

SEARCH PROFILE:

PROVOST AND EXECUTIVE VICE PRESIDENT
FOR ACADEMIC AFFAIRS



**STEPHEN F. AUSTIN
STATE UNIVERSITY**

THE UNIVERSITY OF TEXAS SYSTEM
NACOGDOCHES, TEXAS

TABLE OF CONTENTS

STEPHEN F. AUSTIN STATE UNIVERSITY	4
PRESIDENT NEAL WEAVER	5
ATHLETICS	6
THE UNIVERSITY OF TEXAS SYSTEM	6
THE DIVISION OF ACADEMIC AFFAIRS	7
THE PROVOST AND EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS	8
HOW TO APPLY	10



Stephen F. Austin State University welcomes applications and nominations for the position of Provost and Executive Vice President for Academic Affairs, who will serve as the chief academic officer of the University.



STEPHEN F. AUSTIN STATE UNIVERSITY

[Stephen F. Austin State University](#), the newest member of [The University of Texas System](#), began a century ago as a teachers' college in Texas' oldest town, Nacogdoches. Today, it has grown into a regional institution comprising six colleges – business, education, fine arts, forestry and agriculture, liberal and applied arts, and sciences and mathematics. Accredited by the Southern Association of Colleges and Schools Commission on Colleges, SFA provides the academic breadth of a comprehensive university with the personalized attention of a liberal arts college.

Nestled in a pine tree sanctuary, the main campus encompasses 421 acres that include 36 academic facilities, nine residence halls, and 68 acres of recreational trails that wind through six gardens. With the inclusion of its off-campus Todd Agricultural Research Center, DeWitt School of Nursing Complex, and aviation program hangars, SFA is spread across 1,210 acres of land in Nacogdoches County.

SFA continues to make substantial upgrades to campus infrastructure and technology to encourage academic innovation. Recent additions include the Naymola Basketball Performance Center, Cole STEM Building with innovative makerspaces and cutting-edge tech, and a new first-year residence hall. A significant expansion of the Griffith Fine Arts Building completed in 2023 added a recording studio, sound stage, audio and video editing rooms, and an art gallery, among several other state-of-the-art additions.

A new, [soon-to-be-completed 20,000-square-foot dining hall](#) will add outdoor seating and flexible spaces for events such as culinary expos. Occupying an important

campus corner, the building will showcase southern yellow pine mass timber construction to not only students, staff, and faculty, but also to the local east Texas community by relying solely on southern yellow pine harvested within 500 miles of campus. The Arthur Temple College of Forestry and Agriculture will undergo major renovations as the UT System has budgeted \$77 million toward improvements for the Forestry Building, Agriculture Building, Forestry Laboratories and Agricultural Mechanics Shop.

In addition, [live performances, cultural programs, and special events](#) occur throughout the year. The Micky Elliott College of Fine Arts presents nationally acclaimed artists, award-winning plays and lively choreography through a lineup of concerts, performances and exhibitions. The University Series, Children's Performing Arts Series, plus art, music and theatre and dance events offer an outstanding range of events for all tastes and ages.

Fall 2023 enrollment was 10,781 with the following demographic breakdown:

- 37% male
- 63% female
- 22% Hispanic
- 13% African American
- 1% Asian

Over 41% of undergraduate students are first generation – being the first in their families to achieve four-year college educations. Approximately 39% of AY 2023-2024 undergraduate students received a Pell grant.



PRESIDENT NEAL WEAVER

Dr. Neal Weaver began his tenure as President of SFA May 13, 2024. Previously, he was the President of Georgia Southwestern State University (GSW) for seven years.

Before his role at GSW, Weaver served as the Vice President for University Advancement and Innovation at Nicholls State University in Thibodaux, Louisiana. In this capacity, he provided leadership in fundraising, enrollment management and athletics while generating new revenue and improving retention, operating

efficiencies and customer service. Weaver's previous roles include Vice President for Institutional Advancement at West Texas A&M University and Vice President for University Relations at Northeastern State University in Oklahoma.

Weaver earned a doctoral degree in organizational leadership from The University of Oklahoma, a Master of Business Administration from Southeastern Oklahoma State University, and a bachelor's degree from Oklahoma Panhandle State University.

ATHLETICS

SFA's [athletic teams compete in 18 intercollegiate sports](#) – six men's, 10 women's, and two co-ed – in the Southland Conference at the NCAA Division I level. Steeped in tradition, SFA athletics enjoy unwavering support from SFA students and the Nacogdoches community. The University's vibrant and passionate student fan base, known as the "Purple Haze," has its

own special traditions during football and basketball seasons that create a unique and exciting atmosphere. With a history of notable achievements in football, basketball and track, and national championships in softball and women's bowling, the Lumberjacks and Ladyjacks are part of the fabric of the full SFA experience.



THE UNIVERSITY OF TEXAS SYSTEM

Stephen F. Austin State University takes great pride in being part of The University of Texas System, known for its exceptional academic success, breakthrough research, and international reputation for excellence and innovation. It includes 13 other educational institutions throughout the state, including eight universities and five health institutions. For 140 years, The University of Texas System has improved the lives of Texans – and people all over the world – through education, health care and research. With an enrollment of more than 256,000 students at academic and health institutions across the state, as well as an operating budget of \$29.1 billion, the UT System is one of the largest public university systems in the nation and the world.

UT institutions are powerful drivers of economic and social mobility in Texas, producing more than 63,000 graduates annually, including more than one-third of the state's undergraduate degrees and more than 60% of the

state's medical degrees. Almost half of all undergraduate degrees are awarded to students who qualified for a Pell grant based on financial need while enrolled at a UT institution. The UT System is one of the largest employers in Texas, with more than 122,000 faculty, health care professionals, researchers, support staff and student workers.

More than three-fourths of undergraduate students secure jobs in Texas within a year after graduation, providing a skilled workforce and fueling the state's economy. In fact, UT students who entered the Texas workforce between 2002 and 2019 had cumulative earnings through 2020 of \$350 billion.

With the Texas population expected to grow dramatically in the years to come, the UT System will continue to lead in driving prosperity, innovation, and health for the people of the Lone Star State.

ACADEMIC AFFAIRS

The University offers [more than 80 bachelor's degree programs, more than 40 master's degrees, and four doctoral degrees, covering more than 120 areas of study](#). Small class sizes, with a student-faculty ratio of 17:1, ensure students receive personalized attention from faculty members who are active mentors.

SFA's academic offerings have evolved with shifting industry expectations. Within the past five years, it has launched an aviation initiative where students can graduate with a bachelor's degree and pilot's license in four years, an agricultural communications major, a Bachelor of Science in construction management, and a Bachelor of Business Administration in entrepreneurship. SFA added its fourth doctoral-level degree program in 2023 with the creation of the Doctorate in Social Work.

Opportunities for immersive learning prepare students to enter the workforce. A survey of SFA's May 2023 graduating class indicated that 94% of graduates self-reported positive career outcomes within six months of graduation. Also, related to student success are increased overall graduation rates over the last six years to 52%. The University is increasing degree completion numbers with high need populations, including more than 3,000 economically disadvantaged graduates over the last three years.

The University's commitment to academic excellence has garnered multiple distinctions, including being ranked in the top 12 public universities in Texas by educational rating agency Niche. *U.S. News & World Report* ranked SFA's Charter School the second-best charter elementary school in Texas in 2024. SFA's forestry program continues to achieve high rankings, named as the best in Texas by education technology firm Plexus.

There were 2,793 degrees awarded in AY 2022-2023, including:

- 2,096 Bachelor's
- 554 Master's
- 7 Doctoral

The University has approximately 737 faculty and 895 staff.

COLLEGES

The [Nelson Rusche College of Business](#) has awarded nearly 20,000 degrees since 1940. Combining foundational business classes with a personalized classroom experience and experiential learning, the College's degree programs provide students the tools they need to launch careers and become industry leaders.

The [James I. Perkins College of Education](#) prepares competent, successful, caring, and enthusiastic education professionals from diverse backgrounds. The College is dedicated to responsible service, leadership, and continued professional and intellectual development in an interconnected global society.

The [Micky Elliott College of Fine Arts](#)'s academic programs are designed to provide a first-class education and develop the talents of its students. These programs equip students to compete successfully in the real-world arts marketplace for performing, teaching, or creating original art.

The [Arthur Temple College of Forestry and Agriculture](#) is home to one of the top forestry and agriculture colleges in the nation. The College's advanced technology and proximity to natural resources makes this the ideal University for students seeking hands-on field research. In addition, the College's science-based programs and experience-based learning prepare graduates for successful careers with top employers across the country.

The [College of Liberal and Applied Arts](#) provides students with the broad-based skills required to be successful over a lifetime. A combination of humanities and social sciences ensures that students communicate well, think critically, solve problems creatively, and value ethics.

The [College of Sciences and Mathematics](#) houses disciplines that are key to world-changing discoveries. The College's students have opportunities to participate with SFA faculty members in groundbreaking research – even at the undergraduate level.





THE PROVOST AND EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

This is an executive position responsible for serving as the chief academic officer of the University, advocating for academic programs and faculty. The Provost provides academic and administrative leadership to achieve the highest standards of excellence in teaching, scholarship, creative activity, and public and professional service. The Provost is responsible for the formulation and implementation of all academic plans, policies, priorities, and innovation. The Provost functions as a principal advisor to the President, chief administrative officer in the President's absence, and may be called upon by the President to represent the University administration at key functions. The Provost reports to the President and serves as a member of the President's Cabinet. The Provost works under minimal supervision, with extensive latitude for the use of initiative and independent judgment.

ESSENTIAL JOB FUNCTIONS

- Works collaboratively and effectively with faculty, staff, students, administration, and others throughout the University and community to advance the academic quality and stature of the University and student success through transformative experiences.
- Supervises all units within the Academic Affairs division and oversees all academic personnel, including supervision and evaluation of deans and directors.
- Promotes effective and innovative advancements in educational pedagogies, methodologies, and technologies and supports teaching and learning approaches that achieve academic excellence.
- Formulates and strategizes the educational policies and procedures of the University and recommends additions and revisions to the president and board of regents.
- Fosters and supports scholarship, research, and grant writing.
- Provides leadership for faculty recruitment, retention, professional development, evaluation, promotion, and compensation in cooperation with the deans, president, and UT System administration.
- Leads the development and implementation of long-range academic and strategic planning for divisional units.
- Assesses the effectiveness of academic programs and services and makes modifications when necessary.
- Identifies, evaluates, develops, and supports implementation of new programs and services that will serve to enhance the overall effectiveness and financial strength of the University.
- Oversees the management of the budgets for all divisional units, providing sound fiscal stewardship and oversight of financial reporting.
- Understands and supports revenue enhancing and cost-saving initiatives.
- Represents the division within the University community on various councils and committees.
- Advises the President, University administrators, and faculty on matters concerning academic affairs, services, programs, and activities.
- Maintains knowledge of current and emerging findings, trends, issues, challenges, technology, insights, and priorities in the field of higher education.
- Represents the University to and partners with external stakeholders including state and federal governmental agencies, state and national legislative representatives, private sector business leaders, community leaders, alumni, and the public at large.
- Develops, supervises, and initiates projects, programs, and/or assignments for the President.

THE PROVOST AND EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS (CONT.)

GENERAL QUALIFICATIONS

Required Knowledge, Skills, and Abilities

- Knowledge of, or the ability to learn, University policies and procedures, organizational structure, history, culture, mission, values, and principles of the institution.
- Knowledge of and willingness to advocate for the centrality of the academic mission in all parts of the University.
- Ability to plan strategically for future growth and improvement of the University.
- Ability to provide leadership for institutional adaption and change.
- Ability to plan, implement, and evaluate programs.
- Ability to manage a budget and work within the constraints of that budget.
- Ability to exercise sound judgement in making critical decisions.
- Ability to be highly collegial and consultative.
- Ability to develop and sustain collaborative relationships.
- Ability to build teams through exceptional interpersonal relationship building.
- Ability to communicate effectively in both oral and written form.
- Ability to establish and maintain a good rapport with students, staff, faculty, UT System administration, University guests, and the general public.
- Ability to work with and maintain confidential information with discretion.
- Ability to handle difficult and stressful situations with professional composure.
- Ability and desire to promote a favorable image of the University.

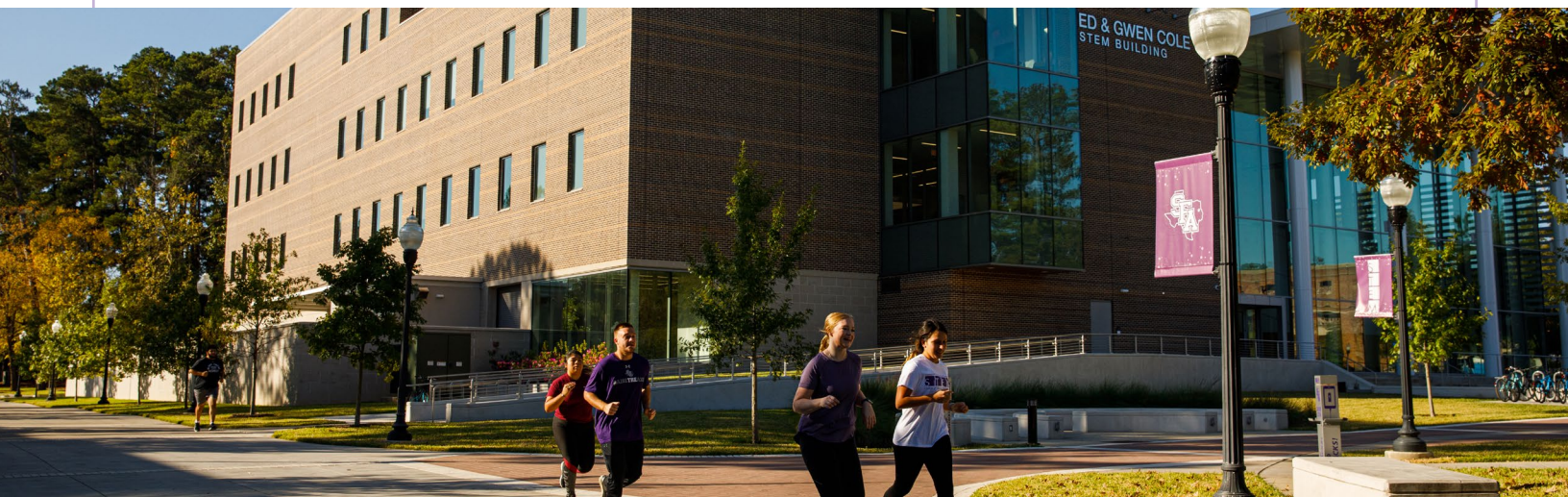
- Ability to train and supervise others.
- Commitment to broad-based participation and shared governance that includes faculty, staff, and students.
- Commitment to excellence and quality in all aspects of the University.
- Skill in using computer applications including spreadsheet, database, and word processing software.

Education

- An earned terminal degree from an accredited institution is required.

Experience and Training

- A distinguished record of teaching, research/scholarly/creative accomplishments, and service that qualify for rank of professor with tenure in one of the University's colleges is required. A progressive history of leadership responsibilities in higher education appropriate to this role is required, with leadership of a University college or school with direct supervisory experience for academic departments and units preferred. Demonstrated experience leading and managing change within a fast-paced and dynamic environment is required. Leadership experience in institutional strategic planning, making strategic decisions, and leading others toward strategic decisions is required. Experience managing a complex budget, integrating budget decisions and strategic planning, and ensuring institutional efficiency is required. Experience with recruiting, developing, and retaining high-quality faculty, as well as evaluation of promotion and tenure at the college or school level, is required. Experience with recruitment and retention of diverse student populations is required. Experience in leading ongoing efforts to assure institutional effectiveness and meet accreditation standards is required.





HOW TO APPLY

Applications should consist of a substantial letter of interest, a CV, and a list of five professional references with full contact information and a note indicating the nature of your working relationship with each. No references will be contacted without the explicit permission of the candidate. Applications, nominations, and expressions of interest can be submitted electronically, and in confidence, to: SFAProvost@academicsearch.org

The position is open until filled but only applications received by **Friday, February 7, 2025**, can be assured full consideration. The University is being assisted by Academic Search. Confidential discussions about this opportunity may be arranged by contacting consultants Ann Hasselmo at Ann.Hasselmo@academicsearch.org and Chris Butler at Chris.Butler@academicsearch.org. Further information about Stephen F. Austin State University is available at <https://www.sfasu.edu/>.

Stephen F. Austin State University, an Equal Employment Opportunity and Affirmative Action Employer and Educator, is committed to excellence. All qualified applicants will receive consideration for employment without regard to sex, race, creed, color, age, national origin, religion or physical or mental disability as required by law. If, because of an impairment or disability, you need accommodation during any part of the employment process, please contact Human Resources at 936-468-2304.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Stephen F. Austin State University 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.

