PRESIDENTIAL SEARCH
2023
The State Board of Education and Idaho State University invite nominations, expressions of interests and applications for the position of President.

Founded in 1901, Idaho State University and its students are leading the way in the areas of energy, health professions, nuclear research, teaching, humanities, engineering, performing and visual arts, technology, biological sciences, pharmacy, and business.

Idaho State serves a diverse student population and attracts students from the region and around the world to its four campuses where more than 250 programs are offered. ISU is a comprehensive institution and one of six universities in the U.S. offering technical certificates through graduate and professional degrees.

As the state’s designated lead institution in healthcare professions, students have a choice of more than 50 health-related degrees, including nursing, pharmacy, physical therapy, speech pathology, and physician assistant studies. In addition to significant offerings in health sciences, the University offers a wide array of degree programs through colleges of business, education, technology, arts and letters, and science and engineering.

Faculty and staff at Idaho State are dedicated to student success. The University is more than an institution — it’s a community where the guiding principles are trust, compassion, stability, and hope.

To learn more about Idaho State’s history, go to isu.edu/isuhistory
Reporting to the Idaho State Board of Education, the President is the chief executive officer of Idaho State University and has general responsibility for the leadership and management of the institution, strategic deployment of its resources, and promotion of the University’s mission and shared values. With a broad range of responsibilities, the President oversees various institutional divisions and teams to further advance the University’s commitment to engage students through learning and research opportunities that improve the intellectual vigor, cultural vitality, and health of our communities.

The President oversees a large administrative team of direct reports, including:

- Provost and Vice President for Academic Affairs
- Vice President for University Advancement
- Vice President for Finance and University Planning
- Vice President for Research & Economic Development
- Vice President for Student Affairs & Enrollment Management
- Vice President for Campus Operations
- Associate Vice President for Marketing and Communications
- Chief of Staff
- Director of Athletics
- General Counsel
- Chief Information Officer

The President represents and speaks on behalf of the University community to local, state, and national public agencies and elected officials; the President will also nurture successful relationships with local, national, and philanthropic foundations, non-profit organizations, educational institutions, and the global academic community to develop new areas of partnership, collaboration, and mutual support. Moreover, the President of Idaho State University advocates for the University to the Idaho State Board of Education, which is charged with the governance of Idaho’s public education institutions and also serves as Idaho State University’s Board of Trustees. The Board is comprised of eight members that include seven Governor appointees and one voter-elected Superintendent of Public Instruction. To be successful, the incoming President will recognize and understand the unique characteristics of the University, the faculty and staff they serve, the region where it’s located, and the State of Idaho, positioning the President as an integral and indispensable member of Idaho State’s diverse communities. The President must have a deep commitment to student success, be a fervent advocate for public higher education and be equally passionate about the unique role Idaho State University plays in educating Idaho’s citizens.
The ideal candidate should have characteristics that address the following:

- Actively engage as a leading advocate for maintaining a student-centric institution.

- Genuinely appreciate and support the work, worth, and contributions of faculty, staff, and administrators in the mission-driven success of the University and embrace a transparent model of decision-making based on strong communication, collaboration, shared governance, and shared responsibility.

- Commitment to leadership philosophy in alignment with ISU values that supports a University culture centered on trust, compassion, stability, and hope.

- Activate and energize Idaho State’s Alumni and Foundation associations through the creation of strong personal connections.

- Manage, diversify and strengthen revenue sources by applying skills in financial management, budget allocation, resource generation and vigorous fundraising.

- Champion Idaho State University with all stakeholders, including the City of Pocatello, the Idaho State Legislature, leaders of the Shoshone-Bannock Tribes, local and regional business, area K-12 professionals, higher education institutions throughout Idaho, and the citizens of Idaho.

- Engage and work with industry throughout eastern and southern Idaho to ensure that University program offerings are relevant and adaptable to meet current and future workforce demands.

- Participate as an integral partner on a statewide team, working closely with the State Board of Education, Board staff, and presidents of Idaho’s higher education institutions.

- Possess a strong understanding of higher education recruitment, retention, and enrollment management processes, best practices and trends.

- Actively manage and leverage the University’s multiple campuses in Pocatello, Idaho Falls, Twin Falls, and Meridian.
Maintain existing University momentum and develop a vision and University identity for the future
By implementing and building upon the existing Strategic Plan, which runs through 2027, the next President of Idaho State will have the opportunity to establish a new vision for the future. As part of the visioning process, the President should also work with the University community to establish a strong identity for Idaho State's future. That work will build upon existing strengths within the health sciences, expand research and creative scholarship, improve the overall financial health of the institution, evaluate new program opportunities through a program prioritization exercise, and identify the contributions Idaho State will uniquely make to the region through its multiple sites and partnerships.

Focus on enrollment management and future student needs
Idaho enjoys a growing population and the university benefits through an expanding student enrollment. The next President will continue this trajectory of growth and match the needs of current and future student demographics with appropriate academic programs, student support systems, and auxiliary services, such as housing, co-curricular programming, and overall school spirit. The President and leadership team must strategically evaluate the demographic shifts in the student body and create high-impact practices to augment retention and completion rates, particularly among its first generation and underrepresented student populations.

Leverage geographic reach of satellite campuses
Beyond the main Pocatello campus, Idaho State provides additional community services and student learning opportunities on satellite campus locations in Meridian, Idaho Falls, and Twin Falls. The next President will fully draw upon these satellite campuses in order to enhance educational access and enrich the relationships between the University and external constituencies to strategically expand services to all communities through its 22 medical clinics as well as its academic programming.

Foster Sense of Belonging
Committing to the University's identity of Trust, Compassion, Stability, and Hope, the successful candidate will embody the institution's commitment to deepening a community-wide sense of belonging for all. Such a commitment creates both Bengal pride and broader name recognition in the region and will continue to move the institution closer to achieving Hispanic Serving Institution status.

Focus on fundraising and developing strong relationships with donors, alumni and the community
External relations of all kinds, including the Board of Trustees, policymakers, local business, indigenous populations such as the Shoshone-Bannock Tribes, and community members are absolutely vital to the success of the University. Through deep and authentic partnerships and building productive relationships, the next President will be expected to identify, cultivate and secure additional resources for the University. As the embodiment of the University's values and objectives, the President will be a passionate external champion and successful friend and fundraiser.

Continually support the development of academic programs and scholarship
Idaho State's mission intentionally identifies learning and research activities as a significant force for engaging students to achieve outcomes that improve the lives of individuals, families, and communities. Idaho State University's President serves as a knowledgeable, strategic partner in the maintenance and development of high-quality academic programs. Attention must be paid to ensure that ISU is meeting the needs of students, stakeholders, and industry partners.
Idaho State University seeks a mission-driven leader who will provide stability and commitment to support the University community, build on our momentum, and help us realize our full potential. The successful leader will exemplify characteristics of integrity, responsibility, and compassion, and serve University stakeholders to inspire the delivery of strategic goals and better the lives of our students through education. The next ISU President will engage in partner-leadership for the fiscal development and growth of the University, leveraging previous experience to implement data-based decisions, strategies and tactics that support financial stability. Preferably, candidates will have leadership experience in organizations with a culture of collaborative, transparent, and inclusive decision-making and communication. It is preferred that the successful candidate possess a terminal degree with a strong record of academic achievement, scholarship, and teaching, as well as significant administrative experience in a complex organization. While academic experience (professional and administrative) is desired, exceptional candidates with nontraditional backgrounds who have demonstrated a high degree of national or international success in higher education leadership, business, industry, nonprofit, or government will also be considered.

**PROFESSIONAL QUALIFICATIONS AND QUALITIES**

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 the Idaho State Board of Education in this search. For fullest consideration, candidate materials should be received by November 9, 2023. Application materials should be submitted using WittKieffer’s candidate portal. Nominations and inquiries can be directed to Zachary A. Smith, Ph.D., Melody Rose, Ph.D. and Ashlee Winters Musser at: IdahoStatePresident@wittkieffer.com. The search process will offer full confidentiality for all candidates, until the point where five finalists are selected and publicly identified.

Idaho State University is an AA/EEO employer. The State of Idaho is committed to providing equal employment opportunities and prohibiting discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities and prohibit discrimination against all individuals based on their race, color, religion, political affiliation or belief, sex, national origin, genetics, or any other status protected under applicable federal, state, or local laws.

**PROCEDURE FOR CANDIDACY**

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13:1 **STUDENT-TO-TEACHER RATIO** allows students to enjoy personal connections with faculty. As a state leader in health sciences, ISU offers hands-on experiential learning for students and widespread health services to the community at more than a dozen clinics across the state.

Education at Idaho State is augmented with **REAL-WORLD EXPERIENCES**. The $2.3 million Career Path Internship program advances the career goals of hundreds of students’ by pairing students with paid on- and off-campus internships and research experiences.

As an **NCAA DIVISION 1 SCHOOL**, ISU competes in the Big Sky Conference offering robust athletic programs to students such as basketball, cross-country, tennis, track and field, volleyball, softball, football, golf, and soccer.

**WITH SO MUCH TO EXPLORE**, students can get involved in more than 150 student organizations, or explore Idaho with whitewater rafting and backcountry experiences led by the Outdoor Adventure Center. Quick day trips to Craters of the Moon National Monument or Yellowstone National Park are a short drive away.

**THE L.E. AND THELMA E. STEPHENS PERFORMING ARTS CENTER** on the ISU campus is nationally ranked as one of the most impressive performance venues on a university campus. It is home to the Idaho State Civic Symphony and is also host to numerous plays, concerts, recitals, and art performances.

To read about ISU in the news, go to [isu.edu/news](http://isu.edu/news)
University Traditions

From an annual day of service to a weekly showcase of school spirit, Idaho State proudly celebrates a number of University traditions. We encourage all faculty and staff to join our students and alumni in taking part in all of our longstanding University traditions.

One tradition that we widely encourage is Bengal Wednesday. Walking across campus—or wherever Bengals are in the world—we stand united as fellow Bengals and proudly wear orange and black on Wednesdays.

To learn more about Idaho State’s traditions, go to isu.edu/traditions
MISSION

We engage students through learning and research opportunities that improve the intellectual vigor, cultural vitality, and health of our communities.

VISION

We inspire a passion for knowledge and discovery.

VALUES

- **Integrity**: Honesty in our actions and words
- **Community**: Fostering connections
- **Inclusivity**: Valuing all and building a culture of belonging
- **Teamwork**: Collaborating with compassion and respect
- **Shared Responsibility**: All contributing to our success
- **Learning**: Continuous growth and development

GOALS

- **Increase**: student access, opportunity, and success
- **Strengthen**: programmatic excellence
- **Cultivate**: external partnerships
- **Expand**: research clinical and creative activities
- **Energize**: the Bengal community

To learn more about accreditation, go to isu.edu/strategicplan
Idaho State University's more than 250 academic programs, led by dedicated, accomplished faculty, are offered through ten colleges and schools.

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<th>College of Arts and Letters</th>
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The Northwest Commission on Colleges and Universities (NWCCU) is ISU’s institutional accreditor. The NWCCU is an independent, non-profit membership organization recognized by the U.S. Department of Education as the regional authority on educational quality and institutional effectiveness of higher education institutions in the seven-state Northwest region of Alaska, Idaho, Montana, Nevada, Oregon, Utah, and Washington. It fulfills its mission by establishing accreditation criteria and evaluation procedures by which institutions are reviewed. Specialized Accreditation for Colleges and Programs Many undergraduate and graduate programs maintain specialized professional accreditation. The Office of Institutional Research maintains the most up-to-date list of over 80 ISU programs with specialized accreditation.

To learn more about accreditation, go to [isu.edu/accreditation](https://isu.edu/accreditation)

To learn more about ISU's academic programs, go to [isu.edu/academics](https://isu.edu/academics)

Research at Idaho State

Trending upward year after year, research at ISU is a driver of growth and development and solidifies Idaho State’s classification as a Carnegie-classified High Research Activity institution.

In AY22-23, ISU received more than $47 million in external research awards to support more than 200 active investigators. This represents a 45% increase in research awards and a 200% increase in research funding since 2018.

ISU researchers are seeking and winning larger grant awards, with the steadiest growth in the federal government-supported research and development sector.

ISU students also received just over $3.1 million in externally-sponsored wages and stipends to participate in research and creative scholarship activities.

To learn more about research at ISU, go to [isu.edu/research](https://isu.edu/research)
At Idaho State, we strive to serve our students through an intentional focus on energizing our Bengal community and enhancing our University culture. We are committed to building a University culture where positivity, productivity, and job satisfaction all intersect.

We are on a journey to integrate strengths-based philosophies into our work environment, designed to celebrate individual contributions and promote growth and development for each member of our campus communities based on their innate talents. Building on the strengths of our faculty, staff, teams, and institution, and we want others to hear us ROAR!

- Strengths-based environment built on trust, compassion, stability, and hope.
- Celebrating individuals by valuing talents, individual perspectives, backgrounds, experiences, and ideas in an environment where growth and development is supported.
- We believe in leading through shared governance. Listening to problems and concerns and then seeking collaborative solutions with our faculty, staff, and students makes Idaho State stronger.

**UNIVERSITY CULTURE**

**Athletics at Idaho State**

As a member of the Big Sky Conference (BSC), Idaho State has 15 NCAA Division I sports. As of 2023, full member institutions are located in the states of Arizona, California, Colorado, Idaho, Montana, Oregon, Utah, and Washington.

**Women’s Sports:**
- Basketball
- Cross Country
- Golf
- Indoor Track and Field
- Outdoor Track and Field
- Tennis
- Soccer
- Softball
- Volleyball

**Men’s Sports:**
- Basketball
- Cross Country
- Golf
- Indoor Track and Field
- Outdoor Track and Field
- Tennis
- Football

To learn more about Athletics at ISU, go to isubengals.com
POCATELLO
Idaho State's main campus is located in Pocatello. This campus is home to administrative offices, student housing, and Bengal athletics. The University has been located on this site since being founded in 1901.

921 S. 8th Avenue
Pocatello, Idaho 83209

MERIDIAN
Idaho State's Meridian campus offers more than 30 undergraduate and graduate programs in the Sam and Aline Skaggs Health Science Center. Approximately 1,000 students take classes in Meridian and support clinics.

1311 E. Central Drive
Meridian, Idaho 83642

IDAHO FALLS
Located adjacent to the Snake River, the Idaho Falls campus provides opportunities for students to complete associate, bachelor, master’s and doctoral degrees. The campus is jointly operated with University of Idaho.

1784 Science Center Drive
Idaho Falls, Idaho 83402

TWIN FALLS
Located on the College of Southern Idaho campus, Idaho State’s presence in the Magic Valley offers a number of bachelor- and doctoral-level programs, mostly through the College of Education.

315 Falls Avenue
Twin Falls, Idaho 83303

The University also operates outreach centers in American Falls, Blackfoot, and Anchorage, Alaska.
The University is led by a diverse team of dedicated professionals who have years of higher education experience. Under the direction of the President, the senior leadership team collaboratively sets aspirational goals focused on bolstering Idaho State’s strengths.

**Administrative Council**
Administrative Council is charged with institutional planning, administrative oversight, and issue management. The Council is a decision-making body with representatives from all University divisions, and members are responsible for soliciting input from their divisions regarding major initiatives/impacts, collaborating with peers and the President to make decisions, and communicating major decisions, with rationale, to their divisions and departments.

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**UNIVERSITY LEADERSHIP**

Adam Bradford  
Interim Provost & Vice President for Academic Affairs

Jennifer Steele  
Vice President for Finance and University Planning

Craig Chatriand  
Vice President for Student Affairs

Brian Sagendorf  
Vice President for Operations

Martin Blair  
Vice President for Research and Economic Development

Cathy Wooton  
Vice President for University Advancement

Rex Force  
Vice President for Kasiska Division of Health Sciences

Renae Scott  
Chief Information Officer

Pauline Thiros  
Director of Athletics

Miriam Dance  
Associate Vice President for Marketing and Communications

Blake Christensen  
University General Counsel & Chief Compliance Officer

Jenn Forshee  
Chief of Staff

Amy Rider  
Executive Staff Assistant and Communications Specialist
Idaho State offers exceptional academics amidst the grand natural beauty of the West, in the heart of an outdoor-lover’s paradise. ISU is a short drive away from some of America's greatest natural wonders and exciting outdoor recreation locations.

Southeast Idaho is centrally located between Salt Lake City, Utah, and the popular vacation destinations of Yellowstone National Park, Grand Teton National Park and Jackson, Wyoming. Pocatello is frequently ranked as one of the nation's best locations for outdoor recreation with naturally stunning areas for mountain biking, hiking, kayaking, fishing, camping, skiing and rock climbing.

The city of Pocatello is located along the historic Oregon Trail in the western foothills of the Rocky Mountains. At an elevation of 4,448 feet, Pocatello has a desirable four-season climate where clear, sunny and dry weather is the norm. Known as the “Gate City,” Pocatello is home to more than 55,000 residents, and the metropolitan area of Pocatello-Chubbuck has a population of about 80,000.

Idaho is one of the fastest growing states in the U.S. Idaho has a strong and diversified economy primarily based on manufacturing, agriculture and tourism. Pocatello's economy is centered around education, healthcare, energy and high-tech manufacturing. Pocatello is home to Portneuf Medical Center, a regional Level II trauma center with state-of-the-art cardiology and neurosurgery programs. In the nearby desert, the U.S. Department of Energy’s Idaho National Laboratory employs more than 5,900 researchers and staff focused on nuclear research, renewable energy systems, and innovative security systems.

Based on average housing costs, utilities, healthcare, transportation, groceries and other services, Idaho’s cost of living is ranked as one of the lowest in the nation. The FBI ranks Idaho’s crime rate as the lowest in the West.