

SEARCH PROFILE:

PROVOST



Capital University

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www.capital.edu



Capital University in Columbus, Ohio, invites nominations and expressions of interest for its next provost and chief academic officer beginning in June 2026. With a focus on student success within its liberal arts and professional education programs, Capital is the oldest university in Central Ohio, with nearly 200 years of academic excellence. Affiliated with the Evangelical Lutheran Church in America, the picturesque main campus is situated on 54 acres in the community of Bexley. Through its undergraduate and graduate programs, including Trinity Lutheran Seminary and the Law School in downtown Columbus, Capital students, faculty, staff, and alumni are committed to making a positive impact in their communities and chosen industries.

The university delivers undergraduate and graduate programs to more than 2,300 students in the arts, sciences, humanities and professions, including graduate degrees in law, business, education, theology, social work, and music.

ABOUT CAPITAL UNIVERSITY

The university's mission is rooted in its 1830 founding by the Lutheran Church and in the 1850 charter granted by the Ohio legislature. The mission seeks to transform lives and empower an inclusive community of learners through engaging academic, co-curricular, and professional experiences. Our inclusive community supports access and success for all. Students engage in relevant and collaborative experiences necessary to be knowledgeable, resilient, and ethical citizens. They leave Capital prepared to make meaningful contributions in their communities and advance the common good. Capital exemplifies its mission by:

- Proactively supporting the academic, social, physical, mental, and spiritual development of every student as they pursue their academic and personal goals.
- Having expert faculty and staff who use evidence-based best practices to create intellectually challenging and personally supportive learning experiences in and out of the classroom.
- Respecting all identities, cultures, and perspectives, promoting equity in access and opportunity, and fostering a sense of belonging for all members of our community.
- Acting with integrity through honesty, transparency, and hard work, demonstrating our best selves and valuing the same in others.

THIS IS CAPITAL

- 1,642 undergraduate students; 678 graduate students
- 31.5% students of color
- 18% of traditional undergraduates are the first in their family to go to college
- 22% of FTIC students commute
- 11:1 undergraduate student-to-faculty ratio
- <20 average class size
- 132 full-time faculty; 156 part-time faculty
- 4 undergraduate degrees, 8 graduate degrees
- 61 majors and 56 minors
- 100% of accepted undergraduates receive a scholarship
- \$155 million endowment
- \$63.5 million operating budget



On August 1, 2025, Dr. Jared R. Tice began his tenure as the 18th President of Capital University, Central Ohio's oldest university, where he leads the institution toward its third century of academic excellence and service. With nearly two decades of progressive leadership experience at small, independent institutions grounded in the liberal arts, Dr. Tice is known for his strategic vision, collaborative approach, and student-centered leadership.

As president, Dr. Tice oversees all aspects of the Capital's mission to transform lives through empowering academic, co-curricular, and professional experiences. He has launched a comprehensive annual priority plan to bridge the gap toward the development of a new university-wide

strategic plan, created the Trustee Fellows Program to re-engage meritorious former trustees, and initiated new frameworks to strengthen institutional planning, community engagement, and mission alignment. His background spans student affairs, enrollment management, marketing, strategy, and campus planning—bringing a holistic understanding of how institutions thrive in today's evolving higher education landscape.

Prior to his presidency, Dr. Tice served as Senior Vice President and Chief Strategy Officer at Catawba College, where he led strategic and campus planning, enrollment growth, and more than \$90 million in capital projects while advancing institutional visibility and philanthropic support. A native of St. Marys, West Virginia, Dr. Tice holds a Bachelor of Arts in Political Science from Concord University, a Master of Arts in Educational Leadership with an emphasis in Higher Education Administration from West Virginia University, a Graduate Certificate in Higher Education Marketing from West Virginia University, a Doctorate in Higher Education Leadership from Maryville University, and an Executive Certificate in Higher Education Leadership from Harvard University's Graduate School of Education.

Actively engaged in civic and community leadership, Dr. Tice has partnered with numerous community organizations throughout his career, including United Way and Rotary International, and remains deeply committed to the role of higher education as an anchor of community vitality, inclusion, and service. At Capital, he continues to strengthen the university's connection to Bexley, Columbus, and the broader Central Ohio region — advancing its mission to prepare students for purposeful lives and meaningful impact.



THE CAMPUSES

Capital University's Bexley campus includes facilities that are both historic and state-of-the-art. The Convergent Media Center, Capital's newest building, supports existing and emerging degree programs that flourish in an interdisciplinary, innovative and collaborative environment. High-impact experiences connect students and faculty from program areas as diverse as communication, music, electronic media, film, creative writing, and digital design. It is a place where students and academic programs impact one another in an innovative, technology-rich space. Strategic partnerships develop to create cross-disciplinary, mutually beneficial, immersive learning opportunities that make Capital students stand out in the workforce.

A major renovation to Blackmore Library incorporated collaborative workspaces, modern study rooms, casual seating, 24-hour access, and technical support at the center of the main floor. The second level houses the offices of Academic Success and Career Development. The fourth floor of the library is devoted to The Schumacher Gallery, the second-largest art gallery in Columbus. The wonderfully diverse permanent collection of more than 2,500 donated works encompasses 2,000 years of cultural history and includes pieces by Picasso, Warhol, Rembrandt, Chagall, Goya, Dali and other prominent artists. The Schumacher also exhibits a sizable collection of African art, as well as the Midwest's largest assemblage of Inuit art.

Student-centered learning also takes place outside the traditional classroom. In 2005, a generous donation of property enabled Capital to establish the Merl and Margaret Primmer Outdoor Learning Center, fostering hands-on

research experiences in biology, ecology, and environmental science that preserve the natural resources of the land and exemplify principles of ecological restoration, biological conservation, and environmental sustainability. This 74-acre research and learning center in Ohio's Hocking Hills creates educational outreach opportunities through collaboration with external partners, including scouts, elementary school science teachers, and research experiences for eSTEM high school students.

The Capital Center, the University's 126-square-foot athletics facility, not only pays homage to the tradition and architecture of the Bexley campus but also provides a functional and modern place for the University to reach new horizons. This recreational and athletics complex includes a 2,100-seat performance arena, a 3,000-seat stadium, a 51,000-square-foot multipurpose forum, a 5,000-square-foot fitness center, and a multitude of offices, classrooms and hospitality areas.

Additionally, there are separate campuses specifically dedicated to Trinity Lutheran Seminary and Capital University Law School. The Seminary is contiguous to the main Bexley campus, separated by a single street but sharing structural, academic, and personnel resources. The Law School is located four miles away in the heart of downtown Columbus in a 150,000 square-foot, Art Deco building that dates to 1941. The Law School is an integral part of the Discovery District, a nod to Columbus's strengths in education, culture and innovation. It is situated just blocks away from the hub of multiple governmental and judicial entities.

ACADEMICS

Capital's 61 majors, 56 minors, and nine graduate degrees are offered in:

- Arts, Music, Media, and Communication
- Business
- Economics and Political Science
- Education
- English
- History
- Law

- Natural Sciences, Mathematics, and Computer Science
- Nursing
- Philosophy, Religion, and Interdisciplinary Studies
- Social Work, Psychology, Criminology, and Sociology
- Languages

Capital's newest degree programs are the Master of Social Work and the Sport Business major, which enrolled their first cohorts in fall 2025.



UNDERGRADUATE

With an 11:1 undergraduate student-faculty ratio, being a Capital faculty member requires a deep passion for teaching, learning, scholarship, and engaging students. Endowed chairs and professorships have been established in biological sciences, chemistry, education, business, nursing, computational studies, humanities, law, music, philosophy and religion.

The **Center for Excellence in Learning and Teaching** is a key partner in helping faculty optimize student learning. CELT provides professional development opportunities and 1:1 assistance to help faculty and staff with the evolving nature of higher education, changes in students profiles and college readiness, varied needs of student populations, engaged pedagogies and other ways to promote student success, academic technologies, program review, and assessment of student learning.

The **liberal arts and sciences** at Capital shape idea explorers, analytical minds, careful communicators, and scientists – social, natural, mathematical, and computational. Offerings in the arts, humanities, social sciences, education, social work, mathematics, computer science, and the natural sciences prepare well-rounded, critical thinkers and educated citizens. The university created the state's first combined 3+3 BA/JD program, an accelerated pathway for qualified and motivated students to complete their baccalaureate and law degrees in six years instead of seven.

Capital students have the resources and support system to excel in traditional learning environments and experiential learning opportunities. They also broaden their education through internships, laboratory and field-based research opportunities, and study abroad trips.

The **Conservatory of Music** has been preparing students for a wide range of music careers for more than 100 years. Individual students and ensembles win the highest honors at regional, state and national competitions. Graduates establish themselves as professional performers, teachers, conductors, composers, and music business and industry entrepreneurs. For generations, Capital University has encouraged students to pursue meaningful, creative lives. The powerful combination of purposeful introspection, enriched by artistic vision, has encouraged the formation of dynamic partnerships within the Columbus community and far beyond. The creative and artistic excellence that define and motivate the Conservatory, along with its legacy of leadership, accomplishment, and dedication, are true marks of distinction for the university.

Capital University's **School of Nursing** is celebrating its 75th anniversary and has had a long tradition of preparing compassion-driven nurse leaders. With a focus on excellence, the school prepares professionals to promote health, healing, and well-being across populations, offering innovative and holistic care. As an American Holistic Nurses Credentialing Corporation endorsed school, the nursing program is recognized for its commitment to whole-person care. The traditional Bachelor of Science in Nursing program has direct-entry admission, individualized advising, and continuous nursing coursework across all four years. There are two tracks in the Accelerated BSN Program that are 20 months long. Nursing graduates are exceptionally well prepared to meet the evolving needs of today's dynamic environment in all realms of healthcare.

UNDERGRADUATE (CONT.)

Capital's **School of Management and Leadership** teaches students to master the broad foundation expected of all business majors and apply business skills in complex environments with actual clients. With access to relevant and challenging internships at local businesses, industries and start-ups, graduates have launched successful careers with the benefits of practical learning experiences in their chosen fields. Students have meaningful opportunities to connect with the business world through internships, class projects, and student chapters of professional associations.

The **School of Education** has a long and celebrated history of preparing teachers who change lives. Capital's education curriculum creates a broad context for learning. As students focus exclusively on their major, they are taught by highly experienced and engaged education professors. Students receive rich classroom theory with relevant and challenging field experiences as early as their sophomore year – either domestic or abroad. Innovative learning opportunities abound and include The Intercultural Student Teaching Program, which has partnered with more than 21 countries and the Navajo Nation in the Four Corners region since its inception in 2011; the Reading Center, which provides year-round one-on-one tutoring to students with literacy challenges, serving 2,000 students since its founding; and the Capital City Teacher Residency program, a 2+2 degree program that allows students to take online courses through Capital while getting paid to work during the day in the region's K-12 schools.

The University's **Signature Learning** curriculum is structured around seven Signature Learning Outcomes that are delivered through majors, minors, foundational courses, and co-curricular experiences. Signature Learning is designed to help students discover the world and how they can impact it through hard skills, soft skills and life skills; critical thinking and reasoning; and how they can live a life of impact.

Undergraduate research is a high-impact practice that Capital uses to improve student learning, contribute to the body of knowledge, and prepare students for the next step they take in life. Students regularly present at regional and national academic meetings, including the National Conference on Undergraduate Research and the American Psychological Society. Since 1997, Capital has celebrated its students' research accomplishments at the annual Symposium on Undergraduate Scholarship. A complementary Graduate Research Forum was established in 2017.

Through the undergraduate **Summer Scholars** program, students have the opportunity to develop and implement a scholarship project under the mentorship of a Capital faculty member, combining academics with social and cultural experiences while earning a stipend and housing allowance.

Capital's **Bachelor's Degree Completion** program for adult learners who want to finish a bachelor's degree is designed to meet students where they are, to make lifelong learning accessible and meaningful, and to provide them with the quickest path to a degree.





GRADUATE EDUCATION

Graduate education at Capital strategically creates pathways to lifelong learning. In a rapidly growing and changing world, Capital University's commitment to its graduate students comes down to two primary factors: marketplace and mission. It's a commitment to the workforce that Capital will educate students to be leaders of change. And it's a commitment to students that Capital will champion purpose and provide opportunities for learning that align across societal, community and University values and needs.

Capital offers graduate degrees in law, business, education, music, social work, and theology that are practical, purposeful, collaborative, and entrepreneurial. These programs have respected reputations, connected communities, and committed faculty. Capital adapts classes and degrees, both in scope and delivery, to meet the needs of busy adults through rigorous, highly personalized, highly interactive and flexible programs.

Capital University Law School has recently been nationally recognized as a top school in the areas of practical training, public service, and family law. The Law School's extensive curriculum balances advanced courses in emerging areas of law such as A.I. and energy regulation, with meaningful experiential opportunities for nearly 500 students as they pursue their Juris Doctor degrees and prepare to become "practice ready" lawyers. In addition to offering a rigorous core J.D. curriculum, Capital University Law School provides robust opportunities for practical training through an extensive externship program, a pro bono honors program, the General Litigation Clinic, the Volunteer Income Tax Assistance Clinic, and extensive moot court programs. The Law faculty includes nationally recognized authorities in family law, election law, criminal law, and constitutional law, as well as distinguished adjunct faculty drawn from the vibrant legal community in Central Ohio. Law alumni occupy prominent positions of leadership as federal and state judges, state and federal elected officials, and leaders of major law firms and corporations.

Capital launched a redesigned 12-month **Master of Business Administration** program in 2025, tailored for recent grads and young professionals from any academic discipline. Capital's MBA is respected, flexible, and experienced at meeting the needs of working professionals who want a challenge and who care about work-life balance.

Students in Capital's **Master of Education** and **Master of Arts in Counselor Education** programs discover new ways to reach students, extend their impact and advance their careers through concentrations in teaching, school counseling and clinical mental health counseling. The **Master of Music in Music Education** allows music educators to elevate their teaching and musicianship in only three summer semesters. The Kodály emphasis program track combines the latest in music education theory with hands-on application in both classes and workshops.

Capital's newest graduate degree is the **Master of Social Work**, with two tracks for social work graduates and those professionals from other disciplines desiring a career in advocating for change.

Since its founding in 1830 as the Evangelical Lutheran Theological Seminary in Ohio, which later resulted in the charter of Capital University in 1850, the relationship between the church and the university remains strong. On January 1, 2018, official bonds between Trinity Lutheran Seminary and Capital University were restored as the institutions reunited, promising a stronger future for both institutions. Today, **Trinity Lutheran Seminary at Capital University** provides opportunities for faith training in the classroom and around the globe, equipping students for transformative ministry in a variety of settings. The Seminary is committed to expanding its students' discernment of faith, responsibility to one another and purposeful impact through a holistic experience of academics, worship, ministry in context, community life and special programs. Students can earn a **Master of Divinity** or a **Master of Theological Studies** degree. Trinity's unique 2+2 Program for completing the Master of Divinity degree allows for flexibility in life, study and work balance.



STUDENT SUCCESS

Capital faculty and staff believe that every student brings the potential to positively impact an evolving world, giving everyone on campus a vested interest in student success and a determination to work together – as teachers and students, as mentors and scholars. Our goal is to make sure students are having the best experience possible at Capital and that concerns are being addressed.

Several areas that support student success report to the provost, including:

- The **Advising Office** provides drop-in service for students who need assistance and are unable to meet with their academic advisor, helps register new students, and collaborates with other offices to connect students to resources.
- The **Registrar's Office** is the center of Capital University's educational record needs and collaborates closely with the Advising Office to assist students with registration, graduation, transcripts, transfer evaluations, verifications, and changes to personal information.

The provost's team collaborates closely with several areas in the division of Student Experience that also support student success, including:

- **Career Development** assists students and alumni with help in identifying and implementing career goals that complement their learning, development, and success. Experts can help students find internships, first jobs, or develop resume writing and interviewing skills.
- The **Academic Success** team empowers students for lifelong learning. They help traditional undergraduate, graduate and adult students make the most of their learning experiences and give students the services they need to shine in the classroom – in every subject and at every level, through academic coaching, peer tutoring, a writing center and supplemental instruction.
- The **Student Success** team advocates for students and families, working with students who may be having a difficult time transitioning to college or who may be struggling with personal issues that could be hindering academic progress. The Student Success services include building relationships with students for 1:1 support; connecting them to campus and academic resources; assisting them with transitioning to college life; coaching them through challenges and barriers; and helping them plan to achieve personal goals.

- Capital's **Smooth Transitions** encourages all incoming students to participate in a pre-orientation program, designed to support the introduction, matriculation, and retention of underrepresented student populations in transitioning to the academic, cultural, and social environment at Capital University. Smooth Transitions begins three days before the August New Student Orientation and extends throughout the academic year, focusing on a mentorship structure. Daily activities explore utilizing campus resources, developing supportive networks, understanding academic expectations, and encouraging involvement in campus activities and community service. The primary goal of Smooth Transitions is to assist students in building a strong relationship with Capital University.
- The **Cap Cupboard** strives to eliminate food insecurity among students by providing free and accessible food and hygiene items to those in need. The **Cap Closet** is a clothing resource center that provides business professional clothing.

STUDENT LIFE AND SERVICE

In an atmosphere frequently referred to as the "Cap Family" or "CapFam," student life at Capital is inclusive, supportive and active. With more than 100 clubs and organizations, student engagement opportunities span the arts and media, fraternity and sorority life, student programming, religious and cultural organizations, student government, leadership development, sports and recreational opportunities, honor societies, and service organizations. A robust and successful NCAA Division III-affiliated athletic program includes nearly 500 student-athletes across 18 varsity sports that provide Capital with pride and national recognition. Among its more than 50 music ensembles, Capital's prestigious Chapel Choir is best known for performing a wide range of sacred and secular choral literature at home and abroad.

Throughout the academic year, hundreds of students and staff give back to the community at dozens of sites across Columbus and Bexley, strengthening connections among the University, Central Ohio's social service agencies, and the people they serve. Capital students join community partners like the City of Columbus and the United Way of Central Ohio for the Columbus Volunteer Challenge. Marketing classes have partnered with Children's Hospital to help develop a promotional plan for pediatric mental and behavioral health. Public relations classes have worked with the Community Shelter Board to create a multimedia awareness campaign for youth homelessness.



UNIVERSITY GOVERNANCE

The University is governed by a Board of Trustees that currently has 21 members. Each trustee is eligible for re-election for up to three successive three-year terms. The Board is led by an Executive Committee, including the chair and vice chair of the Board. According to the University Bylaws, the current vice chair is expected to succeed to the position of chair, subject to agreement of the vice chair, recommendation of the Governance Committee, and election by the Board.

Faculty governance operates at two levels – the full University faculty body and the faculties of the three units (the College, the Law School, and Trinity Lutheran Seminary). Each faculty body operates as a unit of the whole and, in addition, there are committees at each level of the faculty that carry out specific duties. The committees of the

University faculty have responsibilities that are relevant to all faculty and units of the university, whereas the committees of the College, the Law School, or Trinity have responsibilities that are specific to those units.

At the university level, the University Faculty Executive Committee is responsible for representing the University faculty with a unified voice to the administration and Board of Trustees with respect to university-wide issues affecting the faculties of the College, the Law School, and Trinity Lutheran Seminary. The chair of the University Faculty Executive Committee is an ex-officio member of the Board of Trustees and serves as a member of the President's Cabinet, as does the president of Capital's advocacy chapter of AAUP.

FINANCES AND FUNDRAISING

Capital University operates with a \$63.5 million annual budget, including \$2.3 million of debt service, with a \$3.7 million deficit projected for FY26. Investments total \$169 million, of which \$23 million is unrestricted and \$146 million supports the \$155 million endowment, which produces \$5.9 million in annual support for Capital. Debt currently totals \$37 million, with most principal payments deferred until FY28.

The university secured more than \$9.5 million in cash and pledges for FY24, nearly tripling philanthropic support over the past decade. This remarkable growth has been fueled by a surge in major gifts, strategic emphasis on leadership

annual giving, and increased corporate philanthropy. Key advancement efforts span the Bexley campus, Law School, and Trinity Lutheran Seminary, reflecting a unified and coordinated approach across all campuses.

Driving toward continuous improvement, new alumni engagement and giving programs have been recently launched, including volunteer programs with career services and enrollment, advisory councils working with select academic programs, philanthropy day challenges and activities, and the Memorial Gateway Society formed to recognize annual support at leadership levels.

OUR LARGER COMMUNITY

As the fastest growing city in the Midwest, Columbus, the 15th largest city in the U.S., serves as a vibrant extension of the Capital campus. Capital is within easy reach of a dynamic arts and cultural scene, beautiful natural surroundings including abundant rivers, lakes, and parks, and extensive trails for hiking and cycling. The Columbus region is the corporate headquarters of some of the world's largest companies, including several Fortune 500 corporations. Ohio's capital city ranked first in emerging cities for startups; is among the top 30 of Forbes' Best Places for Business and Careers; the top five for new college graduates; the top 10 large metro areas in the U.S. for concentration of young professionals; and the top three for women-owned businesses.

Capital University's commitment to experiential learning extends beyond our Bexley and Downtown campuses to serve Columbus and its many neighborhoods. Capital students can learn through applied experience and cross-cultural exchanges while working with communities to create solutions that improve lives and mobilize all citizens of Columbus in various stages of life, learning and career.

Located just four miles from downtown Columbus, the community of Bexley is Capital's home. A historic and close-knit community known for its neighborhood atmosphere, its highly ranked public school system and private schools, and an enviable overall quality of life, Bexley is largely residential with more than 4,000 households in a 2.5 square-mile area.

Capital greatly enriches the intellectual, creative, and cultural life of the community by creating avenues of public access to figures whose commentary nurtures thought, debate, and social dialogue. For example, every January, the Capital University community celebrates the life and legacy of the Rev. Dr. Martin Luther King Jr. during the annual Martin Luther King Jr. Day of Learning. Citizens of Central Ohio delight in an opportunity to be challenged by the keynote speaker, engage in meaningful dialogue with students, staff and faculty during the workshops and enjoy the hospitality of the campus. Throughout the year, Capital hosts performing arts events, journalists, authors, political figures, and recreational and athletic activities to involve and enrich the larger community.





LEADERSHIP AGENDA FOR THE NEW PROVOST

The new provost will be the chief academic officer of a highly respected culture of academic excellence, success with transformative student-centered education, and a deep service ethic.

Critical to the success of the new provost will be the ability to align goals and assessment with the university's mission and help to implement President Tice's vision. The provost will serve as a member of the president's cabinet. At this pivotal moment in the university's history, the new provost should be adept in:

DISPLAYING COLLABORATIVE AND COMMUNICATIVE LEADERSHIP

- Models transparent, authentic communication, and cultivates trust across faculty, staff, and administration.
- Values shared governance as a lived practice, engaging faculty and staff voices meaningfully in decision making.
- Brings strong interpersonal skills, emotional intelligence, humility, and the ability to both lead and listen.

DEMONSTRATING WISE ACADEMIC AND INSTITUTIONAL STEWARDSHIP

- Manifests a deep respect for faculty life and scholarship while aligning academic excellence with institutional sustainability.
- Ensures that resource decisions reflect mission priorities and enhance the long-term vitality of academic programs.
- Possesses the ability to manage complexity with clarity, balancing innovation and accountability.

FOSTERING FACULTY AND STUDENT SUCCESS

- Strengthens faculty development, mentoring, and recognition programs to attract and retain top academic talent.
- Promotes and protects the Academic Freedom of faculty and students to pursue diverse ideas and knowledge through creative scholarship and respectful discourse.
- Advances a culture of continuous improvement in teaching, learning, and assessment that enhances student outcomes and post-graduation success.
- Values interdisciplinary collaboration and experiential learning as hallmarks of a Capital education.
- Ensures improved measures for student retention and graduation.

STRIVING TO BE A STRATEGIC INNOVATOR

- Brings creativity and foresight to program development - enhancing current academic offerings while strategically expanding mission-aligned program offerings that are responsive to student demand, workforce needs, and Capital's mission.
- Understands and values the role of data and evidence in academic planning, accreditation, and institutional effectiveness.
- Explores partnerships across Bexley, Columbus, and Central Ohio to strengthen Capital's visibility and impact.

OFFERING INCLUSIVE AND MISSION-DRIVEN PERSPECTIVES BOTH INSIDE AND OUTSIDE CAPITAL

- Shows deep appreciation for and ability to embrace Capital's Lutheran heritage and values of inclusion, integrity, and service to the common good.
- Demonstrates a record of advancing inclusion and belonging through policies, curriculum, and culture.

LEADERSHIP AGENDA FOR THE NEW PROVOST (CONT.)

MACRO DUTIES AND RESPONSIBILITIES

Academic Leadership

- Oversees all academic programs, departments, and schools, including libraries, galleries, institutional research & accreditation, instructional technology, and registrar work
- Develops and implement academic policies and strategic initiatives
- Ensures curriculum quality, relevance, and innovation
- Promotes faculty excellence in teaching, research, and service
- Leads accreditation and assessment efforts to maintain academic standards

Strategic Planning and Budgeting

- Aligns academic goals with the university's strategic plan
- Manages academic budgets and allocate resources effectively
- Collaborates with financial officers to ensure fiscal responsibility

Faculty and Staff Management

- Recruits, evaluates, and supports faculty and academic staff
- Oversees tenure, promotion, and professional development processes
- Fosters a collaborative and inclusive academic environment

ACADEMIC AFFAIRS | STUDENT LEARNING AND DEVELOPMENT DIVISION

Vice President and Provost

The College

- Dean, Management & Leadership
- Chair, ROTC & Military Science
- Dean, Nursing
- Chair, Biological & Environmental Sciences
- Chair, Chemistry & Biochemistry
- Chair, Mathematics, Computer Sciences, & Physics
- Chair, Health & Sports Sciences
- Dean, Education
- Chair, Psychology
- Chair, Social Work

- Chair, Sociology & Criminology
- Chair, Professional Studies
- Dean, Conservatory of Music
- Chair, Art, Theatre, Communication & Media
- Chair, English
- Chair, History
- Chair, Political Science & Economics
- Chair, Languages & Culture
- Chair, Religion & Philosophy
- Director, Signature Learning

Capital University Law School

Interim Dean

Trinity Lutheran Seminary at Capital

Interim Dean

Academic Support Units

Blackmore Library & Hama Library

Schumacher Gallery

Institutional Research and Accreditation

Advising Office

Center for Excellence in Learning and Teaching

University Registrar



QUALIFICATIONS FOR THE NEW PROVOST AND DESIRED EXPERIENCES

REQUIRED QUALIFICATIONS

- Earned doctorate or terminal degree from an accredited institution
- Distinguished record of academic achievement and scholarly contributions
- Minimum of 5 years of leadership experience in higher education

PREFERRED QUALIFICATIONS AND EXPERIENCES

- Experience facilitating professional growth and development, including experience supporting faculty through the tenure process
- The capacity to make principled, academically sound decisions, even in challenging circumstances, while empowering faculty and administrators and prioritizing the university's best interests
- Experience with accreditation, strategic planning, and program development
- Innovative leadership with demonstrated support for student-centered learning, student success, and faculty development
- Familiarity with emerging trends in higher education and technology-enhanced learning
- Proven success in strategic planning, budget management, and academic administration
- Demonstrated ability to provide effective long-term vision and leadership in a changing higher education environment
- Demonstrated success in leading work groups with complex challenges and opportunities
- Proven success in leading academic departments and fostering curricular development and academic standards
- Ability to maintain productive relationships with all segments of the educational community and appropriate governmental entities
- A deep appreciation for collaborative decision-making and the ability to foster synergy among different groups to set academic priorities and allocate resources effectively.
- Solid understanding of university financial operations, including experience in budget development and resource management, in close consultation with the CFO and the president
- Exceptional communication and interpersonal skills, with the ability to build and sustain strong relationships with internal and external stakeholders



APPLICATIONS, NOMINATIONS, AND EXPRESSIONS OF INTEREST

Academic Search is partnering with Capital University in this search. Confidential discussions about the position are encouraged and may be arranged by contacting Dr. Pam Balch: pam.balch@academicsearch.org

Applications, nominations, and inquiries should be sent to CapitalProvost@academicsearch.org.

To apply, candidates should prepare a letter of interest addressing the leadership agenda and desired qualities, characteristics, and experiences outlined in this prospectus. Also required is a current curriculum vitae. References will be requested later in the search. The position is open until filled, but only applications received by **January 13, 2026**, will be guaranteed full consideration.

Capital University is an equal opportunity employer and supports a diverse and inclusive campus community.

Capital University does not discriminate on the basis of race, color, national or ethnic origin, sexual orientation, religion, sex, gender, age, disability, veteran status, or other characteristics protected by the law.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Capital 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.

