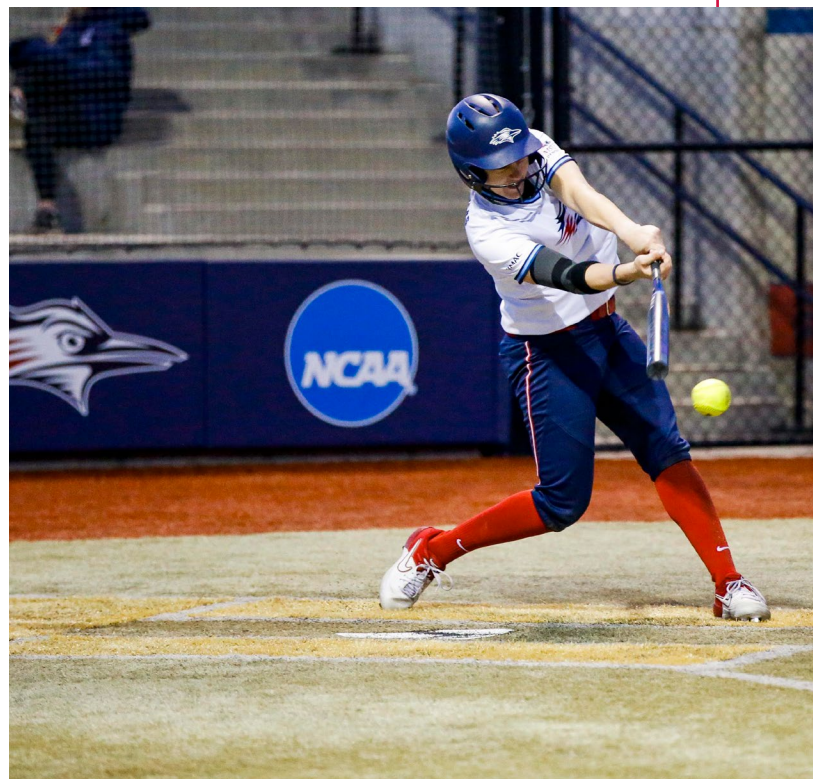
The Deputy Provost is responsible for supporting and managing the strategic initiatives of the Provost. The responsibilities include, but are not limited to, these job duties:

- Overseeing the Academic Affairs Budget with the Academic Affairs Budget Manager;
- Maintaining and developing consistent Academic Affairs fiscal policies;
- Leading the university budget managers in academic budgeting processes;
- Representing the Provost on college-level workforce advisory councils;
- Guiding the academic affairs team in workforce development and career readiness;
- Working with Student Affairs to promote student success;
- Support for research as essential to state-of-the-art teaching in all disciplines;
- Providing support to affinity groups and acting as the liaison to the Provost's office;
- Analyzing data, conducting research, and communicating with constituents;
- Drafting, reviewing, and analyzing policy documents and managing multiple projects;
- Representing the Provost at meetings and preparing documents for meetings and events; and
- Completing other duties as assigned.

EXPECTATIONS FOR THE NEXT DEPUTY PROVOST

The successful candidate for Deputy Provost will be able to articulate a vision for and a commitment to elevating the mission of an urban university with a strong focus on teaching, research/scholarship, service, and innovation. The position requires a person who models personal and professional integrity and fairness. Flexibility and diplomacy are key factors in the daily exercise of authority, and these personal and professional qualities are expected in the Deputy Provost:

- Excellent written, oral, and interpersonal communication skills;
- Strong analytical skills;
- Ability to manage multiple projects;
- Effective decision-making abilities;
- Ability to focus on details in directing and completing projects; and
- Ability to collaborate effectively with deans, department chairs, faculty, and staff.



REQUIRED QUALIFICATIONS

To be effective in academic leadership, in service as a member of the Provost's senior team, and in fostering a diverse and inclusive environment, the successful candidate for the Deputy Provost position shall demonstrate all of these **required qualifications**:

- An earned doctorate in an academic discipline from an accredited institution;
- Earned tenure and rank of full professor;
- Continuously progressive academic leadership experience;
- Experience managing complex academic budgets and budget processes; and
- Demonstrated record of advancing diversity (e.g., recruitment and retention of diverse faculty and staff; infusion of diversity into the curriculum; promoting a work environment that is inclusive and collegial for all faculty, staff, and students).

PREFERRED QUALIFICATIONS

The successful candidate for the Deputy Provost may also demonstrate some of these **preferred qualifications**:

- Experience as a dean in overseeing excellent undergraduate and graduate programs;
- Demonstrated record of collaborating with other members of a leadership team in implementing change; and
- Experience in drafting, implementing, and revising policy.





APPLICATIONS, NOMINATIONS, SEARCH TIMELINE, AND COMPENSATION

Academic Search is assisting Metropolitan State University of Denver in this search. All inquiries, nominations, and applications will be held in strict confidence. To learn more about this opportunity and discuss your qualifications and interest, potential applicants are welcome to schedule a conversation with one of the Senior Consultants for this search: Dr. Ginny Horvath (ginny.horvath@academicsearch.org) or Dr. Dan DiBiasio (dan.dibiasio@academicsearch.org).

APPLICATIONS

Applicants should send these three separate documents (each in PDF format) to MSUDenverDeputyProvost@academicsearch.org:

- A detailed **cover letter** expressing your interest in this position and addressing how you meet the qualifications and expectations outlined in this profile;
- A current **full resume or curriculum vitae** that includes relevant responsibilities and accomplishments;
- A **list of five professional references**, including names, titles, organizations, phone numbers, and email addresses, noting your relationship with each reference.

References will not be contacted until later in the search process and only with the candidate's permission. A full background check (including identity, degree verification, criminal records check, credit check, and sexual misconduct check) must be completed satisfactorily before any candidate can be offered this position.

NOMINATIONS

Although nominations are not required to be considered for this position, leaders who know of outstanding candidates are welcome to submit confidential nominations by sending an email to MSUDenverDeputyProvost@academicsearch.org. Be sure to include the nominee's full name, position, institution/organization, and email address. Academic Search will notify individuals of their nomination, provide details about the position, and encourage them to apply.

SEARCH TIMELINE

Although the search remains open until the position is filled, for full consideration by the Search Committee, candidates should submit application materials by November 15, 2024. Finalists for the position will participate in campus interviews that will include a public presentation.

The next Deputy Provost is expected to begin in Spring 2025.

APPLICATIONS, NOMINATIONS, SEARCH TIMELINE, AND COMPENSATION (CONT.)

COMPENSATION

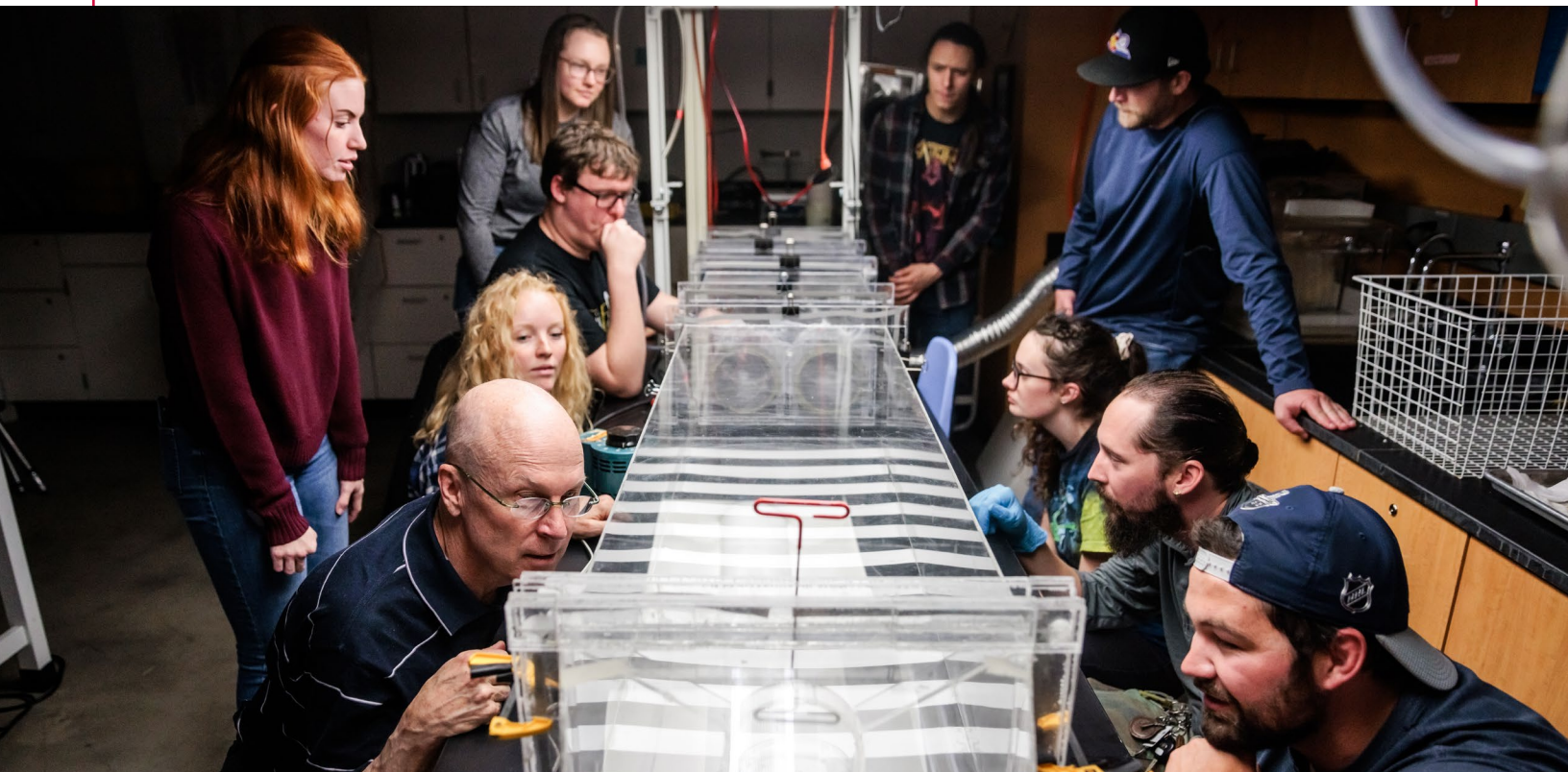
This is a full-time administrative position (Pay Grade 26) and has a full salary range of \$142,600 - \$238,200. This salary range represents the University's good faith and reasonable estimate of the range of possible compensation at the time of posting. The salary of the appointee selected for this role will be set based on a variety of factors, including but not limited to, internal equity, experience, education, specialty and training. In order to ensure internal equity and to align with our compensation philosophy, the offer to the finalist cannot exceed the top of the Pay Grade.

Metropolitan State University of Denver offers excellent benefits, including medical, vision, dental, flexible spending accounts, retirement, life insurance, and a wellness program. Additional benefits include 13 paid holidays, paid time off, multiple forms of leave (such as 6-week Parental Leave, Bereavement Leave), an undergraduate tuition benefit, and discounts.

Metropolitan State University of Denver is a unique, access-oriented campus community that values diversity, equity, and inclusion in all its forms. Our student population consists of 57.8% first-generation students and 57.9% students of color. We are a designated Hispanic-Serving Institution located in downtown Denver.

We create an equitable learning and working environment in concert with individuals who consistently demonstrate commitment to equity and inclusion. We greatly value the diverse identities and perspectives of our students, faculty, and staff and recognize that in order to achieve a just and equitable society, diversity must go beyond simple representation. It requires critical inquiry and dialogue and a commitment to action. We strive to provide a culture of belonging for all community members to achieve personal and professional success.

MSU Denver is committed to creating and fostering a work environment and culture of belonging; we are proud of the work our employee affinity groups contribute to our culture. For more information on our employee affinity groups please visit this [link](#).



ABOUT ACADEMIC SEARCH

Academic Search is assisting Metropolitan State University of Denver in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

