



# Clarkson™



## Provost Search Fall 2018

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Manchester, New Hampshire

## The Opportunity

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Clarkson University seeks a provost able to lead and support its faculty and students in the next strategic phase of growth and academic excellence.

Clarkson is a private, national research university that is a leader in technological education and sustainable economic development through teaching, research, scholarship and innovation. Reporting directly to the President as a key member of the President's Cabinet, the Provost's responsibilities span strategic planning, policy formulation, budgetary decision-making, assessment and continuous improvement and faculty supervision.



The Provost will inspire faculty, staff, and students to explore and expand new frontiers and partnerships in academic areas well poised for growth, empowering faculty and staff to achieve ambitious goals through effective organization and allocation of resources. The Provost works collaboratively with the president and senior team toward the achievement of institutional goals, offering advice and counsel on both the academic program and the student experience.

Clarkson's main campus is located on 640 wooded acres in Potsdam, New York, adjacent to the 6-million-acre Adirondack Park, with other campuses in the Capital Region of New York (Schenectady), Beacon, Saranac Lake (in partnership with the Trudeau Institute) and Pier 26 in Manhattan. Its 4,300 undergraduate and graduate student hail from 44 states and 65 countries. Clarkson produces remarkably effective and entrepreneurial engineers, scientists, educators, health professionals, business people and creative leaders by creating an exceptionally demanding, boundary-spanning educational experience. Clarkson graduates earn salaries that are among the top three percent in the nation; one in five alumni already leads as a CEO, senior executive or owner of a company.

Direct reports to the Provost include the Academic Deans, Institute leaders, the Senior Administrator for Research and Scholarship Services, the Executive Director of Academic Policies, Operations, and Services, the Director of The Clarkson Honors Program and The Clarkson School, and the Director of Libraries.

The successful candidate will be a seasoned academic leader who has held progressively responsible administrative roles in an academic setting. The candidate will have demonstrated a record of ethical, fair, and innovative leadership, with excellent interpersonal, problem solving, and communication skills, and a commitment to diversity and inclusion. Required credentials are an earned Ph.D. in a relevant field, with a record of scholarship which meets Clarkson's requirements for the full professor rank as well as 10 years of academic experience, at least five of which include significant administrative experience with evidence of sound fiscal and personnel management, as well as research development. While first-rate administrative skills are essential for success in this role, the ideal candidate will also possess an educator's passion for and abiding commitment to contribute to the lifelong welfare and success of each student.

## Institutional Overview

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Founded in 1896 to honor Thomas S. Clarkson, a pioneering entrepreneur and humanitarian, Clarkson today is a private, national research university and a leader in technological education and sustainable economic development through teaching, research, scholarship and innovation.

Clarkson is the institution of choice for more than 4,300 enterprising, high-ability undergraduate and graduate students pursuing degrees in 95+ rigorous academic programs of study.

Clarkson faculty are on the leading edge of research with international relevance and in signature areas of pursuit in healthy world solutions for protecting air, water and habitats; data and complex systems analytics; advanced materials development and the next generation of healthcare technologies.

Across the institution, faculty and students develop close, mentoring relationships and make lifelong connections that guide career success.

Clarkson produces remarkably effective engineers, scientists, educators, health professionals, business people and creative leaders who easily engage “What’s next?” Clarkson does this by creating an exceptionally demanding, boundary-spanning experience in an entrepreneurial community known for its core values, technology intensive resources and appreciation of the Adirondack Park just beyond the University’s doorstep.

With the Golden Knight as the University mascot, students quickly integrate academics and research with their social lives through 350+ campus clubs, Greek-life organizations, D-I and D-III sports, project competition teams and community service initiatives. This all-in education results in graduates who earn salaries that are among the top three percent in the nation and who realize accelerated career growth. One in five alumni already leads as a CEO, senior executive or owner of a company.

Clarkson understands that new technologies, emerging fields and expanding career opportunities require new approaches to learning. That is why Clarkson students are grounded in the fundamentals but also learn how to successfully manage the unique challenges of today’s complex world.

Through forward-thinking integration of innovation resources across the Clarkson community, #ClarksonIgnite is the University’s call-to-action to collide disciplines, spark intellectual curiosity and take on real-world industry and marketplace challenges. In this framework, students, as well as faculty, sharpen their entrepreneurial mindset, skill sets and experiences that are transferable to future careers and research innovations in the rapidly evolving economy.

The main campus in Potsdam, New York, and additional graduate programs and research satellites form a corridor that follows the Hudson River from Saranac Lake (in partnership with Trudeau Institute) and Schenectady in the Capital Region to Beacon and New York City. Graduate programs are also offered online. The alumni community is 43,000+ strong and resides in 87 countries around the world. Clarkson’s global reach extends even farther through the activities within its schools and its ROTC command, as well as more than 55 international university exchange partners.

## Fast Facts

**Locations:** Main campus in Potsdam, New York, and hubs for graduate school and research satellites at the Capital Region Campus in Schenectady and in Saranac Lake (in partnership with the Trudeau Institute), Beacon and Pier 26 in Manhattan. Graduate courses are also taught online.

**Main Campus:** 640 wooded acres in Potsdam, New York, adjacent to the six-million-acre Adirondack Park.

**President:** Anthony G. Collins, 2003 –

**Programs of Study:** 95+ in engineering, business, education, science, liberal arts and health professions

**Degrees Granted:** Bachelor of Science, Bachelor of Professional Studies, MBA, Master of Science, Master of Engineering, Master of Arts in Teaching, OT, PhD, PA and Doctor of Physical Therapy

**Enrollment:** 4,300 undergraduates and graduate students from 44 states and 65 countries

**Faculty and Staff:** 842

**Student-Faculty Ratio:** 11:1

**Undergraduate Admission Profile:** 38% in top 10% of high school graduating class

**Study Abroad & Co-ops:** More than 55 study abroad partner universities in 28 countries; co-op opportunities

**Athletics:** Division I ice hockey (men’s and women’s); 18 Division III sports

**Extracurricular:** 200+ clubs and professional societies; 225 intramural teams; Numerous competitive design teams and research projects; Collaboration hubs to ideate and start new ventures

**Fraternities & Sororities:** 12 national; two local

**Living Alumni:** 43,000+

## The Academic & Research Core

Consistent with the founders’ vision to always seek out the real needs of the American people, Clarkson faculty and staff prepare students to lead with confidence across academic disciplines, industries and cultures. From research to commercial innovation, Clarkson demands solution-oriented thinking, challenging the status quo and leveraging the combined ingenuity of interdisciplinary teams to create real impact, relevant innovations and enduring value in the world.

Clarkson’s major academic units are the Wallace H. Coulter School of Engineering, the David D. Reh School of Business, the School of Arts & Sciences, the Graduate School, The Clarkson School (a unique academy for high school-age students who begin college early) and Sponsored Research Services, which oversees a \$16.2 million portfolio of contracts. Three institutes also support key areas of interdisciplinary research, educational programs and public outreach. These are the Institute for a Sustainable Environment, the Institute for STEM Education and the Beacon Institute for Rivers & Estuaries.

Representing approximately 60% of all student enrollment (1850 undergraduates and 278 graduate students), the Wallace H. Coulter School of Engineering has 105 faculty and staff in the departments of Chemical and Biomolecular Engineering, Civil and Environmental Engineering, Electrical and Computer Engineering and Mechanical and Aeronautical Engineering. Faculty and students also participate in the interdisciplinary Engineering and Management, Software Engineering and undergraduate interdisciplinary

minors. In spring 2002, Clarkson announced that the Wallace H. Coulter Foundation had made a \$30 million philanthropic gift to the University to support the ongoing excellence in its engineering and science programs. The gift honors the late Wallace H. Coulter, a past trustee and research partner of the University, and reinforces a theme he embraced, "Technology Serving Humanity."

Named in 2017 for David D. Reh '62, Hon. '17, the mission of the Reh School of Business is to combine scholarly research and teaching to create and advance knowledge at the intersection of business, technology and society. With 60 faculty and staff supporting 612 undergraduates and 289 graduate students, the Reh School focuses on areas that span traditional boundaries: Global Supply Chain Management, Innovation & Entrepreneurship, Financial Information & Analysis, Business Intelligence & Data Analytics, and Mathematical Economics. The Engineering & Management program, which is among a limited number of programs in the world that enjoys dual accreditation by both engineering and business agencies, is also administered from the Reh School with close alignment to the Coulter School. All Reh students start their own business as freshmen, engage in an international experience and develop expertise in traditional business disciplines – accounting, economics, finance, marketing, management, operations and data analytics – and then clearly see how they fit together.



The School of Arts & Sciences provides the foundation for all of Clarkson's degree programs and offers distinctive majors and minors that set students apart in the competitive marketplace. The School offers programs in the disciplines of American studies, applied mathematics & statistics, bioethics, biomolecular science, biology, chemistry, communication, computer science, data science, digital arts & sciences, history, humanities, interdisciplinary liberal arts, interdisciplinary social sciences, mathematics, physics, political science and psychology, as well as professional programs in teacher education, occupational therapy, physical therapy and physician assistant studies. Many of the School's 152 faculty and staff, and 546 undergraduate and 320 graduate students, also engage in interdisciplinary programs, minors and double majors.

The Clarkson Institute for a Sustainable Environment (ISE) facilitates boundary-spanning environmental research, educational activities and external partnerships. Students from across campus can integrate sustainability into their curricular or co-curricular education by adding minors, writing proposals to implement sustainability projects on campus, participating in research or spending a semester immersed in social, environmental and economic issues as a part of the Adirondack Semester. ISE also houses the Center for Sustainable Energy Systems which generates new concepts and solutions in bioenergy, energy education, energy

efficiency, energy literacy, environmental impact studies, energy harvesting and storage, energy policy, power systems, solar energy, transportation systems and wind energy. The Institute also supports Clarkson's significant resources focused on the management of pollution and the measuring of contaminant concentrations in environmental media. This includes the Center for Air Resources Engineering & Sciences (CARES) that brings together expertise focused on environmental sampling and analysis, receptor modeling, analytical chemistry, atmospheric deposition and the application of experimental and computational fluid dynamics to pollution problems.

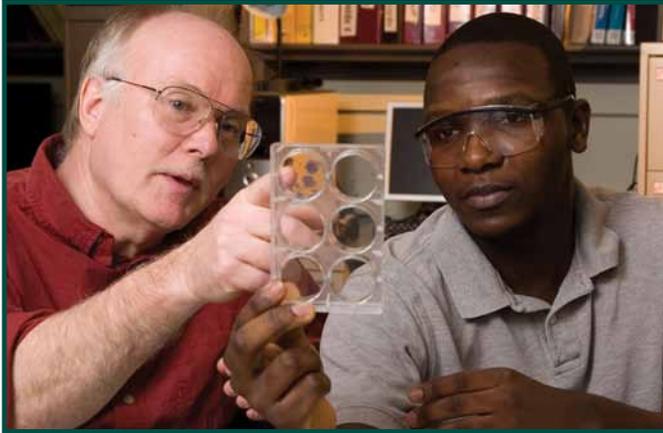
As a close partner to ISE, the Beacon Institute for Rivers and Estuaries (BIRE) leverages science and technology to understand and protect rivers, estuaries and other important freshwater bodies. Through key initiatives, BIRE is collaborating with private industry, government agencies and NGOs on affordable real-time technologies to ensure safe water. BIRE also collaborates with others to advance science and environmental stewardship of the Earth's freshwater resources.

Clarkson's Institute for STEM Education also spans boundaries across the other two institutes and the schools through formal and informal educational outreach, educational and pedagogical research, and the scholarship of teaching and learning, as well as through the recruitment and retention –and persistence –of STEM students and collaboration with educational and basic-research initiatives. Clarkson's award-winning Master of Arts in Teaching program is a key anchor in the Institute and supports a series of novel boot-camps for STEM graduate students to prepare for teaching and advising roles.

The Honors Program, founded in 1997, is a small community of about 150 students. Students in the Honors Program are diverse, nationally and ethnically, with about equal numbers of women and men and representing all majors at Clarkson. The Honors Program takes the undergraduate experience to an entirely new level. Clarkson is famous for its hands-on, problem-based curriculum, but the Honors Program provides even more opportunities to conduct original research or independent projects; experience internships, co-ops or study abroad; and to work in teams on real-world problems. Admission to the Honors Program is highly selective. Honors students form an intimate, supportive, highly motivated and talented "community within a community."

Closely aligned to the Honors Program, The Clarkson School is a selective early-college program that engages approximately 60 talented and motivated high school students who enroll as first-year university students at Clarkson. Taking the same courses as undergraduates and accessing all support services, clubs and activities, “Schoolies” live in a special living and learning community that provides additional support for personal growth, academic achievement and professional development.

Several academic research centers further leverage the University’s scholarly strengths. For example, the Center for Advanced Materials Processing (CAMP), which is also a New York state Center for Advanced Technology, contains state-of-the-art research laboratories that enable faculty to pursue cutting-edge research and are accessible to undergraduates and graduate students for collaborative projects.



The Center for Rehabilitation Engineering, Science and Technology (CREST) serves to integrate biomedical engineering and science with assistive and adaptive technologies and physical therapy to improve lives affected by disease or injury.

As a National Science Foundation Industry/University Cooperative Research Center, the Center for Identification Technology Research (CITeR) serves its affiliates in the rapidly growing areas of Biometric Identification and Credibility Assessment Technology through an interdisciplinary group of faculty, researchers and students.

The Clarkson Center for Complex Systems Science (C3S2) addresses the rapidly growing field of identifying and understanding causality in large-scale systems, as well as the hierarchical interactions, patterns and scaling of system components across a variety of fields, such as brain science, insect swarming, social science and fluid dynamics.

Clarkson is also the home of military science programs for the 117 cadets in the Golden Knights Battalion in the U.S. Army and Air Force ROTC Programs. Students from St. Lawrence University, SUNY Potsdam, SUNY Canton and Paul Smith’s College are also eligible to participate in ROTC through Clarkson. Students with strong academic backgrounds—who are physically fit and have active minds and the ability to rapidly assimilate information—thrive before becoming active duty officers with choice assignments in the United States military.

At Clarkson, the retention rate is well above the norm for New York State. Averaged among those completing degrees over the past three years, 73.2% of first-year students completed their studies for bachelor’s degrees within six years; 72.1% in five years and 55.8% in four years or less. Some adjustments to this figure are made for The Clarkson School, an early-college academy where some students complete their junior and/or senior years of high school taking college courses and where not all students expect to remain at Clarkson for all four years.

## The Clarkson Education

Clarkson’s academic programs span boundaries and vary widely in content. However, at the heart of the institution’s educational process are fundamental goals and values that define a common learning experience and shape the growth of every Clarkson student. The University has articulated its mission, vision and values as follows:

### **Mission of Clarkson University**

Clarkson University is an independent, nationally recognized technological university whose faculty of teacher/scholars aspires to offer superior instruction and engage in high-quality research and scholarship in engineering, business, science, health and liberal arts. Our primary mission is to educate talented and motivated men and women to become successful professionals through quality pre-collegiate, undergraduate, graduate and professional continuing education programs, with emphasis on the undergraduate experience.

Our community and campus settings enhance the quality of student life and afford students access to and interaction



with their faculty. We value the diversity of our University community; and we strive to attune ourselves and our programs to our global, pluralistic society. We share the belief that humane and environmentally sound economic and social development derive from the expansion, diffusion and application of knowledge.

### Vision of a Clarkson Education

The Clarkson University educational experience is designed to provide talented and ambitious students with the knowledge and skills necessary to achieve positions of leadership within their chosen professions. The combination of Clarkson's strong technologically rich curricula and state-of-the-art teaching and research facilities, coupled with an unparalleled commitment to a friendly learning environment and to students' personal development, uniquely prepares Clarkson graduates to excel in their chosen professions and to lead rewarding and creative lives.

In addition to attaining mastery of the core knowledge within his or her field, a Clarkson education is designed to enable students to:

- Solve real-world, open-ended problems with creativity and risk taking to obtain solutions that are practical and sustainable, including those they encounter in state-of-the-art research under the direction of distinguished faculty.
- Develop and refine exceptional communication skills with an awareness of potential cultural differences.
- Lead effectively and work productively within disciplinary and multidisciplinary teams composed of members with diverse interests and backgrounds.
- Excel in using computing and information technologies.
- Learn through instruction and guidance by nationally recognized faculty whose commitment to both teaching and research has made Clarkson a nationally ranked university.

A Clarkson student's education is greatly enhanced by a personal and friendly learning environment, within a small, residential, nationally recognized University, which:

- Places students at the center of the educational process and where all employees have a commitment to creating an environment that contributes positively to students' overall educational experience.
- Draws undergraduates, graduate students, faculty and staff together into a cohesive and stimulating learning community, wherein an atmosphere of scholarship and spirit of research is cultivated.
- Uses our campus as a living laboratory to improve learning and uses the wider region to broaden and extend Clarkson's outreach and service.
- Provides personal advising and interaction with faculty and staff, as well as supportive relationships among students.
- Offers many leadership opportunities through co-curricular groups and activities.
- Respects and learns from its community of diverse people, backgrounds and cultures.

Together, these provide a unique educational experience that is directed toward developing the whole person.

### The Clarkson Values

"Lead by Example and Others Will Follow"

- **Caring:** A positive and friendly atmosphere is created when we care about each other, when we are open to constructive criticism and when we show appreciation for a job well done.
- **Diligence:** "A workman that needeth not to be ashamed." Initiative and hard work are key ingredients in getting the task done.
- **Diversity:** The mutual appreciation of differences and a plurality of opinions, beliefs and cultural traditions inform and enrich our lives.
- **Integrity:** Honesty and accountability in one's actions and words form the foundation of our relationships with others.
- **Growth:** Educational experiences in and out of the classroom enliven our minds, broaden our horizons and facilitate dialogue and consensus. Learning is a lifelong activity.



- Service: Offering our time and skills for the good of our fellow citizens leads to the prosperity and environmental health of the community and to the well-being and character development of the individual.
- Teamwork: Effective teamwork encourages creativity and self-initiative in our respective roles and partnerships. It is essential in getting the task done and in developing the skills needed to meet the challenges of ensuring sustainability of local and global economic, environmental and social systems.
- Vision: Having a vision of a sustainable future helps us prepare for it. Embracing the inevitable changes in our world as opportunities allow us to anticipate, promote, and facilitate change.

### Recognition for Clarkson University

- Clarkson is ranked #102 as a Top-Tier National University by U.S. News & World Report, America's Best Colleges.
- Clarkson has been named among Top 10 Best Colleges for Producing Engineers by Industry Week.
- Clarkson has produced 38 Goldwater Scholars since program began in 1989, including a 19 consecutive year record of Goldwater winners.
- Clarkson boast 13 Fulbright Scholar awardees in the last decade The Brookings Institute named Clarkson one of the top 10 universities in the nation for enhancing graduates' salaries; a Clarkson degree increased expected salaries by 42%.
- Clarkson alumni salaries rank in the top 3 percent of salaries in the United States, according to PayScale College Salary Report and Clarkson is recognized as one of 25 Universities with the highest paid graduates.
- The University is cited in The Princeton Review: Colleges That Pay You Back: The 200 Schools That Give You the Best Bang for Your Tuition Buck.
- Clarkson is rated among the Top-20 Best Values ("Great Schools, Great Prices") by U.S. News & World Report, America's Best Colleges.
- Clarkson is recognized as one of the Best Colleges for Veterans, U.S. News & World Report, America's Best Colleges.
- Clarkson is ranked number 1 in the National Model Undergraduate Program in Entrepreneurship Education by the U.S. Association of Small Business and Entrepreneurship.
- Clarkson's online MBA program ranks nationally in the top-40 in the nation -- U.S. News & World Report.

### Accreditation

Clarkson University is accredited by the Middle States Commission on Higher Education (MSCHE).

Programs in aeronautical, chemical, civil, computer, electrical, environmental, mechanical and software engineering are accredited by the Engineering Accreditation Commission of ABET, Inc. . Students who have completed at least three years toward a bachelor's degree in engineering are eligible to take the Fundamentals of Engineering examination toward licensure as professional engineers.

The David D. Reh School of Business is accredited by the Association to Advance Collegiate Schools of Business (AACSB). The undergraduate engineering and management program in the David D. Reh School of Business is also accredited by the Engineering Accreditation Commission of ABET, Inc., <http://www.abet.org>. The Healthcare MBA Program is accredited by the Commission on Accreditation of Healthcare Management (CAHME).

The graduate physical therapy professional curriculum is accredited by the Commission on Accreditation in Physical Therapy Education (CAPTE) of the American Physical Therapy Association (APTA).

The Accreditation Review Committee (ARC-PA) on Education for the Physician Assistant has granted Provisional Accreditation to the Physician Assistant Studies Program.

The Accreditation Council for Occupational Therapy Education (ACOTE) of the American Occupational Therapy Association (AOTA) has granted "Candidacy Status" to the Occupational Therapy Program at Clarkson University.

In addition, the University is accredited by the United States Civil Service Commission, and its curricula are approved by the New York State Board of Regents. All Clarkson degree programs are approved by the New York State Division of Veterans Affairs for the training of veterans and other eligible persons.

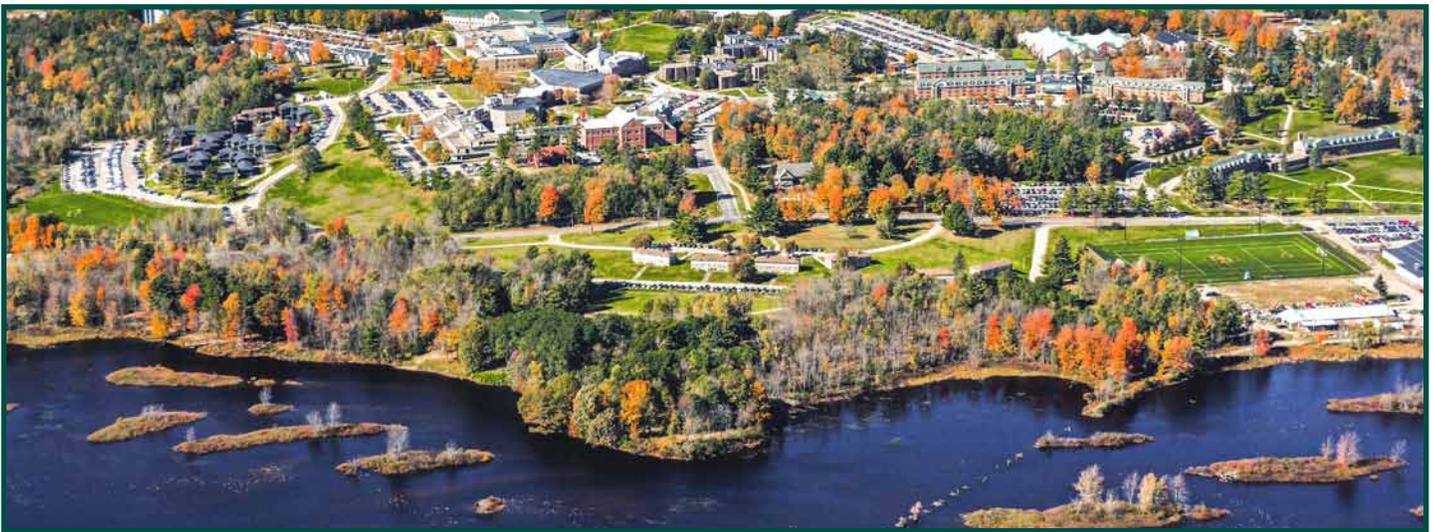
## **Clarkson@125: The Strategic Plan 2014-2021**

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Our Ambition for Clarkson@125: Double Down on Clarkson's Evolution to Excellence.

Clarkson @125: The University Strategic Plan for 2014-2021, is a renewed commitment to Clarkson University's ongoing evolution to excellence that recognizes, celebrates and builds on our achievements. A Clarkson education emphasizes the creation of knowledge for developing practical, sustainable solutions to today's problems and the commercialization of those solutions to create social and economic wealth. In looking ahead to milestones that will define Clarkson at its 125th anniversary in 2021, Clarkson's evolving strengths and vision for the future intersect precisely with the needs of our technologically driven society.

We urgently need to extend our momentum and place our strategic bets in those areas that turn our accomplishments into enhanced reputation and resources and that continue to prepare our students for remarkably successful careers. During the next eight years, we will double down on key objectives launched in the last decade to raise our academic excellence and the engagement of our students and alumni. Clarkson University has the education that students need now to compete for the best jobs and has a research portfolio that helps American companies drive innovation. The Evolution to Academic Excellence plan (2003-2013) put Clarkson on a national stage as a tremendous value for students and their future career success, expanded our alumni network and generated a measurable buzz around a vision to develop a new entity in higher education.



### **The North Country of the Main Campus in Potsdam**

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Clarkson's main campus is located in Potsdam, New York, on the historic 640-acre wooded homestead of the Clarkson family in the foothills of the Adirondack Park. With roughly 16,000 year-round residents, The Village of Potsdam is nestled along the Raquette River in the heart of St. Lawrence County. It is home to a variety of shopping and dining experiences, an active downtown corridor, two world-class universities as well as outstanding recreational outlets. As another major employer and location for Clarkson internships and cooperative-education experiences, Canton-Potsdam Hospital (CPH) is a 94-bed facility with core programs in emergency medicine, acute care, hospitalist medicine and critical care supplemented by outpatient health services throughout the region. A number of physicians with an entrepreneurial spirit have been attracted to practice in the area based on CPH's affiliation with Clarkson's Shipley Center for Innovation which supports the commercialization of medical device technologies.

With four other universities in the immediate region (SUNY Potsdam, St. Lawrence University, SUNY Canton and Paul Smith's College), Potsdam is truly "a college town." The Village of Potsdam is located on the banks of the beautiful Raquette River. Its tree-lined streets and historic red sandstone buildings contain an array of modern stores and restaurants. Clarkson and SUNY Potsdam are within walking distance of one another. Among the Village's outstanding cultural features is The Crane School of Music at SUNY Potsdam, which offers extraordinary vocal and instrumental performances and concerts by world-class musicians.

Just an hour and a half from Clarkson is Lake Placid, a year-round resort town with all kinds of entertainment, shopping, dining and recreation. This famed Olympic site in the Adirondack Mountains offers not only a spectacular setting and world-class sporting events, but also a variety of unique experiences like wheeled bobsled rides, views from atop a former Olympic ski jump and a handicap-accessible elevator to summit of Whiteface Mountain. Having hosted the 1932 and 1980 Winter Olympics, Lake Placid is renowned for winter sports. Clarkson has taken a major role in the region's preparations to host the International Children's Games in 2019 and the World University Games in 2023.

As the home mountain for Clarkson's ski teams, the downhill skiing at nearby Whiteface Mountain is unrivaled in the East, and regular roundtrip transportation to the Whiteface as well as Titus Mountain is available from the Clarkson campus. The international Olympic flavor pervades the whole region. Olympic year-round training sites include not only the towering ski jump, but also the luge, speed skating, biathlon and bobsled facilities. Recreational opportunities abound throughout the year, ranging from golf, tennis, horseback riding, hiking, whitewater rafting, biking and sailing amid mountain splendor. Hiking trails abound; many faculty, staff and students become "46ers" in recognition of climbing all 46 peaks in the region. Caves that are hidden throughout the Adirondacks wait to be explored. The numerous lakes and rivers of the North Country offer kayaking, fishing and other rafting action as well as scuba diving and boat tours to see the shipwrecks and old forts from the War of 1812 in several waterways.

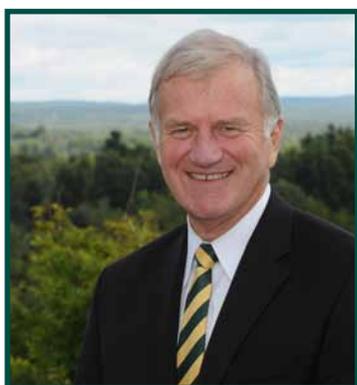
Two of Canada's major cities are within a two-hour drive of the University. French-speaking Montreal is one of the most cosmopolitan and sophisticated cities in North America. Famed for the multicultural cuisine of its ethnically diverse restaurants and the glitter of its nightlife, this urban environment offers unique francophone experiences, including the charms of "Old Montreal" with echoes of 400 years of history. Destinations include the Montreal Museum of Fine Arts, Place des Arts and Montreal Canadiens hockey games, as well as performances in the arts and entertainment fields.

Ottawa, which is Canada's capital, offers world-class cultural attractions, including the National Arts Centre, National Gallery of Canada, Museum of Civilization, Canada Science and Technology Museum, Canadian Museum of Nature and Parliament Hill, as well as A-list musical and stage performances. It is also home to the Ottawa Senators. A favorite local tradition shared by Clarkson students is skating on the famous Rideau Canal, which runs for miles through the city.

## **Clarkson University President Anthony G. Collins**

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Currently serving as Clarkson's 16th president, Anthony Collins is a regional and national advocate for higher education-industrial partnerships that couple research discovery and engineering innovation with enterprise for commercialization and economic development with a focus on advancing sustainable energy solutions and environmental technology innovation.



New York Governor Andrew Cuomo appointed Dr. Collins in July 2011 to serve as co-chair for the North Country Regional Economic Development Council. Dr. Collins served on a commission, established by Governor Cuomo in November 2012, to investigate and study utility companies' storm preparation and management and to recommend reforms to overhaul regulation of the entire system to better deal with emergencies. He has been a member of the panel that Governor Cuomo tasked to advise him and the Port Authority of New York and of New Jersey on the redesign of New York's airports, and the supporting infrastructure, to attract additional commercial activity. He is also the president of the Seaway Private Equity Corporation that invests in new technology companies based in St. Lawrence County, New York. In service to the higher education sector, President Collins is the past chair of the national Association of Independent Technological Universities and a chair emeritus of the Commission on Independent Colleges & Universities in New York. In addition, he serves on the boards of the New York State Higher Education Services Corporation and The Business Council of New York State.

Growing up outside Melbourne, Australia, Dr. Collins earned an undergraduate civil engineering degree from Monash University, and then master's and doctoral degrees from Lehigh University in Pennsylvania. Prior to his doctoral studies, he worked for both Australian Consolidated Industries and Utah Development Company. After receiving his PhD in 1982, Dr. Collins launched his career at Clarkson, in Potsdam, New York, as an assistant professor of civil and environmental engineering. Subsequently rising to the rank of professor, he also assumed increasing levels of administrative responsibility, including department chair, dean, vice president for academic affairs and provost. He was elected the 16th president of Clarkson University in 2003. He has received awards for outstanding teaching, research and advising and lectured globally. He is the author of more than 90 professional publications.

## **History of Clarkson University**

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Clarkson University was founded in 1896 as a memorial to Thomas S. Clarkson, a successful entrepreneur and Northern New York businessman who was also distinguished by a deep and abiding concern for humanity.

When Thomas Clarkson died as a result of an accident in his sandstone quarry, his sisters, Elizabeth, Frederica and Lavinia, and niece, Annie, established a memorial to his name by building and endowing an institution that would embody his philosophy. Clarkson's original motto, "A Workman That Needeth Not to be Ashamed," is taken from Thomas S. Clarkson's favorite verse.

The Thomas S. Clarkson Memorial School of Technology opened its doors on Sept 2, 1896, for 17 young men and women. In 1913, the charter was amended, and the name was changed to the Thomas S. Clarkson Memorial College of Technology.

Steady growth and development resulted in the New York State Board of Regents designating Clarkson a university on February 24, 1984.

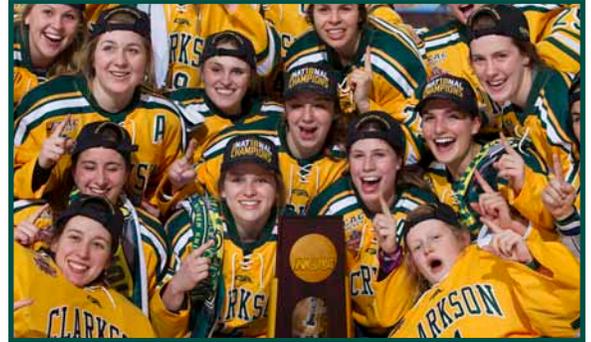
The Beacon Institute for Rivers and Estuaries in Beacon, New York, became a fully owned subsidiary of Clarkson University in 2011. Through a multi-disciplinary focus on science and technology, education and policy, the Institute is advancing real-time monitoring of New York's rivers to create new standards for environmental science, promoting environmental stewardship with unique academic offerings and informing long-term public policy solutions to protect water.

On February 1, 2016, Union Graduate College merged into Clarkson University and became Clarkson's Capital Region Campus, serving as a hub for graduate and professional program admissions.

### Clarkson Today

Clarkson launches leaders into the global economy. One in five alumni already leads as a CEO, VP or equivalent senior executive of a company.

Clarkson is a nationally recognized research university for undergraduates with select graduate programs in signature areas of academic excellence directed toward the world's pressing issues. Through more than 95 rigorous programs of study in engineering, business, arts, sciences, education and the health professions, the entire learning -living community spans boundaries across disciplines, nations and cultures to build powers of reputation in the fields of Advanced Materials Science, Biotechnology, Environment & Energy, Entrepreneurship and Global Supply Chain Management.



Yet the University remains true to Thomas Clarkson's enduring legacy. Our primary mission is to educate talented and motivated men and women to become successful professionals through quality pre-collegiate, undergraduate, graduate and professional continuing education programs. At Clarkson, we value the diversity of our University community, and we strive to attune ourselves and our programs to our global pluralistic society. We share the belief that humane economic and social development derive from the expansion, diffusion and application of knowledge.

## Clarkson Athletics & Recreation

The Clarkson Golden Knights compete in 20 intercollegiate varsity sports – at the NCAA Division I-level in men's and women's hockey and, with the other 18, at the NCAA Division III/USCSA level. Based on our historical presence as an ice hockey powerhouse, Clarkson is one of only a few institutions in the country that have been grandfathered in by the NCAA to allow students to compete in both levels of play. The Golden Knights' women's ice hockey team has won three D-1 National Championships in the last five years. The men's team has a storied legacy in the sport since 1919, and, this past year, posted its best season record in over a decade. Led by a pep band that is the envy of our competitors, both teams enjoy a great fan following in Cheel Arena at home games – and on road trips often feel a sense of home-field advantage because of the number of students and alumni that turn out for away games.

In keeping with our winter climate during the academic year, the Alpine and Nordic ski teams have also enjoyed much recent success. Other sports offered include baseball, basketball, golf, lacrosse, soccer, swimming, softball and volleyball, which has been to the NAAs for the past nine years and reached the Elite 8 for four of those years. Of our 450 student athletes, 400 of them compete at the Division III level, with over 70% of those teams advancing to post season play. The high level at which our students compete is consistent with their dedication to their studies. The overall student athlete GPA is 3.24 – significantly above that of the general student population.

All students are encouraged to participate in robust intramural leagues and recreational activities, and most facilities and fitness classes are available to faculty and staff as well. Clarkson's main location in Potsdam provides students with a wide array of outdoor sporting opportunities, including individual and team challenges. The ROTC Program's challenge course and the Munter Trails also intertwine with community recreation systems.

## Opportunities and Expectations

Reporting directly to the President as a key member of the President's Cabinet, the Provost's responsibilities span strategic planning, budgetary decision-making, assessment and continuous improvement and approval of faculty, administrative and staff appointments in those areas under direct supervision. The role of the Provost is pivotal in realizing the vision of a Clarkson education by inspiring faculty, staff and students to explore new frontiers and expand opportunities in academic areas poised for growth. The Provost will work in partnership with key University stakeholders to empower faculty and staff to achieve ambitious goals through effective

organization, allocation of resources and measurable outcomes in accord with academic strategy. Direct reports to the Provost include the Academic Deans, Institute leaders, the senior administrator for Research and Scholarship Services; the Executive Director of Academic Policies, Operations and Services; the Director of the Clarkson Honors Program and The Clarkson School and the Director of Libraries – and may include other related positions to support a dynamic variety of academic affairs initiatives.

### **Key Responsibilities and Opportunities**

- Provide dynamic administrative leadership to faculty and staff at all levels to promote student development, intellectual growth and scholarly research through strategic planning, direction and assessment of key components.
- Assure budget decisions align with the University's mission and goals.
- Actively collaborate with University leadership to support equity, access, diversity and inclusion initiatives, strengthen Clarkson's financial position and elevate the quality of research, scholarship, teaching and service at Clarkson.
- Promote Clarkson's academic vision across and beyond its physical locations/campuses and build its national academic reputation through each of the Schools, Institutes, and Centers.
- Facilitate effective board of trustee and external constituent relationships.



## **Top Priorities for the Next Provost**

### **Collaborate with the President and President's Cabinet**

Together with the President and his cabinet, the Provost will play a central role in making the Clarkson strategic plan a reality. Leading the academic agenda, the Provost will have broad and critical institutional influence and decision-making opportunities. This senior-level responsibility will require a leader with an open and transparent style, who can effectively exchange ideas and opinions with University constituencies and who can contribute effectively to fundraising, community outreach and alumni interactions.

### **Lead the execution of a comprehensive academic affairs plan**

Leading Academic Affairs initiatives articulated in Clarkson's strategic goals, the Provost will support the faculty in excelling as teachers, scholars and advisors and in delivering an outstanding student experience. The Provost must ensure that resource allocations align with University priorities and strategic goals.

The Provost will work closely with the Deans and Chairs to ensure continuous innovation in curriculum design to provide an enriching academic experience for students – along with outreach to the greater community. This role requires a focused, analytical approach to markets as well as engagement with practitioners in current and potential fields of endeavor. The Provost will foster growth and provide leadership to direct reports while engaging with advisory boards, alumni and employers working to translate market needs into an ever-changing curriculum. The Provost also works to provides a wider range of experiential, student learning opportunities, programs for working professionals –and flexible modes of delivery.

### **Leverage influence to ensure accreditation, policy compliance and assessment procedures**

The Provost assures the effectiveness and success of Clarkson's academic programs in meeting established learning outcomes and external accreditation standards, as well as the requirements of governmental agencies and professional societies. A commitment to ensure the consistent supervision of academic policies, operations and initiatives in alignment with University goals is a primary focus for the Provost.

### **Promote scholarship and research**

Directly supporting graduate and undergraduate research services and scholarship, the Provost will promote and further the University's strategic vision of research, while simultaneously maintaining high standards of teaching and service. Providing leadership and advocacy, the Provost will promote effective implementation of research-related policies and the efficient use of resources and staff in order to advance Clarkson's research programs. To that end, the Provost must effectively deploy and oversee budget and space allocations, research assets, library resources, equitable workload policies and faculty incentive programs.

## **Lead and support academic initiatives in measurable efforts to strengthen the quality of the student experience**

Clarkson strives for excellence in all aspects of the student experience. To this end, undergraduate and graduate students have direct access to faculty members through intentional, thoughtful and stimulating interactions inside and outside of the classroom. The Provost will support the development of a range of student- and faculty-led co-curricular programs that are closely aligned with the broader academic vision. The Provost will be a transparent leader who is present to faculty and students.

## **Inspire, support, and lead the faculty**

To be successful, the Provost must build strong rapport with faculty, gain their confidence and trust, and support their ongoing development through strategic decision-making, thoughtful resource allocation and inspirational leadership. A central responsibility is to recruit, guide, retain, evaluate and support faculty in their research and in providing effective learning pedagogies and significant course offerings to the student body. The Provost will attend to the factors that support faculty success, rewarding collaboration and entrepreneurship while recognizing and supporting faculty's central teaching and mentoring responsibilities. The Provost will promote excellence in teaching, scholarship and service, as well as establishing priorities and plans for faculty development, including new faculty awards and endowed professorships.

## **Foster a diverse academic community**

The Provost will promote dialogue and awareness of the University's guiding principles of equity, access, diversity and inclusion. This position will work, in collaboration with the President, senior administration and faculty, to support academically related diversity and inclusion objectives to attain measurable institutional goals directly linked to the University mission statement. Key opportunities are to foster policies and programs in recruiting, supporting, and retaining underrepresented persons and expanding curricular offerings on equity, access, diversity, inclusion, and related topics.

## **Provide visibility and support to the Library and Innovation Hub**

The Provost will provide visibility and advocacy and support the mission to create an interactive space using the University's resource centers. Driving the innovation hub into the intellectual life of the University, the Provost will foster collaborative, influential, and cost-effective infrastructure to promote state-of-the-art services to student life and community members.

## **Contribute to external relations and reputation**

The Provost will share in the ongoing effort to build strong relationships with local, regional, global, alumni, industrial partners and donors and expanding visibility and reputation of the University. This role will purposefully ensure an active and expanding dialogue with external constituencies by encouraging key partnerships, engaging in advancement activities, including assistance with Development and Alumni Relations in fund-raising, and supporting faculty in applying for grants and contracts. The Provost must promote and advance the mission of the University by actively participating in important external activities and interacting with appropriate state, regional, and national organizations, charitable groups, and civic entities.

## **Essential Skills:**

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- Deep appreciation for the mission and aspirations of Clarkson University and the ability to successfully articulate that mission to the University's key stakeholders.
- Successful experience in strategic planning, fiscal management, resource allocation and personnel supervision.
- Demonstrate commitment to promoting and enhancing diversity, especially with faculty, student, and staff recruiting and retention.
- Demonstrate knowledge, skills, awareness of and evidence for commitment to contemporary issues of inclusion, social justice, diversity, and equity, including the current higher education trends that inform and address these issues.
- Desire to play a meaningful role in the Clarkson community and share in the community's commitment to undergraduate and graduate education and research.
- Successful experience in developing and operating core functions within a university.
- Credible record of working with students inside and outside of the classroom.
- Firm understanding of holistic student development that recognizes student needs in academic, residential, distance and extra- and co-curricular areas.
- Demonstrate ability to successfully manage organizational and cultural change.

- Excellent communication skills, both verbal and in writing, to convey complex ideas and recommendations; the ability to influence; the intellectual capability to understand and translate academic, technical and other information for all audiences, crisply and concisely.
- An approach to management that brings out the best in faculty and staff that yields pride, ownership, and a sense of team effort.
- Keen eye for operational efficiency and optimal use of resources; the ability to plan, monitor and tightly manage a budget.
- Honesty, integrity, enthusiasm and perspective; a very strong work ethic, supported by commitment and follow through.
- Knowledge of curriculum design and its application to sound academic management.
- Ability and skill in the design and application of methods for the evaluation of faculty and staff.
- Ability to carry out the functions of leadership along a planned program of institutional direction.
- Ability to develop and administer academic budgets; ability to establish and monitor fiscal accountability within areas of responsibility.
- Strong commitment to shared governance and a collegial environment.
- Demonstrated ability to work with faculty, staff and students, as well as community groups of diverse academic, socioeconomic, cultural and ethnic backgrounds.

### Minimum Qualifications:

- An earned PhD in a relevant field and a record of scholarship, as represented in professional publications, research support and recognition that meets Clarkson requirements for the full professor rank.
- Ten years of academic experience, at least five of which include significant administrative experience with evidence of sound fiscal and personnel management, as well as research development.

### Experience:

The successful candidate will be a seasoned academic leader who has held progressively responsible administrative roles in an academic setting and demonstrated a record of ethical, fair and innovative leadership, as well as excellent interpersonal, problem solving and communication skills. Experience in faculty and staff development and a proven record of successful leadership in developing and supporting administration in academic policies, programs and scholarly activities are critical. While first-rate administrative skills are essential for success in this role, the ideal candidate will also possess an educator's passion for and abiding commitment to contribute to the lifelong welfare and success of each student and to integrate Clarkson into its surrounding communities and regions.

## Procedure for Nomination and Application

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Dr. Katherine Haley (603.748.4399), founder of Haley Associates Higher Education Executive Search LLC, is supporting the search and welcomes nominations and inquiries. To make inquiries or nominations, please contact her at [ClarksonProvost@haleyassociates.net](mailto:ClarksonProvost@haleyassociates.net).

To apply: Please submit a letter of application addressing your match to the criteria Clarkson University has established in this document, along with your vita and a list of five annotated references (who will not be contacted until later in the search). Upload your files at [haleyassociates.hiringthing.com](http://haleyassociates.hiringthing.com).

An equal opportunity/affirmative action employer, Clarkson actively seeks and encourages applications from minorities, women and people with disabilities. All offers of employment are subject to the applicant successfully passing a background check (including, but not limited to, employment verification, educational and other credential verification and criminal records).

Review of candidate materials will begin in September 2018 and will continue until the position is filled. For best consideration, materials should be submitted by January 29, 2019. The preferred start date is July 1, 2019.