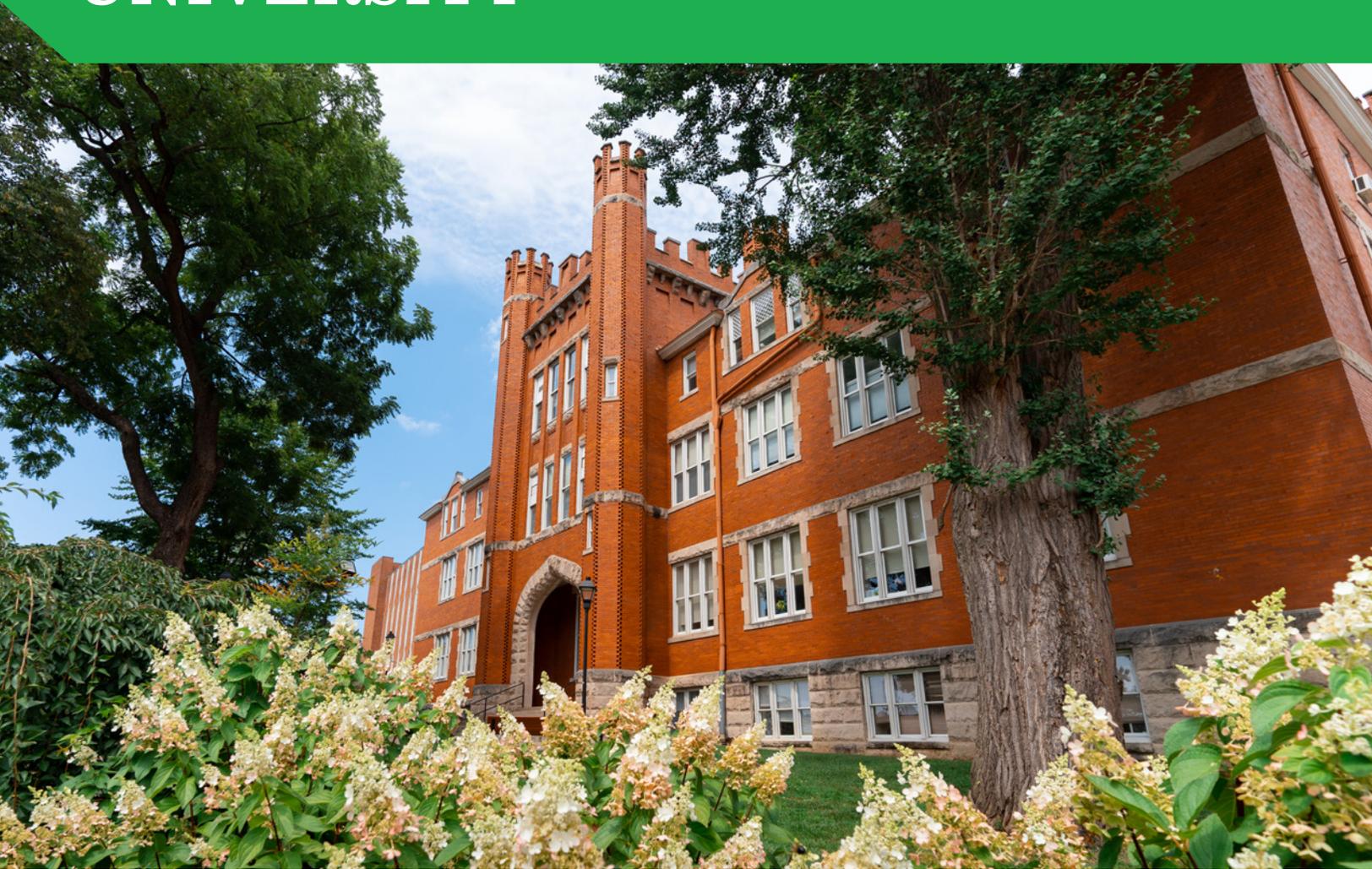


# PROVOST SEARCH



**Marshall University**  
One John Marshall Drive  
Huntington, West Virginia 25755  
[www.marshall.edu](http://www.marshall.edu)





## BRAD D. SMITH – 38<sup>TH</sup> PRESIDENT OF MARSHALL UNIVERSITY



**Brad D. Smith—the 38th President of Marshall University**, where he earned his bachelor's degree in 1986—is a proud West Virginia native with a passion for philanthropy and leadership. Formerly the CEO of Intuit, he is focused on helping facilitate change by developing, supporting, and investing in people. Prior to being selected as the President of Marshall, he focused on unlocking economic and lifestyle prosperity for all West Virginians and beyond through the Wing 2 Wing Foundation, which he co-founded with his wife Alys. The Wing 2 Wing Foundation provides increased access and support for education, entrepreneurship mentoring and investment, and works to position West Virginia as a showcase for the nation, where doers can come to fulfill their dreams while preserving the natural beauty of Appalachia.

Prior to serving as the CEO of Intuit for 11 years, his career spanned four industries leading large, global organizations through turn-around, transformation and high growth environments. He is the Executive Chairman of the Board of Intuit, Chairman of the Nordstrom board, and a board member of Momentive (formerly SurveyMonkey). He formerly served on the board of Yahoo as well.

Marshall's 38th President earned his bachelor's degree from Marshall University and his master's degree in management from Aquinas College in Michigan. His commitment to giving back to West Virginia runs deep and the work of the foundation is focused on three proven pillars for creating sustainable social and economic success: education, entrepreneurship, and the environment.

**M**arshall University invites inquiries, nominations, and applications in the search for its next Provost and Senior Vice President for Academic Affairs. Marshall University seeks candidates of the highest caliber, befitting both the history and spirit of excellence that characterize Marshall University. Marshall seeks a Provost who can be an innovative and transformational partner to Marshall's recently appointed 38th President, Brad D. Smith.

Marshall University is a public comprehensive research university with a rich history as one of the oldest institutions of higher learning in West Virginia. Marshall advances the public good through innovative, accredited educational programs. The university is located in Huntington, West Virginia, with additional campuses in South Charleston, Point Pleasant, Teays Valley, and Beckley. Marshall is classified as an **R2 institution, Carnegie Doctoral University: High Research Activity**. The university enrolls **11,962 students: 8,776 undergraduate, 2,515 graduate, and 671 first professional**. The university achieved Doctoral University - High Research Activity – R2 in 2018 and offers **more than 150 undergraduate, graduate, and professional degree programs** organized into [seven academic colleges and two schools](#). As the Thundering Herd, the university participates in the NCAA Division I, Conference USA. Marshall University is situated in a region of great natural beauty; Huntington is nestled in the heart of the Appalachian Mountain region, with the Ohio River creating the perimeter of the city.

### History and Culture

One of West Virginia's oldest public institutions of higher education and its second largest, the university was named after Chief Justice John Marshall, Fourth Justice of the United States and definer of the Constitution, and was [founded as Marshall Academy in 1837](#). It was designated Marshall College in 1858 and attained university status in 1961.

Marshall's distinct brand and traditions are steadfast and well-ingrained in the university's Thundering Herd faithful. Marshall is a welcoming and resilient institution that reflects the Appalachian region that it serves. That culture was further defined and galvanized by the 1970 plane crash, where the lives of 75 people were lost in the single worst air tragedy in NCAA history. Among the losses were nearly the entire Marshall University football team, coaches, flight crew, numerous fans, and supporters. This event is commemorated on campus every year during a memorial service at the Memorial Fountain. In 2006, the motion picture *We Are Marshall* chronicled the story of "The Crash."

[Click here](#) to learn more about Marshall's campus traditions.

**WE ARE... MARSHALL®**

## Points of *Pride*

- **The region's only advanced materials testing lab**, where full-scale designs of bridges, buildings and mining-related structures can be evaluated under real-world conditions
- **The world's foremost health care experts** in treating substance abuse-related issues like Neonatal Abstinence Syndrome
- **Medical student-led** free monthly mobile health clinic providing care for the homeless and indigent
- **Selected as "Most LGBTQ Friendly Campus in West Virginia"** by eCollegeFinder (2015)
- **World-class Visual Arts Center** housing graphic design, painting, photography, printmaking, fibers, and art education and art history programs
- **Named "Most Beautiful College Campus in West Virginia"** by Buzzfeed (2017)
- **Award-winning** Thundering Word speech and debate team and student-run radio station WMUL
- **College Program for Students with Autism Spectrum Disorder**—the first of its type in the nation
- **Nationally recognized faculty members**, most recently including two Carnegie Foundation/CASE West Virginia Professors of the Year (2012 and 2014) and a National Golden Apple Award for Teaching Excellence (2014)
- **A growing faculty research environment**, with recent major grants from sources including the US National Institutes of Health, the US Health Resources and Services Administration, the West Virginia Department of Health and Human Sources, the Appalachian Regional Commission, and the US Army Corps of Engineers. These projects include significant interdisciplinary research to address the national opioid crisis, a struggle in which Marshall has taken a leading role
- **The state's most advanced** digital television studio, serving as a learning lab for students
- **One of the country's oldest college-town arts and entertainment series** (Marshall Artists Series, 1936)
- **Luke Lee Listening, Language and Learning Lab**—West Virginia's only auditory-verbal program to teach children with hearing loss to listen and speak through the use of hearing technology
- **2006 feature film *We Are Marshall***, which exposed the university's name and story to a national and international audience

## Select Rankings

- **Doctoral University** – High Research Activity – R2 (Carnegie Classification of Institutions of Higher Education, 2018)
- **Best National Universities** (*U.S. News & World Report*, 2021)
- **Best Business Schools** (*Princeton Review*, 2021)
- **Best Undergraduate Business Programs** (*U.S. News & World Report*, 2021)

[Click here](#) for a full list of Marshall's rankings.



## MISSION

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Marshall University advances the public good through innovative, accredited educational programs. Its mission, inspired by the university's Vision and Creed, includes a commitment to:

- **Offer** a wide range of high quality, affordable, and accessible undergraduate, graduate, and professional education that prepares students to think, learn, work, and live in an evolving global society.
- **Create** opportunities and experiences to foster understanding and appreciation of the rich diversity of thought and culture.
- **Maintain** a dynamic intellectual, artistic, and cultural life by promoting and supporting research and creative activities by undergraduates, graduates, and faculty.
- **Contribute** to the quality of life of the community, region, and beyond through applied research, economic development, health care, and cultural enrichment.
- **Cultivate** the development of an inclusive, just, and equitable community.

## VISION

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*To inspire learning and creativity that ignites the mind, nurtures the spirit, and fulfills the promise of a better future.*

### Marshall University *Creed*

We the students, faculty, and staff of Marshall University, pledge to pursue the development of our intellects and the expansion of knowledge, and to devote ourselves to defending individual rights and exercising civic responsibility. We strive to exemplify in our own lives the core values of independence, initiative, achievement, ethical integrity, and commitment to community through association and service. As Marshall University, we form a community that promotes educational goals and that allows individuals maximum opportunity to pursue those goals.

#### MARSHALL IS:

- **An Educational Community** in which all members work together to promote and strengthen teaching and learning;
- **An Open Community** uncompromisingly protecting freedom of thought, belief, and expression;
- **A Civil Community** treating all individuals and groups with consideration, decency, and respect, and expressing disagreements in rational ways;
- **A Responsible Community** accepting obligations and following behavioral guidelines designed to support the common good;
- **A Safe Community** respecting each other's rights, privacy, and property;
- **A Well Community** respecting and promoting physical and emotional health;
- **An Ethical Community** reflecting honesty, integrity, and fairness in both academic and extracurricular activities;
- **A Pluralistic Community** celebrating and learning from its diversity;
- **A Socially Conscious Community** acting as citizens of the world and seeking to contribute to the betterment of people and their environments; and
- **A Judicious Community** remaining alert to the threats posed by hatred, intolerance and other injustices and ever-prepared to correct them.



## STUDENTS

Marshall University is an anchor institution in southern West Virginia that draws its 11,962 students from 49 states and 56 countries. A degree from Marshall is a transformational achievement that changes lives and inspires extraordinary futures. Marshall students benefit from the university's small class sizes, active and engaged faculty classroom instruction, the availability of intensive advising paired with exceptional student success resources, modern facilities, and robust extracurricular programming. The **average ACT is 23** and the **average incoming freshman GPA is 3.64**. The first to second year retention rate of first-time freshmen in 2019-20 was 77%. A **substantial number of students are first-generation college students** requiring significant financial assistance; **37.8 percent of undergraduate students received Pell Grants** in fall 2019.

Beyond the classroom, Marshall is home to 230 recognized student organizations and 20 fraternities and sororities, which contribute to a deep campus life and a vast range of extracurricular experiences for students. Student services include career counseling, resource and writing centers, a women's and gender center, veteran and military support, and counseling and health services. To accommodate students, Marshall has 10 residence halls, a student center and food court, and two dining halls.

## THE SOCIETY OF YEAGER SCHOLARS

[The Society of Yeager Scholars](#) is a prestigious academic and leadership program housed with the Honors College. This program provides scholarships to individuals who are considered exceptional in their studies as well as in leadership roles. The benefits of the scholarship apply for up to eight semesters of undergraduate enrollment. Yeager Scholars are involved in leadership roles for organizations both on the campus of Marshall University and in the community. An important goal of this program is to provide an experience that will develop highly motivated leaders for the next generation.

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## FACULTY AND STAFF

Marshall's student-centered research mission is embodied by the university's accomplished and committed faculty and staff. With an **undergraduate student/faculty ratio of 18:1** and **average class size of 20**, the faculty forge close relationships with their students as they work to make a profound difference in their students' lives, particularly for those who arrive at Marshall with great potential but lacking some preparation. Through their students and their research—and with critical support from the university's talented and engaged staff—Marshall's faculty positively contribute to the region and beyond. Marshall employs **533 full-time instructional faculty members** in its academic departments and 295 in its School of Medicine, with over **88% of them holding a doctorate or terminal degree** in their fields. **More than 800 staff** support the operation of the university.



For more information on the students, faculty, and staff at Marshall University, see the university's [Institutional Research and Planning site](#).

## GOVERNANCE

Marshall University is a **public institution** of the State of West Virginia. The university is governed by [a 16-member Board of Governors](#). Thirteen are lay members appointed by the governor, by and with the consent of the West Virginia Senate. The other three members represent the faculty, student body, and classified employees, and are duly elected to the board by their respective constituencies. The board determines, controls, supervises, and **oversees the financial, business, and educational policies and affairs of the institution**. The board also develops a master plan, approves the institution's annual budget, reviews and controls all academic programs offered at the Institution, and approves tuition rates and applicable student fees.

The West Virginia Higher Education Policy Commission oversees the public policy agenda for West Virginia's four-year colleges and universities.



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## ACADEMICS

Building on its historic strengths in the undergraduate liberal arts, Marshall University has developed its graduate programs to include master's, specialist, and doctoral degrees. Marshall offers **57 baccalaureate, 2 associate degree, 52 master's degree, 2 education specialist degree, 4 doctoral degree, and 3 first professional degree programs**. Through these additional graduate programs, Marshall prepares many of the doctors, physical therapists, and pharmacists who provide health care across its tri-state region and beyond. Additional recent points of pride in Academic Affairs include:

- First professional **Master of Athletic Training degree** in West Virginia (2016)
- New aviation programs in **Commercial Pilot – Fixed Wing (B.S.)** and **Aviation Maintenance (A.A.S.)** starting in 2021 and 2022, respectively
- One of only three accredited **Health Informatics master's degree** programs in the country
- Nationally recognized graduate **DNA and Digital Forensics** programs
- A \$1.8 million gift from the Encova Foundation of West Virginia for the auditorium in the **new Lewis College of Business building**, home of the Brad D. Smith Schools of Business



# MARSHALL'S ACADEMIC PROGRAMS ARE OFFERED WITHIN THE FOLLOWING SCHOOLS AND COLLEGES

The mission of the [Lewis College of Business](#) is to be a leading state institution for the education of business students, and a contributor to the region's economic development. The COB is dedicated to graduating individuals who possess the communication, critical thinking, and problem-solving skills necessary to meet the Tri-State area's needs for the demands of the global marketplace.

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The [College of Education and Professional Development](#) continues to prepare teachers and other professional educators, including counselors, principals, supervisors, and superintendents. It also provides continuing education opportunities for professional educators and directs all teacher education programs at Marshall University.

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The [College of Arts and Media](#) is dedicated to the discovery, application, transmission, and advancement of knowledge in arts and in media. Through its rich and varied public programs, the college informs and enhances the lives of students and the wider community. Students are prepared for productive lives as global citizens and 21st century leaders through their professions and in their communities.

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The [College of Health Professions](#) is committed to offering quality undergraduate and graduate nursing and health professions education. The focus of the College of Health Professions is upon being interactive with the community, including rural and underserved areas, and responding to contemporary and future needs of society, nursing, and the health professions.

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The [College of Engineering and Computer Sciences](#) builds on combined traditions of student-focused education, entrepreneurship, and funded research and service emphasis. CECS provides education when and where needed, incorporating technology-enhanced methods, by full-time, dedicated faculty complemented by expert adjunct faculty from industry and government.

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The [College of Liberal Arts](#) has the responsibility to preserve, transmit, interpret, and create knowledge in an environment of free inquiry and expression. CLA provides instruction that forms the core of the undergraduate curriculum for all Marshall University students so they may think critically and imaginatively, communicate effectively, and understand various dimensions of human experience.

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Scientific and technologically trained people are essential to the nation's health and prosperity in a rapidly expanding global economy. Undergraduate students in the [College of Science](#) receive a broad education conducive to pursuing a wide range of career options. Special emphasis is placed on experiential learning through participation in activities such as undergraduate research and internships.

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Established in 1976, the [Joan C. Edwards School of Medicine](#) quickly developed a reputation for providing students with a high-quality, hands-on medical education delivered in an atmosphere of caring and respect. Since that time, the school has also dramatically expanded its scope of research and clinical services, giving students an energized learning environment in which to become physicians.

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The [School of Pharmacy](#) educates compassionate, ethical, and competent students to become innovative thinkers, problem solvers, and the future leaders in pharmacy. To accomplish these goals, the school has developed a curriculum that fuses local practice standards and vision to the evolving trends within the discipline.

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Additional units in Academic Affairs include:

The [Graduate Studies program](#) offers 48 master's degrees, 7 doctoral degrees, 2 education specialist degrees, and 33 certificate programs, including the new Pharmacy and Physical Therapy doctoral programs. Graduate Studies is committed to the intellectual, professional, and personal growth of students through the delivery of high-quality education at convenient times and places.

The [\*Honors College\*](#) fosters academic excellence in a community of learners whose undergraduate education is enhanced through innovative teaching and learning, an engaging interdisciplinary curriculum, creative and critical inquiry with talented faculty, and diverse leadership and service opportunities.

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The [\*Office of Outreach and Continuing Studies\*](#) provides the citizens of West Virginia with increased access to college-level courses and programs with special emphasis on regional centers and adult learners.

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[\*University College\*](#) offers students a solid foundation of academic skills for progression into another Marshall University college to declare a major and graduate. University College extends this mission to all Marshall students by providing a broad range of academic services and transitional support programs.

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Marshall University has a thriving [\*Online Learning\*](#) program that currently includes 3 doctorates, 20 master's degrees, and 8 bachelor's degrees that can be obtained solely by technological means in asynchronous or hybrid formats. With the number of distance students growing annually, Academic Affairs has adapted student support to ensure that this population receives a full array of services similar to those available on campus.

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To support R2 level research and curriculum needs, the [\*university library system\*](#) consists of four library facilities on three campuses housing over two million print and electronic resources, a unique archive and special collections, and the Southern regional Government Documents depository for the state. Library faculty partner with academic units to provide a thriving information literacy education program and patron requests are further supported with access to several library consortium agreements within the state and beyond.

Marshall University is accredited as an institution of higher learning by the [\*Higher Learning Commission of the North Central Association of Colleges and Schools\*](#), as well as by the various discipline-related professional associations.

For details, [click here](#).





## ATHLETICS

The university's Thundering Herd athletic teams compete in **16 NCAA Division I intercollegiate sports**: 10 women's (Basketball, Cross Country, Golf, Soccer, Softball, Swimming and Diving, Tennis, Indoor and Outdoor Track and Field, and Volleyball), and six men's (Baseball, Basketball, Cross Country, Football, Golf, and Soccer), all competing in **Conference USA**.

Especially noteworthy, Thundering Herd football has led Conference USA in total wins since 2014. In pre-pandemic 2018-2019, four Thundering Herd teams reached postseason play for the first time in the same year: football, men's and women's basketball, and softball. During the 2020 season, Marshall football defeated a nationally ranked team in Huntington for the first time in 44 years, producing its highest national ranking since 1999. Further, men's basketball had unprecedented success in 2017-2018, winning the Conference USA Tournament Championship, earning its first-ever NCAA appearance, and garnering its initial tournament victory. **The exclamation point on Marshall's recent competitive success was men's soccer bringing home the 2020 NCAA College Cup Championship trophy following an amazing run in the Division I Soccer Tournament.** This is Marshall's first national championship ever at the Division I level.

Thundering Herd Athletics also has distinguished itself academically, with the past three semesters producing the best academic results in Marshall history. Competitively, Marshall's sports teams have also demonstrated substantial success. In 2018-2019, four Thundering Herd teams reached postseason play for the first time in the same year: Football, Men's and Women's Basketball, and Softball. Marshall will move to the Sun Belt Conference after the 2022 academic year.

A sign of Marshall's commitment to the health, safety, well-being, and performance of its 550 student-athletes is the **Chris Cline Indoor Athletic Facility**, which includes the state-of-the-art **Marshall Sports Medicine Institute** and the **Buck Harless Student-Athlete Academic Center**.



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## COMMUNITY

With the main campus located in Huntington, West Virginia, Marshall is situated in the tri-state region bordering Kentucky and Ohio, with a **population of 365,000 in the Huntington-Ashland-Ironton metropolitan area**.

Huntington is 50 minutes west of the state capital in Charleston and offers many amenities, including a **symphony orchestra, a museum of fine arts, and an artists series**. In 2012, the American Planning Association named the city's 100-acre-plus Ritter Park one of the country's 10 Great Public Spaces. Huntington also features **movie theaters, a pedestrian trail system, shopping, fine restaurants, public libraries, and excellent medical facilities**. Huntington has received a perfect score in the [Municipal Equality Index](#) for the past three years.

Although Huntington is only a few hours' drive from major metropolitan areas, West Virginia's population density is considerably less than the national average and the state is considered one of the nation's safest. The cost of living here is, on average, lower than the rest of the country.

West Virginia is known as the **outdoor recreation capital of the eastern U.S.**, with easy access from Huntington to skiing and snowboarding, whitewater rafting, camping, zip lining, rock climbing, and mountain biking.

The relationship between the university and Huntington is extraordinarily positive and mutually beneficial. Marshall serves as a culture center, while also playing a major role in rural health care delivery, improvement of elementary and secondary education, and regional economic development.

Marshall's **economic impact in the region is estimated at more than \$1.5 billion annually**—a 20:1 return on public dollars invested in the university.

## ADVANCEMENT

With the final stages of the \$150 million [Marshall Rises](#) comprehensive campaign underway, Marshall is working with its alumni and friends to ensure the university rises to the next level for the betterment of its students, faculty, staff, region, and state while reinforcing a culture of philanthropy. Total **fundraising this year will exceed \$25 million** and the university's overall **endowment has increased more than 15 percent** over the past several years. In this time, Marshall has grown its population of active alumni and friends with one-third of all major gifts coming from new donors. Through this success, Marshall has received a **44 percent increase in private scholarships**, which have allowed for the addition of more than 500 new scholarship recipients.

[The Marshall University Foundation Inc.](#) has been a key aspect of this success. The foundation was chartered on January 3, 1947, as an independent non-profit organization to receive, invest, administer, and disburse private resources on behalf of Marshall University. Gifts to the foundation add a margin of excellence over and above the appropriate level of state support and are not intended to replace state funds. The foundation plays a crucial role in providing the support critical to the continuing success of a nationally prominent university. The foundation is dedicated to providing this service in a professional and personal spirit of respect, honesty, cooperation and goodwill for the benefit of the university.

Marshall's alumni have also been key in these efforts. The university boasts a loyal and **active alumni population**, 44.5 percent of whom reside in West Virginia and make key contributions to the state's economy and civic life. Marshall's alumni have gone on to lead Fortune 500 companies, win Pulitzer Prizes, and become captains of industry, science, education, and the arts.

## RESEARCH

Marshall has seen **exceptional growth in research funding** in recent years, from \$23 million in 2015 to \$49.6 million now. The university is developing collaborative interdisciplinary research clusters in biomedicine/biotechnology, transportation technology/logistics, engineering, advanced manufacturing, the physical sciences, and the liberal arts. Marshall is a leader in advanced, high-performance computing and Internet2® connectivity, positioning the university to partner and compete globally.

The [Marshall University Research Corporation](#) (MURC) is committed to an active, growing and successful research enterprise that will help address today's challenges, improve the quality of life in the community and provide an engine for economic development. A not-for-profit corporation, the MURC delivers services like pre-award grant and contract development and post-award grant administration to members of the university community.

In addition to the MURC, the [Marshall Institute for Interdisciplinary Research](#) acts as another key vehicle to advancing regional economic development. The institute affords companies the opportunity to develop and mature promising new technologies and products within the university environment. Research is directed with licensable endpoints in mind and corporate partners play important roles in selecting and developing projects that have commercial potential.



## Requirements and Preferred Qualifications of the Next Provost and Senior Vice President for Academic Affairs

Marshall University places a premium on attracting a Provost with the skills and experiences to complement and serve with a non-Academic President. The selected candidate must be eligible for appointment with tenure at the rank of full professor and must be committed to facilitating and pioneering innovative change in the shifting landscape of higher education.

The ideal candidate will demonstrate the following achievements and attributes.

### 1. A proven track record of advancing innovation in higher education including:

- a. A demonstrated ability to guide the academic enterprise as the higher education landscape evolves and changes.
- b. A record of ambitious ideas and the collaborative ability to achieve clear results in areas of foundational, future-focused, and in-demand programs that are delivered through effective traditional and hybrid learning environments (including classroom, online, worksite, asynchronous, interdisciplinary, and experiential modalities).
- c. A track record of generating innovative approaches and ideas to appropriately support faculty and recognize their performance, acknowledging faculty's complex responsibilities and encouraging professional development.

### 2. The effective leadership of a large, complex entity (such as a college, school, or research enterprise) and possessing the following:

- a. A successful record of research, teaching, service, and engagement appropriate for appointment with tenure at the rank of full professor at Marshall University.
- b. A demonstrated commitment to faculty governance, including the recruitment, hiring, and review of academic administrators, and the successful implementation of programs to achieve the department or division's academic, research, and engagement priorities.
- c. The knowledge and appreciation of current best practices in academic affairs, enrollment management, student life, graduate education, and instructional libraries.

- d. A demonstrated commitment to and success in improving the campus climate for diverse populations.
- e. The capacity and experience to advance student success by optimally utilizing resources across the university.
- f. The knowledge and appropriate experience for securing grants, fundraising, and interacting with major donors.

### 3. An experienced change agent capable of driving institutional health and growth while leading needed transformation who brings:

- a. A progressive trajectory and successful experience in university academic administration.
- b. A creative and innovative spirit with excellent listening and communication skills and a demonstrated ability to form interdisciplinary teams to advance the university.

## How to Apply

The University is being assisted by Academic Search. Applications should consist of a substantive cover letter, a curriculum vitae, and a list of five professional references with full contact information. 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:

[MarshallProvost@academicsearch.org](mailto:MarshallProvost@academicsearch.org)

The position is open until filled but only applications received by February 17, 2022, can be assured full consideration. Confidential discussions about this opportunity may be arranged by contacting consultants [Ann Die Hasselmo](#) and [Chris Butler](#).

*Marshall University and the Marshall University Research Corporation are committed to providing equal opportunities to all prospective and current candidates. We do not condone discrimination, in particular based on race, color, sex, religion, age, sexual orientation, disability, or national origin. Our commitment also applies to all educational programs and activities covered under Title IX which prohibits sex discrimination in higher education. We neither affiliate with nor grant recognition to any individual, group or organization having policies that discriminate.*

