



BLACK HILLS
STATE UNIVERSITY



POSITION PROFILE

Provost/Vice President for Academic Affairs

January 2022

In partnership with Summit Search Solutions, Inc.



Black Hills State University invites nominations for and inquiries and applications from individuals interested in assuming a transformational leadership opportunity as Provost and Vice President for Academic Affairs. The new Provost/VPAA will have the opportunity to be part of the new dynamic president’s administrative team led by Dr. Laurie Nichols. It is a tremendous opportunity to work in collaboration with President Nichols as she finalizes and implements the strategic planning process this spring.

ABOUT BLACK HILLS STATE UNIVERSITY

Black Hills State University is a part of the South Dakota unified system of public higher education. The Board of Regents serves as the governing board and oversees the operations of all six of the state’s public institutions of higher education. Black Hills State University is the third-largest higher education institution in the system and is the largest university in the “west river” region. It is located near the beautiful Black Hills of South Dakota in Spearfish, with an additional campus in nearby Rapid City. It serves students from 65 counties throughout the state, 45 other states, and 31 countries.

The University was established in 1883 when it was chartered by the Dakota Territorial Legislature as the Dakota Territorial Normal School. Over the next two decades, the curriculum expanded with the purpose of training teachers for public schools. By 1924 the college was authorized to adopt a four-year curriculum leading to a bachelor’s degree in education. Spearfish Normal School became informally known as Black Hills Teachers College.

During World War II, the college served as a training center for the U.S. Airforce. In the years following, the college achieved accreditation from the North Central Association, expanded its curriculum, and began offering graduate work. On July 4, 1964, the South Dakota State Legislature officially changed the name to Black Hills State College.

Enrollment grew throughout the following decades. Construction of a new library and expansion of the academic program offerings established the college’s future direction. On July 1, 1989, the State Legislature authorized a bill granting the campus university status. Today the school is known as Black Hills State University. It has emerged into a comprehensive institution offering programs in the liberal arts, sciences, business, and education. Its mission includes a special emphasis on the preparation of elementary, middle level, and secondary teachers; human services; wellness; business; and health service professionals. Complementing these programs is a series of pre-professional, one- and two-year certificates, and associate degree programs. Eighty-one degrees are offered at the associate, baccalaureate, and master’s levels.



ACADEMIC LIFE AT BHSU

BHSU refers to itself as a campus “Where Anything is Possible.” BHSU offers unique opportunities for students and provides valuable personal relationships with faculty and staff. The mission statement of BHSU reflects the importance of students. The mission is to “be a dynamic learning environment that fosters critical thinking and creative expression.” The University Vision Statement reflects an even greater in-depth purpose: “Black Hills State University will be the region’s leading university in undergraduate research and sustainability whose graduates will enact global change through leadership, stewardship, and scholarship.”

The University’s 112 full-time and 84 adjunct faculty members are committed to teaching and learning and student success. The faculty are joined in supporting the educational mission by 190 permanent staff members and 311 student employees. One member of the University faculty and staff said that the unifying commitment for all at BHSU is to “help students find their path.” The efforts of faculty are complemented by an equal commitment from staff, students, alumni, and community leaders in the region who are passionate about the University, its mission, and the region in which it is located. Its centers and outreach programs serve as an economic engine for the region, a base for faculty research projects, and a source of pride for the growing population in the region. Its cooperative education linkages with other educational providers, including public schools and technical colleges as well as its role in bringing comprehensive university education to the greater Rapid City area at BHSU-Rapid City, indicate a growing responsibility as a proactive educational leader.

While BHSU’s focus is on teaching and outreach, research is an expectation of faculty. The University provides numerous opportunities for faculty to engage in research, oftentimes with undergraduates to give them insight and perspective as they move forward in their respective careers. Grants and contracts awarded to the University in recent years ranged between two to six million dollars. Its teacher education program prepares more teachers than any other institution in the state and is a primary provider of teachers in western South Dakota, eastern Wyoming, and the surrounding states. The University offers sixty-five bachelors, nine masters, and seven associate degree programs.

The student/faculty ratio at Black Hills State University is 16:1. Of the full-time faculty, 50% are tenured and 83% hold a terminal degree.

BHSU [academic programs](#) are delivered through three colleges: the [College of Liberal Arts](#), the [College of Business and Natural Sciences](#), and the [College of Education and Behavioral Sciences](#). BHSU is accredited through The Higher Learning Commission. BHSU Education programs are accredited by The Council for the Accreditation of Educator Preparation. BHSU Business programs are accredited by AACSB International - The Association to Advance Collegiate Schools of Business. The BHSU Music Education program is accredited by the National Association of Schools of Music. BHSU’s Physical Education program is nationally recognized by the National Association for Sport and Physical Education.

BHSU serves the largest population of Native American students in South Dakota. By an act of the South Dakota legislature, the [Center for American Indian Studies](#) at BHSU was established. The Center administers four academic programs and two student organizations. The major in American Indian Studies was first offered in 1997 as a cooperative program between BHSU and the University of South Dakota.

STUDENT LIFE AT BHSU

Student enrollment totals 3,539 students including the Spearfish campus, BHSU-Rapid City, and online.

The [University Honors Program](#) enhances the university experience through a broad range of thought-provoking classes, faculty mentorship, and a close-knit academic and social community.

The campus has a robust student life program with over 90 student [clubs and organizations](#), including residence hall councils, academic clubs, music groups, and social and recreational organizations. Many student organizations assist the community in service projects. There are also over 600 events and programs annually. Each year the student awards program recognizes student accomplishments and outstanding student organizations.

About ten percent of the students participate in [varsity athletics](#) (Yellow Jackets). BHSU transitioned to NCAA Division II athletics and the Rocky Mountain Athletic Conference in 2013. The University fields five men's and nine women's teams in ten sports, including football, basketball, cross country, volleyball, rodeo, softball, track & field, soccer, triathlon, and golf. BHSU has a total of 22 Rocky Mountain Athletic Conference championships. The University has a legacy of championship rodeo teams and competes nationally. The Yellow Jacket Foundation works diligently to support athletic scholarships.

There are also club sports of cheerleading and dance and intramural sports of basketball, flag football, soccer, softball, and volleyball.



BHSU CAMPUSES

The [BHSU campus](#) is recognized as one of the most beautiful campuses in the state and the nation. The main campus in Spearfish consists of 123 acres and 23 major buildings in addition to Ida Henton Park, Lyle Hare Stadium, and the new Veteran's Park. In recent years, BHSU has taken significant strides toward becoming a more sustainable university. The University has outpaced many of its peers in its commitment to sustainable activities and outcomes, in areas from water conservation to community gardening to renewable energy.

The Kathryn Johnson Life Sciences Laboratory officially opened in 2011, providing space for classrooms, five teaching labs, five research labs, a conference room, and faculty offices. The building also houses the Center for the Conservation of Biological Resources (CCBR), a nationally recognized DNA lab.

Clare and Josef Meier Hall, a state-of-the-art music and classroom building, was added in the center of campus in 2003. This magnificent building includes a 280-seat recital hall, choir, band rooms, classrooms, conference rooms, keyboard, listening and piano labs, and faculty offices.

The Joy Proctor Krautschun Alumni/Foundation Welcome Center (Joy Center) opened in November 2014 with state-of-the-art meeting facilities for alumni and friends. The facility was built and is maintained by support from alumni and friends. Guests take advantage of meeting rooms with large television screens to assist with presentations. The Joy Center hosts wedding parties, community business meetings, and fundraisers. An eight-member University Advancement team utilizes the center for office space and for hosting events for alumni and friends.

A majority of the University's academic programs and offices are housed in Jonas Hall, Woodburn Hall, and the Donald E. Young Sports and Fitness Center.

Five residence halls and an eight-building apartment complex accommodate 873 students. The newest building on campus, Bordeaux Residence Hall, accommodates 196 students. A two-story central great room serves as a residence life hub for students with a kitchen, fireplace, and multi-media study rooms. The living quarters are suite-style, and all new furniture and furnishings complement the LEED-certified and ADA-compliant residence hall design. Bordeaux Hall was the first university building in the state of South Dakota to receive rooftop solar panels.

The remodeled David B. Miller Yellow Jacket Student Union serves the social and recreational needs of the students and was the first building in the state to become LEED-certified. The Donald E. Young Sports and Fitness Center, which was completed in 1990, provides an exceptional athletic and fitness center, gymnasium, aquatics center with a six-lane 25-meter pool, indoor track, ROTC headquarters, as well as classrooms and faculty offices.

Black Hills State University collaborated with the Sanford Underground Research Facility in a \$4.5 million project to convert the Jonas Science building on the BHSU campus into a facility to complement Sanford Lab's education efforts in the town of Lead. This building houses four teaching labs and four research labs. The Sanford Science Education Center officially opened on campus in 2016. Also, in 2016, BHSU opened its Underground Campus nearly a mile beneath the earth's surface at Sanford Lab. The BHSU Underground Campus is located 4,850 feet underground and includes a Class 1,000 square foot cleanroom and workspace for multidisciplinary research. The BHSU Underground Campus is open to graduate and undergraduate students in a variety of disciplines and partners with groups around the globe to create unique opportunities for collaborative research in physics, chemistry, biology, and geophysics.

A major renovation of the E.Y. Berry Library Learning Center, which includes consolidating all student success functions into the first floor of the library, will be complete in the summer of 2022. Initial plans include creating more discrete student study space, increasing access to technology, and creating a new west entrance off the main pedestrian corridor on campus.

BHSU-Rapid City campus offers educational opportunities for the state's second-largest city. The convenient location offers accessible options for working adults, military personnel, and high school graduates who prefer to stay in their hometown. Classes are offered for certificate programs, associate degrees, bachelor's degrees, and an MBA program.



BHSU ACCOLADES

BHSU is an outstanding institution with many impressive features and points of distinction. Listed here are just a few examples to illustrate the quality of BHSU. These statistics are found in a variety of publications.

Accredited By:

- Higher Learning Commission (HLC)
- Association to Advance Collegiate Schools of Business (AACSB - top 5% of business schools worldwide)
- Council for the Accreditation of Educator Preparation (CAEP)
- National Association of Schools of Music (NASM)

Recognition:

- Named Military-Friendly School by Victory Media
- Ranked Best Online Graduate Programs by U.S. News and World Report
- Named Top 200 colleges for Native Americans by Winds of Change magazine
- Named Most affordable master's degree in education by Grad School Hub
- Photography Students ranked top 5% nationwide by Photographer's Forum

Accomplishments:

- 3 national championships—National Intercollegiate Rodeo Association (NIRA)
- Well-established Honors Program
- 3.0 average GPA for student-athletes
- Tree Campus USA (3 years -2016, 2017, 2018)
- Bee Campus USA (1st year - 2019)
- “Bicycle Friendly University” by the League of American Bicyclists
- A’viands, the BHSU on-campus food service, is Green Restaurant Certified
- STARS (Sustainability, Tracking, Assessment and Rating System) Silver Rating
- Carbon Commitment - BHSU participating member with a goal of reducing greenhouse gas emissions
- Resilience Commitment - BHSU participating member with a plan to build community capacity and preparedness for extreme weather events



FINANCIAL INFORMATION

BHSU offers in-state tuition for surrounding states: Colorado, Iowa, Montana, Nebraska, North Dakota, and Wyoming. Minnesota students can also take advantage of their current reciprocity agreement. The following chart outlines the current tuition and room and board rates for undergraduate and graduate students.

BHSU receives its funding from various sources, with the main ones being student tuition and fees and an annual appropriation from the State of South Dakota. For FY22, BHSU's budget is \$44.2 million. The state appropriation provided 23% of the budget, while tuition and fees provided 47%. Federal funds account for 6% of the FY22 funding and the auxiliary system provided another 7% of the budget. Other funds account for 17% of the operating budget.

About 84% of students at BHSU receive some form of financial aid. \$7,781,995 of the aid was non-obligation aid in the form of scholarships and grants. The remaining 61% of aid was in the form of loans and student employment.

Tuition 2020-2021				Room & Board
Undergraduate (30 hours)		Graduate (24 hours)		
Resident	Non-Resident	Resident	Non-Resident	
\$8,763	\$11,865	\$8,916	\$15,850	\$7,302

FUNDRAISING AND ALUMNI PARTICIPATION

The University has two foundations, the Black Hills State University Foundation and the Yellow Jacket Foundation. Each, a separate 501c3, supports the welfare and future development of the University's educational goals. The BHSU Foundation raises money for academic scholarships and capital projects and is led by a 22-member board of directors with assets totaling \$23 million. The Yellow Jacket Foundation raises money for athletic scholarships and is led by a 24-member board of directors with assets totaling \$2.7 million.

The two foundations have teamed up raising over \$77 million in the last ten years. Two successful capital campaigns have taken place during this span with the next campaign set to launch into the silent phase in 2022. Annual fundraising revenue for 2021 exceeded a record \$13.2 million with alumni participation of 12 percent.

The BHSU Alumni Association was established in 1894. The association hosts many events and programs each year that benefit students, alumni, and the University. Some of the events include the Alumni Awards Luncheon, Swarm Day events, Alumni Mile, Toast to the Graduates, Spirit of BH Award, 50 Year Club, Legacy Family Award and more. The BHSU Alumni Association is led by a 28-member board of directors. Graduates of the University automatically become members of the association upon graduation joining a group of more than 17,000 former students.

The University Advancement Office serves Black Hills State University by creating awareness and building and strengthening relationships that encourage and generate investment in and support of the University, its mission, programs, research, and initiatives. The office works closely with the BHSU Foundation, Yellow Jacket Foundation, and BHSU Alumni Association to ensure success. The office has a professional staff of eight team members.



BIOGRAPHY OF PRESIDENT LAURIE S. NICHOLS

“At Black Hills State, we encourage every high school senior to consider attending college, regardless of their socioeconomic status or race. I was a first-generation college student. My education completely changed my life. As a lifelong educator, I started my career right here in the Black Hills as a secondary teacher. Impacting young lives was the reason I entered this profession 40 years ago and has kept me motivated all these years. I believe it is our obligation to open doors so that same opportunity that I, and many of you, experienced is also available to the next generation of students.” ~Dr. Laurie S. Nichols

A native of Colman, S.D., Nichols received her undergraduate degree in home economics education from South Dakota State University. She holds a master of education degree in vocational and adult education from Colorado State University and a Ph.D. in family and consumer sciences education/family studies from The Ohio State University.

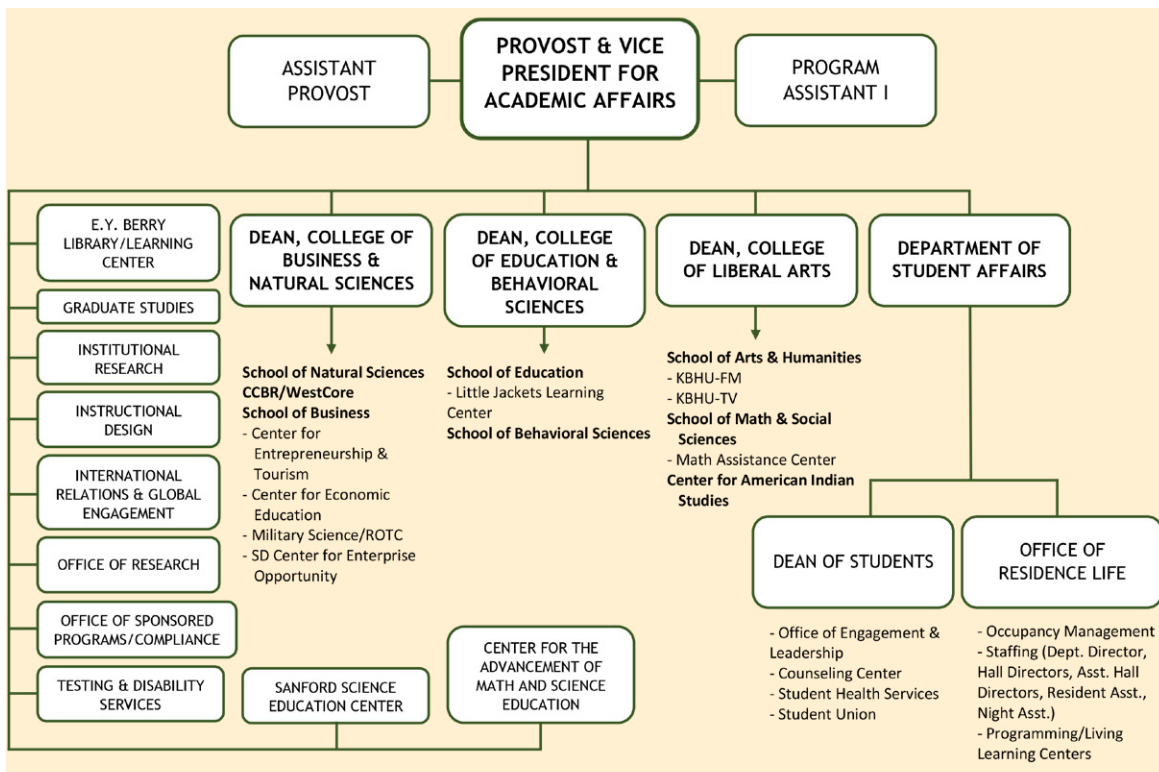
Dr. Laurie Nichols began her career at the University of Idaho. She was the dean of the College of Education and Human Sciences at South Dakota State University from 1994 to 2008, and interim president of Northern State University from August 2008 to June 2009. She was the provost and executive vice president for academic affairs at South Dakota State University from 2009 to 2016 and then was appointed president of the University of Wyoming in 2016 serving a three year term. She assumed the presidency of Black Hills State University in 2019, initially on an interim basis. Her appointment as president was confirmed by the South Dakota Board of Regents in December 2019.

ADMINISTRATIVE STRUCTURE

The Provost/Vice President for Academic Affairs of BHSU will report directly to the president, Dr. Laurie Nichols. The Provost will join an administration that includes the Vice President for Enrollment Management, Vice President for Finance and Administration, Vice President for University Advancement, Executive Director of the BHSU Rapid City campus, Executive Director of Marketing and Communications, and the Athletic Director.

The Provost will oversee the three deans of the Colleges of Business and Natural Sciences, Education and Behavioral Sciences, and Liberal Arts. In addition, the Provost will be responsible for many other units on the campus.

Academic Affairs



LEADERSHIP AGENDA FOR THE PROVOST/VPAA

It is an exciting time to make a difference for all constituents of Black Hills State University. A highly qualified Provost will develop trust and enthusiastic partnerships with the President, the dedicated community of administrators, faculty, staff, alumni, community members, and students in the years of growth and development ahead for BHSU. They will be a catalyst for strengthening ties between the University and workforce developments throughout the region.

The following leadership agenda summarizes the opportunities and expectations for the new provost. As the chief academic officer for BHSU, the provost will:

Serve as a consistent positive voice for faculty, students, and the President to prioritize, develop, and implement academic priorities.

The Provost will engage faculty in formal and informal ways to understand, value, and support their expertise, dedication, and commitment to students and to BHSU. The Provost will model transparency, communicate decisions made and the reasons why, and serve as an important bridge between the President and the faculty. They will be able to clearly articulate the BHSU mission and vision and implement effective strategic planning to support the mission. The provost will determine and define an identity for BHSU and articulate this identity with all constituents: Historically, BHSU has had its niche as an exemplar in teacher education and it continues to have a strong reputation for preparing outstanding teachers. While there are other distinctive programs such as biology, exercise science, psychology, photography, and an AACSB- accredited business program, it is evident that the new provost will need to work with faculty and staff to determine relevant niches for the next decade. The provost will attend to emerging technology and use those tools to support ongoing curriculum development

Coordinate effective collaboration among the three colleges, community members, multiple campus settings, operational units of BHSU, regional universities, community colleges, and the Board of Regents.

Provide active leadership within the campus, system, and community which extends beyond Spearfish to Rapid City and other towns within the Black Hills area: The next Provost will need to have an appreciation of BHSU as an integral part of the region and exhibit a positive presence within the community. It is expected that the provost be visible for events on campus (athletic competitions, lectures, musical performances, theater productions, community and alumni events, etc.), be available as a listener and supporter of faculty and staff.

Oversee the Opportunity Center.

The BHSU Opportunity Center offers programming and support for all students, to maximize the benefits gained from their educational experience and to prepare them to live and work in South Dakota, or anywhere in the world. The BHSU Opportunity Center serves as an inclusive community where all are welcome, accepted and provided access to the services needed to assist, accommodate, retain, and graduate, with equal regard given to the unique challenges and needs of every student.

Provide strategic visioning and implementation within a challenging financial environment.

Build an effective management team: The Provost must hold all administrators accountable for the implementation of action plans and goals. It is important to build and sustain excellence in all areas of the University through the collaborative leadership of an effective team.

The Provost must have experience with budget management, fund-raising and grant opportunities, and partnerships that will allow resources to be utilized in the most productive ways.

Required Qualifications:

- An earned terminal degree from an accredited institution.
- Successful higher education teaching experience, having earned tenure or its equivalent.
- Relevant and successful administrative leadership experience with progressively increasing responsibility within the higher education community.
- Demonstrated experience working with and developing personnel.

Desired Experience, Knowledge, and Leadership Characteristics:

There is a clear desire among all constituents for a passionate, engaged, dynamic, thoughtful, and caring leader who has the capacity for bringing people together, inspiring and moving them to action in advancing the mission of Black Hills State University. Preferred qualities include the following:

- Demonstrated love of the surrounding rural communities.
- Commitment to and experience with shared governance.
- Experience with implementing and overseeing innovative academic program development and delivery, including traditional, off-site, virtual, online, dual credit, feeder schools, and partnered initiatives.
- Demonstrated commitment to authentic listening, communicating and rationalizing in a transparent format.
- Experience in utilizing data and research to make informed decisions.
- A multi-tasker with organizational skills, deadlines, and assessment of outcomes.
- History of success with change—how to navigate and be willing to make tough decisions.
- Ability to establish the trust and confidence of the president and other campus personnel.
- Strong skills set to pursue needed changes at the board level when appropriate.
- Respect for the value of the liberal arts as well as professional programs.
- Understanding of the climate of a state-comprehensive campus.
- Awareness of issues and trends in higher education nationally.
- Experience with assessment and institutional and program accreditation procedures and processes.
- Ability to develop and implement ideas for the Rapid City campus.
- Comfort level to navigate within a political higher education state structure.
- Motivation to enhance a welcoming campus for all students.
- Familiarity with best practices in enhancing student success, retention, and graduation.
- Demonstrated scholarly or creative work in higher education.
- Ability to collate ideas, synthesize, and determine best solutions.
- Role model as a motivator, with an approachable style and a sense of humor.
- A public servant with the philosophy that education is a common good.
- Energized leader who earns respect due to hard work and positive outcomes.





PROCEDURE FOR CANDIDACY

Confidential review of applications will begin immediately and continue until the position is filled; parties who apply by **March 18, 2022**, will be given first consideration. Applications should include 1) a detailed cover letter addressing the priorities and desired qualities for the position; 2) a current curriculum vitae (CV); and 3) a list of five professional references with contact information and an explanation of the working relationship. To apply online, go to <https://theapplicantmanager.com/jobs?pos=su280>

For more information or to offer recommendations:

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Black Hills State is committed to following the federal law, Title IX of the Education Amendment, and its policy prohibiting discrimination and harassment in educational programs, activities, and its employment practices. It ensures equal access to its educational programs and employment opportunities without regard to sex, gender, race, color, national origin, religion, age, disability, pregnancy, gender identity, sexual orientation, predisposing genetic characteristics, marital status, veteran status, military status, domestic violence victim status, or ex-offender status. BHSU is committed to providing an environment not impaired by sex and gender-based misconduct, including sex discrimination and sexual harassment. This includes, without limitation, sexual harassing, violent intimidating or discriminatory conduct by its students, employees or any other member or visitor to the University community.



[Summit Search Solutions, Inc.](#) is a boutique executive search firm dedicated to serving the education and nonprofit sectors nationwide. Summit has a team of experienced recruiting consultants in strategic locations across the country including California, Colorado, Kansas, Maryland, New York, North Carolina, and Utah.



SPEARFISH, SOUTH DAKOTA

Black Hills State University is located in one of the most beautiful areas in the United States. Eight peaks exceed 7,000 feet in elevation and one can climb to the summit of each mountain. There are over 2,000 rock and ice climbing routes, two ski areas, and 416 miles of snowmobile trails. There are also 450 miles of hiking and biking trails. Black Hills gorges and canyons are spectacular and accessible. The Black Hills National Forest is 1.2 million acres with some of the best camping and outdoor living in the country. The Hills are an island of mountains in a sea of prairies and rangelands.

The Black Hills' 6,000 square miles are vastly different from the flatlands that surround them. Spearfish, SD is the hub of the Northern Black Hills with a population of over 12,500. Spearfish is only 46 miles from Rapid City, 65 miles from Mount Rushmore National Memorial, and is an hour's drive from Devils Tower and the Badlands of South Dakota. Only a few miles from campus, residents and visitors can enjoy hiking, fishing, kayaking, biking, skiing, rock climbing, and snowboarding opportunities. It is a tight-knit community, and the University provides many intellectual and cultural opportunities for the people in the region.

BHSU IS #9

THE 20 BEST COLLEGES FOR OUTDOOR ADVENTURERS

- CollegeChoice.net

SPEARFISH IS ONE of the top

20 OF THE BEST SMALL TOWNS IN AMERICA

- Architectural Digest Magazine



There are also incredible man-made places to visit. America's most famous monument, Mount Rushmore National Memorial, is breathtaking, and nearby Korczak Ziolkowski's Crazy Horse Memorial, an epic mountain carving of the Sioux leader, is also memorable. State and national parks, forests, wildlife preserves, and nature areas have been established to keep pristine forever certain parts of the Black Hills. The historic Old West town of Deadwood, revived into a major tourist attraction, is a short drive from the campus. Belle Fourche is home to one of the oldest continuously held rodeos in the U.S. - The Black Hills Roundup. The Black Hills area enjoys an unmatched brand of Old West history. Legendary names who lived in Spearfish are Crazy Horse, Sitting Bull, General George A. Custer, Wild Bill Hickok, Calamity Jane, Jim Bridger, Red Cloud, and Jedediah Smith.

To learn more, visit:

<https://www.bhsu.edu/About-BHSU/Black-Hills-of-SD/>

<https://www.visitspearfish.com/>

<http://www.spearfishcanyon.com/>

<https://spearfishchamber.org/>