In September 2014, the Florida State University (Florida State) Board of Trustees appointed Senator John Thrasher as the University’s 15th President. Florida State seeks a Provost and Executive Vice President (Provost and EVP) who will partner with the President and the University’s faculty to lead the institution in charting the course for its continued academic excellence. Florida State’s efforts and achievements to date have resulted in the University’s ascending U.S. News & World Report’s Best College Rankings and the University seeks a Provost and EVP that will capitalize on its current momentum. The next Provost and EVP will be a visionary and collaborative leader committed to further strengthening the University’s academic mission and leading Florida State above and beyond its goal of becoming a “Top 25” ranked public university.

The University
As one of the nation’s most elite research universities, and one of the largest and oldest of the 12 institutions of higher learning in the State University System of Florida, Florida State offers a distinctive academic environment built on its cherished values and unique heritage. With more than 41,000 students, approximately 6,200 employees and an operating budget of $1.7 billion, Florida State provides a welcoming campus environment on the oldest continuous site of higher education in Florida and capitalizes on its prime location in the heart of the state capital. Underlying the educational experience at Florida State is the development of new generations of citizen leaders, based on the concepts inscribed in the University’s seal: Vires, Artes, Mores — Strength, Skill and Character.

Combining traditional strengths in the arts and humanities with internationally recognized leadership in the sciences, Florida State provides unmatched opportunities for students and faculty through challenging academics, cultural discovery, and community interaction. Florida State’s 16 colleges and Graduate School offer more than 314 undergraduate, masters, specialist, doctoral, and professional degrees, including medicine and law. The University awards over 3,000 graduate and professional degrees each year. With an impressive breadth of leading graduate, professional, and undergraduate programs, Florida State is a demanding, intellectually stimulating, yet warm and caring environment for students and faculty. Recognized nationally for its commitment to diversity, the College of Medicine and College of Law are ranked among the nation’s top schools for Hispanic students, and the Black Law Students Association has been ranked National Chapter of the Year three times since 2006. The University also has over 50 years of experience in international education and is a leader in the field of study-abroad programs, with permanent study centers in London, Florence, Valencia and Panama City, Panama.

Florida State’s arts programs — dance, film, music and theatre — rank among the finest in the world, offering an arts education comparable to leading conservatories. The creative writing program is home to the most consistently honored and published student body in the country. Florida State is responsible for governance of the John and Mable Ringling Museum of Art in Sarasota, Florida, and associated arts programs, one of the largest museum/university complexes in the nation.

Other programs consistently included in the top public university rankings include physics, chemistry, political science, psychology, criminology, public administration, interior design, library science, human
sciences, business, and law. At the Ph.D. level, interdisciplinary programs draw on notable research faculty strengths that transcend the traditional disciplines, including neuroscience, molecular biophysics, computational science, materials science, and research at the National High Magnetic Field Laboratory — home to the world’s most powerful magnets. More than 800 teams of scientists from around the globe visit the magnet lab each year to conduct their research.

Throughout its history, Florida State has grown its academic organization and expanded from the original few acres and buildings to 527 buildings on 1,587 acres, including the downtown Tallahassee main campus of 474 acres, the southwest campus in Tallahassee, the Coastal and Marine Laboratory on the Gulf Coast, the Florida A&M University-Florida State University College of Engineering facility, the National High Magnetic Field Laboratory, the Sarasota campus, and the branch campus in Panama City, FL.

Additional information about Florida State, its history and programs can be found at [http://www.fsu.edu](http://www.fsu.edu).

**University Mission**
Florida State preserves, expands, and disseminates knowledge in the sciences, technology, arts, humanities, and professions while embracing a philosophy of learning strongly rooted in the traditions of the liberal arts. The University is dedicated to excellence in teaching, research, creative endeavors, and service. The University strives to instill the strength, skill, and character essential for lifelong learning, personal responsibility, and sustained achievement within a community that fosters free inquiry and embraces diversity.

**Research at Florida State**
Florida State has been designated a “RU/VH: Research University (very high research activity)” and many of the University’s research programs are among the best in their respective disciplines, including programs in physics, chemistry, statistics, ecology, evolutionary biology, meteorology, political science, psychology, sociology, criminology, and information studies. Florida State also produces exceptional scholarship from highly ranked programs in the humanities, visual arts, and performing arts, and each year attracts world-class exhibitions and performers to Tallahassee.

University researchers foster collaborative partnerships and pursue creative research endeavors at centers and institutes within and outside of the main campus. Examples of these partnerships include: “Innovation Park” located at the University’s southwest campus, which is home to the College of Engineering, the National High Magnetic Field Laboratory, High-Performance Materials Institute, Center for Advanced Power Systems, Aero-Propulsion, Mechatronics and Energy Center, Learning Systems Institute, Florida Center for Reading Research, and the Center for Ocean-Atmospheric Prediction Studies.

Florida State faculty and staff generated more than $230 million dollars in research grants and contracts in fiscal year 2014. In addition, the University experienced a corresponding increase in commercialization of intellectual property to include a growth in invention disclosures, patent applications and awards, and licenses executed. In recent years, the Office of Research has placed increasing emphasis on partnering with the surrounding Tallahassee/Leon County community in the development of spin-off companies from the University’s technology innovations.
Points of Pride
Florida State’s next Provost and EVP will take the helm of a distinguished academic program that has earned many national accolades. The University is rich in tradition, nationally recognized for its academic, arts, and athletic programs, and avidly supported by an ardent alumni base of approximately 300,000. Accomplishments and points of pride include:

- Florida State has advanced its national ranking and is now ranked among the top 45 public universities (U.S. News & World Report, 2015 Best College Rankings) in the country. Led by a world-renowned faculty that has included six Nobel laureates and numerous eminent scholars in many areas of the arts and sciences, its academic programs continue to receive major recognition for their quality and strength, and the university is moving rapidly toward its goal of becoming a “Top 25” ranked university.

- The University leads all other public institutions in Florida in National Science Foundation funding. Florida State has recently launched significant hiring initiatives to build research strengths in areas that address enduring global challenges in which the potential for innovation is high.

- The University recently announced the public phase of its $1 billion capital campaign – “Raise the Torch.” Currently, almost $700 million has been raised toward that goal.

- The Florida Legislature has recognized Florida State as one of two “preeminent” universities within the state and is providing an additional $15 million a year allocation to pursue national prominence.

- Located in Florida State’s new Honors, Scholars and Fellows House, the Office of National Fellowships mentors the University’s most talented students, who have won prestigious national awards, including Rhodes, Truman, and Goldwater scholarships. Among research universities, Florida State is one of the top producers of student Fulbright scholars. It is important to note that in 2013-14, the University led the state in the total number of these scholars.

- Florida State’s excellence also shines beyond traditional academic settings. Students supplement their academic pursuits each year with hundreds of thousands of hours of community service time outside the classroom. In immeasurable ways, the University reaches out to the region, state, nation, and global community. This level of service has been recognized by the Carnegie Foundation, which has selected Florida State for inclusion in its prestigious Community Engagement classification.

- Florida State is committed to the success of those who have served our country as members of the U.S. armed forces and is making significant strides toward becoming the most veteran friendly and empowering university in the nation.

- Florida State has an outstanding campus environment that includes a culture of collegiality, distinguished students, and an excellent sense of community. The University has an extraordinarily accomplished and dedicated faculty, prominent athletic programs, and enjoys excellent town and gown relations. It is a big and complex university with a small college feel.
Athletics at Florida State

Although Florida State’s intercollegiate history spans only half the time of most of its national competitors, the University has a rich history of success in athletics. It is the only athletics program in the nation that has had 94 out of 96 of its teams reach the post-season the past five years, a remarkable 97.9 percent success rate. The Seminoles have had two student-athletes who were named Rhodes Scholars, and since 2008 a total of eight Florida State student-athletes have been named national player of the year. The University has produced 510 All-Americans and 599 All-ACC selections and won 34 ACC team championships and 29 individual National Championships. In just the past seven years, 25 Seminoles have been named academic All-Americans, 474 have been named to an All-ACC Academic team, and 25 have been named the ACC’s student-athlete of the year in their sport.

Opportunities for the Next Provost and EVP

The Provost and EVP will have extraordinary opportunity to implement change and lead the academic success for an ambitious and rapidly climbing institution that embraces intelligent risk taking, entrepreneurial thinking, and openness to strategic change.

In addition, the Provost and EVP will be expected to focus on the following priorities:

- Enhancing the University’s academic reputation nationally and internationally.
- Advancing Florida State’s pursuit of “Top 25” public university status through the further enhancement of the University’s research infrastructure and its “Big Ideas” research and teaching initiatives.
- Promoting and strengthening the Florida State identity by fostering a shared sense of mission and culture among all University constituents, thus distinguishing Florida State within the higher education community locally, nationally, and globally.
- Leading the institution and campus constituents in the development of a new University strategic plan with the goal of building a dynamic and inspiring vision for the future of Florida State.
- Serving as an effective advocate for FSU with the Florida Legislature, other appropriate public officials, the University Board of Trustees, and the State University System of Florida Board of Governors to advance Florida State’s institutional priorities and academic mission.

Reporting Structure

The Provost and EVP reports directly to the President and serves as a cabinet member and is second-in-line to the President. Individuals reporting directly to the Provost and EVP include the Deans of the 16 colleges and Graduate School. The Provost also is responsible for the Office of Faculty Development and Advancement, the Office of Planning and Programs, the Division of Undergraduate Studies, International Programs, The Graduate School, the Office of Distance Learning, University Libraries, the Center for Academic and Professional Development, Information Technology Services, Admissions/Registrar, Financial Aid, the Ringling/Asolo Conservatory, Title IX, and several other centers and institutes.

Position Summary

The Provost and EVP serves as the chief academic officer by providing vigorous academic leadership to the entire University and manages day-to-day operations of the campus. He/she is responsible for the design and implementation of strategic academic planning and resource alignment for the University. He/she will help articulate and implement a vision for the University, including its network of research, outreach, and instructional centers, and its role in the State of Florida, the nation, and the world.
The Provost and EVP, in collaboration with the President and in close consultation with the faculty leadership, has responsibility for ensuring the academic preeminence of FSU by guiding academic planning efforts, advocating and facilitating teaching excellence, promoting campus-wide academic initiatives, recruiting and retaining a diverse and outstanding faculty, allocating resources among the deans, and formulating academic policies.

The Provost & EVP partners with the President and the Vice President for Finance and Administration in managing the daily operations of the campus; guiding campus efforts in strategic planning; defining resource allocation and developing priorities and strategies; and implementing the campus-wide budget process.

The Provost’s duties include:

- Guiding efforts in developing academic priorities and strategies and defining resource allocation to the various academic units.
- Working with the Vice President for Research to advance the University’s research agenda, establish partnerships with ongoing and emerging businesses and industries, bring a research and/or creative experience to undergraduate and graduate education throughout the University, and promote outreach and engagement with the stakeholders and constituents served regionally and statewide.
- Responsibility for campus-wide integration of international, on-line, and satellite academic programs.
- Working with the Vice President of Finance and Administration on matters relating to the recruitment and retention of diverse faculty and staff.
- Working with the Vice President for Student Affairs for matters related to student success through student support programs, learning experiences, the student health initiatives, and the vitality and quality of student life.
- Fostering and maintaining constructive working relationships with the academic officers of other universities and colleges within Florida, the Board of Governors, and the Board of Trustees, and serving as a liaison to other external stakeholders to include the state’s business community and government leaders to build relationships, foster partnerships, and identify and secure new sources of funding for FSU.

Qualifications

The successful candidate must possess an earned doctorate in an academic discipline, with a record of distinguished scholarship and teaching, appropriate for a position as full professor with tenure at FSU. In addition, the next Provost and EVP shall possess the following qualifications and characteristics:

Leadership and Management Style

- A commitment to excellence in teaching, scholarship, research, and the transfer of knowledge and technology;
- A proven record of achievement in building, enhancing, and sustaining excellent academic programs;
- A profound understanding of the academic, organizational, and financial issues facing a very complex major research university;
- A commitment to providing leadership in working with faculty, administrators, staff, and students in a manner that exemplifies high integrity, transparency, accountability, and shared governance;
• A demonstrated ability to lead complex resource allocation processes and achieve academic and administrative priorities through appropriate resource allocation;
• A record of successful management of academic personnel matters and alignment of budgets with strategic priorities;
• A commitment and demonstrated ability to attract, motivate, and retain a diverse and outstanding faculty, staff, and student body;
• Demonstrated success in promoting and sustaining organizational change and innovation;
• Excellent communication skills with a demonstrated ability to listen to a variety of constituent groups, synthesize input, make decisions, and share information broadly to build consensus and support for action;
• The ability and experience in leading a broad array of intellectual activities across the campus;
• The ability to be flexible and make difficult, timely, and principled decisions;
• The courage to risk implementing new ideas and explore opportunities;
• Experience working collaboratively and effectively with a governing board and its staff;
• The ability to promote the value of inter- and multi-disciplinary efforts in the curricula and in creative scholarly and research activities;
• A commitment to transparency and a participatory management style that encourages and empowers subordinates;

**Personal Attributes**

• A commitment to the ideal of a student-centered university;
• Personal and professional integrity;
• An individual who earns respect and trust and who deeply values everyone in the University community and can advocate on their behalf;
• The capacity to engage and inspire the academic community at the University and on a national level;
• A commitment to a diverse and inclusive campus environment where faculty, students, administrators, and staff actively contribute to the vibrant life of the University;
• Superior interpersonal skills, including a commitment to listening, problem solving, and consensus building;
• Self-confidence and a sense of humor;
• Creativity, resourcefulness, and a strong desire to make a difference.