SEARCH PROSPECTUS

PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

2026

BOISE STATE UNIVERSITY



Executive Summary

Boise State University seeks a strategic, forward-looking academic leader to serve as its next Provost and Vice President for Academic Affairs. Reporting directly to the President, the Provost serves as the university's Chief Academic Officer and, through a phased integration, will assume oversight of Student Affairs and Enrollment Management. This expanded portfolio brings academic affairs, student support, and enrollment strategy together to advance Boise State's priorities for student success and institutional growth.

As Idaho's largest public university, Boise State serves more than 28,500 students and offers a broad portfolio of undergraduate, graduate, and doctoral programs. Over the past several years, the institution has experienced record enrollment growth, significant increases in student retention and graduation rates, and substantial expansion in research productivity and doctoral education. A metropolitan research university deeply connected to the economic and workforce needs of Idaho, Boise State has emerged as a national model for integrating student success, innovation, community engagement, and applied research, while positioning itself for Carnegie R1 research university classification.

At a time of significant change across higher education and within the university, Boise State seeks a provost who can build trust, foster collaboration, and strengthen relationships across the university community. The successful candidate will demonstrate a commitment to transparent communication, shared governance, and thoughtful leadership that balances innovation with institutional stability.

Boise State has experienced significant growth in research activity, doctoral education, enrollment, and national visibility, establishing itself as one of the nation's rising public universities. The next Provost will help shape the institution's next chapter, building on this momentum to advance student success, expand scholarly impact, strengthen academic quality, and foster innovation across the university.

Working closely with the President, deans, faculty, and university leadership, the Provost will guide the continued evolution of Boise State as a premier student-success driven, public research university. This includes advancing innovation in teaching and learning; strengthening alignment among academic programs, workforce needs, research and creative activity, and community impact; stewarding resources in support of academic priorities and long-term sustainability; and articulating the value of a Boise State education for students, families, and the state of Idaho.



KEY RESPONSIBILITIES

Academic Strategy and Institutional Vision

- Lead the development and implementation of a clear, forward-looking academic strategy aligned with institutional priorities and the university's strategic plan
- Advance innovation in academic programs, delivery models, and lifelong learning opportunities in response to student demand and workforce needs
- Serve as a key advisor to the President on academic direction, institutional planning, and long-term positioning

Faculty Excellence and Shared Governance

- Foster a culture of academic excellence and expand the prominence and global reach of the University through faculty recruitment, development, and retention
- Partner with the Faculty Senate, faculty leaders, and academic leadership to foster a culture of shared governance, transparency, and collaborative decision-making while ensuring timely and effective institutional leadership
- Build and maintain strong relationships across faculty ranks and appointment types, supporting faculty success, engagement, development, and retention
- Support interdisciplinary collaboration, innovation, and faculty engagement across colleges and programs

Research and Creative Activity and Graduate Education

- Sustain and accelerate the university's research trajectory as it transitions to and builds upon R1 classification
- Strengthen alignment between research, graduate education, and undergraduate learning, including expanding opportunities for student engagement in research
- Partner with research leadership to expand sponsored activity, doctoral education, undergraduate research experiences, and national prominence

Student Success, Enrollment, and Academic Experience

- Advance a comprehensive, institution-wide approach to enrollment management, student affairs and success, including retention, completion, and post-graduate outcomes
- Lead the development of an integrated vision connecting enrollment strategy, academic planning, student engagement, and student support services
- Ensure academic programs support career-connected learning, experiential education, and workforce readiness
- Ensure sustained institutional accreditation and program assessment review for accountability and academic quality
- Partner with university leadership to maintain strategic enrollment growth and to advance the recruitment, retention, and success of students through a student-centered academic environment that promotes access and opportunity

Resource Strategy and Academic Operations

- Partner with university leadership to identify emerging opportunities, lead cross-functional strategic initiatives, and advance institutional effectiveness and organizational optimization in support of Boise State's long-term priorities
- Oversee academic budgeting and resource allocation in alignment with institutional priorities and long-term sustainability
- Ensure effective stewardship of resources while identifying opportunities for growth, innovation, and new revenue models
- Lead and develop a high-performing Academic Affairs leadership team
- Mentor and develop deans and academic leaders to foster a culture of accountability, high expectations, and excellence across the university
- Lead strategic prioritization and resource allocation in an environment of competing staff needs and finite resources, ensuring alignment with institutional mission, academic quality, and long-term sustainability
- Promote transparency and understanding regarding resource allocation decisions and institutional priorities

Opportunities and Expectations for Leadership

Boise State is entering an important new chapter of institutional momentum and academic growth. The next Provost will help translate that momentum into a clear academic agenda that advances excellence, strengthens collaboration, and supports Boise State's continued evolution as a student-success driven public research university.

Leading Through the R1 Transition

Boise State is on the threshold of Carnegie R1 classification, reflecting years of growth in research activity, doctoral education, and scholarly impact. The next Provost will help guide the university through this milestone and ensure that continued research growth remains aligned with Boise State's longstanding commitment to student success and academic excellence. Working closely with academic and research leaders, the Provost will position the university to leverage the opportunities associated with R1 status while further strengthening its national reputation.



Supporting a Thriving Academic Community

The Provost will champion an academic culture that attracts, develops, and retains outstanding faculty, staff, and academic leaders. Through visible, engaged leadership, the successful candidate will support professional growth and strengthen a culture of excellence. The role also presents an opportunity to articulate a compelling vision for the arts, humanities, social sciences, professional disciplines, and STEM fields alike, ensuring that all colleges and programs see their contributions reflected in Boise State's academic mission and future direction.

Aligning Academic Programs with Workforce, Student, and Community Needs

As Idaho's metropolitan research university, Boise State plays a critical role in workforce development, economic advancement, and civic engagement throughout the region and state. The Provost will work with deans, faculty, and external partners to ensure academic offerings remain responsive to emerging opportunities and student needs. Particular opportunities exist to strengthen experiential learning, career-connected education, interdisciplinary programs, and the value proposition of a Boise State education for students and families, including first-generation students and those navigating financial challenges.

Boise State's next Provost will have the opportunity to lead the integration of Student Affairs and Enrollment Management with Academic Affairs. Working collaboratively with faculty, staff, and university leadership, the Provost will help design and implement an organizational structure that strengthens collaboration among academic programs, enrollment functions, student engagement initiatives, and student support services.

Advancing Innovation and Academic Transformation

Innovation is central to Boise State's identity and strategic vision. The Provost will build upon this culture by supporting new approaches to teaching, learning, and academic delivery that meet the needs of today's learners. In partnership with faculty and academic leaders, the Provost will help the institution approach artificial intelligence, online education, lifelong learning, and emerging modes of instruction as integrated, university-wide strategies.

Building Trust and Organizational Alignment

Boise State's culture is grounded in collaboration, shared governance, and a strong commitment to institutional success. The Provost will partner closely with faculty, academic leaders, staff, and executive colleagues to support transparent communication, strengthen shared decision-making, and guide units through recent and ongoing organizational change. The successful candidate will be a visible, relationship-oriented leader whose values, priorities, and decision-making principles are clear and consistently understood across the university.

Managing a Transparent Budgeting Process

As Boise State continues to evolve its budget model and resource allocation practices, the Provost will help ensure that financial decisions support academic priorities, institutional mission, and long-term sustainability. The successful candidate will engage academic leaders meaningfully in resource discussions, bring clarity to complex budget dynamics, and help prevent resource models from creating unintended competition among colleges. By balancing thoughtful centralization with appropriate college-level autonomy, the Provost will help academic units remain focused on student success, academic quality, research growth, and community impact.

Strengthening Partnerships and Community Impact

Boise State's success is closely connected to the vitality of the Treasure Valley and to strong relationships with business, industry, government, and community partners. As a visible ambassador for the institution, the Provost will help deepen external partnerships, strengthen Boise State's impact throughout Idaho, and enhance its growing influence on a national stage. This work will require pragmatic, mission-centered leadership that can communicate the value of public higher education in Idaho and advance Boise State's priorities with clarity and credibility.

Professional Qualities and Qualifications

The successful candidate will be a collaborative and decisive academic leader with the ability to guide a complex institution through growth and change. They will demonstrate:

- A clear, strategic vision for academic and research excellence
- Credibility with faculty and a strong commitment to shared governance
- Experience leading large, complex academic organizations
- Ability to align academic priorities with financial and operational realities
- Demonstrated success advancing student success and retention initiatives
- Strong communication skills and the ability to engage diverse stakeholders
- A track record of building and leading high-performing teams
- Experience supporting a broad range of students and fostering a thriving academic community
- Demonstrated ability to lead institutions through significant change while maintaining organizational stability, preserving trust, and supporting employees through transition
- Demonstrated ability to mentor, develop, and hold academic leaders accountable for advancing institutional goals and academic excellence
- Demonstrated success partnering with faculty governance organizations and incorporating faculty perspectives into institutional decision-making while maintaining accountability for timely and effective leadership decisions
- Demonstrated ability to build trust across diverse stakeholder groups through transparency, authentic communication, collaborative leadership, and consistent decision-making
- Demonstrated success navigating complex political, regulatory, and public policy environments while effectively advocating for institutional priorities and higher education
- Ability to balance research growth, student success, teaching excellence, workforce relevance, and community impact within a comprehensive public university
- Demonstrated ability to prioritize strategically, allocate resources effectively, and advance institutional goals within constrained resource environments

Minimum Qualifications

- An earned doctorate or terminal degree from an accredited institution
- A record of scholarship and achievement consistent with appointment at the rank of full professor
- Significant academic leadership experience, such as service as a dean, vice provost, or equivalent role
- Demonstrated success overseeing academic programs, faculty affairs, and resource allocation
- Experience supporting research growth and graduate education
- Proven ability to work effectively across academic units and with external partners
- Demonstrated experience working effectively with faculty governance bodies and advancing shared governance within a complex academic environment
- Demonstrated experience navigating public higher education systems, governing boards, legislative environments, and external stakeholder relationships
- Demonstrated success leading organizational change while maintaining trust, engagement, and institutional effectiveness
- Demonstrated experience leading complex academic organizations through periods of growth, resource constraints, and evolving institutional priorities

ABOUT BOISE STATE



Boise State University is a public research University serving over 28,500 students with a comprehensive array of undergraduate and graduate programs. The University has experienced remarkable growth and recognition, including:

- Expanded its research portfolio by 43% over the past five years and a move from R2 to R1 is imminent
- Over $50 million in annual research expenditures
- Recognition as one of the fastest-growing universities in the nation
- Strong partnerships with industry, government, and community organizations
- Commitment to student success with innovative programs and support services





Located in Boise, Idaho, which is consistently ranked among the best places to live in America, the University benefits from being located in a thriving metropolitan area known for its outdoor recreation opportunities, growing technology sector, and exceptional quality of life.

Mission Statement

Boise State provides an innovative, transformative, and equitable educational environment that prepares students for success and advances Idaho and the world.

Themes

Foster Student Success, Advance Idaho, Strengthen a Culture of Innovation and Global Impact

Vision

To be a premier student-success driven research University innovating for statewide and global impact.

Strategic Plan
Blueprint for Success 2021-2028

Values

Boise State strives to provide a culture of civility and success where all feel safe and free from discrimination, harassment, threats, or intimidation. Boise State University is committed to personal and social development, educational excellence, and civic engagement. Membership in the campus community is a privilege and requires its members to conduct themselves ethically with integrity and civility. Boise State University upholds these shared values as the foundation for a civil and nurturing environment. Campus community members are expected to adhere to these common values.

Academics

Boise State is designated a doctoral research institution with high research activity by the Carnegie Classification of Institutions of Higher Education. The University has strong ties to the community, region, and the area's industry leaders, and that leads to a multitude of opportunities for students within and beyond their majors.

COLLEGES

Graduate College
Honors College
College of Arts and Sciences
College of Business and Economics
College of Education and Public Service
College of Engineering
College of Health Sciences

boisestate.edu/academics-landing



OUR HISTORY

Boise State has marked many history-making moments since its beginnings as a junior college in 1932 to recent accomplishments as Idaho's largest university.

Bronco Milestones













1932: Bishop Middleton Barnwell of the Episcopal Church oversaw the founding of Boise Junior College.

1934: The school became an independent junior college after the Episcopal Church ended its affiliation.

1940: The campus moved to its current location on the south bank of the Boise River.

1965: Boise Junior College gained four-year status as Boise College and began awarding baccalaureate degrees.

1969: The school joined the Idaho state system of higher education and got a new name: Boise State College.

1974: Boise State became a university, the third state university in Idaho. Buster Bronco, Boise State's beloved mascot, also debuted in 1974.

1986: Boise State changed its green field to blue.

1989: Boise State celebrated the largest enrollment in the state.

1992: The State Board of Education approved Boise State's first doctoral program in curriculum and instruction. The university now offers 15 doctoral programs, including educational technology, computer and materials science and biomedical engineering.

2007: The Broncos pulled off one of the greatest upsets in college football history by beating the University of Oklahoma in the 2007 Fiesta Bowl. This victory put Boise State University on the national stage and sparked rapid enrollment growth. Boise State surpassed 25,000 students in the next decade.

2012: Boise State opened the Micron College of Business and Economics Building in 2012. It was the first of several major campus expansion projects completed in partnership with Micron.



Strategic Plan

GOAL 1: Improve Educational Access and Student Success: Enhance the comprehensive student experience with a focus on student success and post-graduate outcomes.

GOAL 2: Innovation for Institutional Impact: Expand and implement leading-edge innovations and entrepreneurial ideas to provide access to integrated high-quality teaching, service, research and creative activities.

GOAL 3: Advance Research and Creative Activity: Advance the research and creative mission of the university community by fostering transformational practices and supporting faculty, staff and student excellence in these pursuits.

GOAL 4: Foster Thriving Community: Promote and advance an environment where all members of the campus community make a living, make a life and make a difference.

GOAL 5: Trailblaze Programs and Partnerships: Enhance and grow path-breaking interdisciplinary programs and activities that transcend traditional fields of study.

FACTS AND FIGURES

Boise State fosters an environment where research and creative activity thrive.

$83.4 million
in research awards this past year, a 43% increase over the last five years.

Boise State is designated as a doctoral research institution by the Carnegie Classification of Institutions of Higher Education. We offer more than 200 areas of study, including 15 doctoral programs.

28,519 *students*
With more than 32,000 students including dual enrollment

We are recruiting and retaining more Idaho students than ever before
Served students from all 44 Idaho counties, and our alumni live in every county

Award more than **5,300** degrees each year

BOISE STATE PLAYED A SIGNIFICANT ROLE IN INCREASING THE COLLEGE ATTAINMENT RATE FOR IDAHO

Boise State confers more than half of all baccalaureate degrees from public institutions in Idaho and has dramatically increased the percentage of Idahoans that we serve in the last two years, growing our population of new Idaho students by 52% over the last five years.

Our success has been fueled by substantial increases in retention and graduation rates, as well as enrollment.

63% record four-year graduation rate for full-time transfer students

FACULTY
Boise State has **802 full-time** and **668 part-time faculty.** Currently, the university supports 13 seated endowed faculty positions.

Unbridled Philanthropic Campaign

- As of spring 2026, the Unbridled fundraising campaign surpassed its $500 million goal, nearly 2 years ahead of schedule – and it's still going strong
- Donors gave $102M in FY25, creating the most successful fundraising year in Boise State history
- Over 65,700 unique donor households have contributed since the start of the Unbridled campaign
- Alumni have been the most productive donor constituency throughout the campaign
- In 2025 alone, 7 new endowed faculty positions were created

National Rankings

#21 Undergraduate Business
—US News & World Report

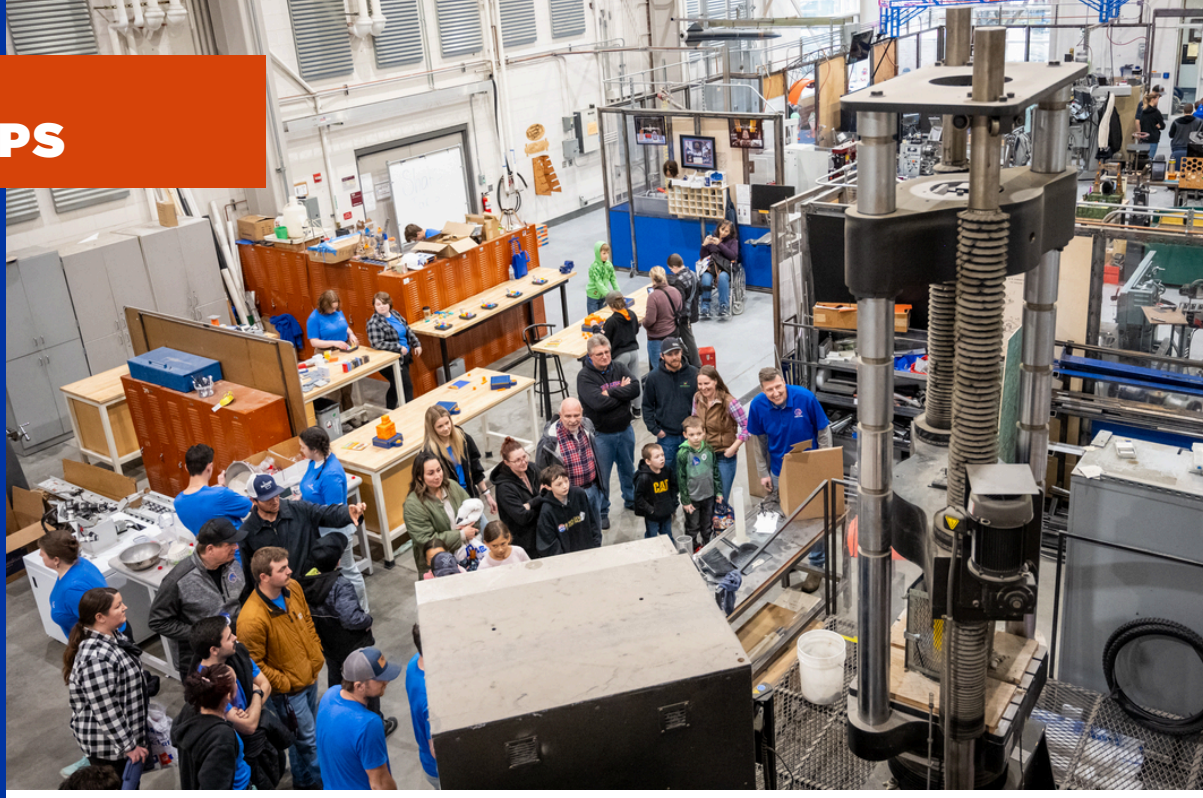
#13 Executive MBA program
—Fortune

Highest ranked engineering school in Idaho
—U.S. News & World Report

Largest and highest ranked business school in Idaho
—U.S. News & World Report

Largest and top ranked nursing program in Idaho
—U.S. News & World Report

EXTERNAL PARTNERSHIPS



1 in 3

FACULTY HAVE AN ACTIVE PARTNERSHIP WITH A COMMUNITY ORGANIZATION

In 2006, Boise State was one of only 76 universities in the nation initially selected by the Carnegie Foundation as a Community Engaged Institution.

That classification was renewed in 2015 in recognition of the myriad ways that Boise State actively works to align with the cares, interests and activities of our local and state community.

This commitment to service continues to be a defining feature of the university. Boise State successfully renewed its classification as a Carnegie Community Engaged Institution, covering the period from 2024 to 2032.

Our university is leveraging existing partnerships and programs and developing new opportunities with Idaho employers and private partnerships. Together we are addressing workforce, research, educational and service needs.

Expanding partnerships across Idaho helps ensure rural communities have access to high-quality educational programming that fits their needs. Boise State recently created two new positions — a Director for University Industry collaborations and the President's Professor of Public Scholarship and Engagement — focused on growing partnerships, both in number and depth.

Idaho has one of the fastest-growing economies in the nation and higher education institutions in Idaho contribute **$4.5 billion to the state's economy.** Industry has called on Boise State to play a key role in American competitiveness in energy and semiconductors. The university has invested in these strategic and critical growth areas. Boise State is the only university in Idaho to become a member of the national Council on Competitiveness.

The Institute for Advancing American Values represents **Boise State's commitment to civil discourse, free speech and Idaho voices.** Through a series of events held on campus and around the state, a wide range of perspectives have been presented to numerous audiences, who agree, simply, to listen.

COLLEGES

Boise State offers a high-quality undergraduate education as well as a supportive Graduate College that cultivates the personal and career growth of students. Boise State continues to expand its curricular offerings in targeted areas driven by student, industry and community demand.



COLLEGE OF ARTS AND SCIENCES

The College of Arts and Sciences features the largest set of academic subjects of any college at Boise State. The newest program offerings are in neuroscience, professional and public writing and music production. This college is home to the School of the Arts and the School of the Environment.



COLLEGE OF BUSINESS AND ECONOMICS

Boise State has more business degree options than any other school in Idaho and most schools in the Pacific Northwest. It is ranked in the top 3% of business schools globally based on its AACSB accreditation. Newest program offerings are in business analytics, cybersecurity management and information systems and control.



COLLEGE OF EDUCATION AND PUBLIC SERVICE

In March of 2026, the University combined the College of Education and the School of Public Service to create the College of Education and Public Service. Education programs serve future and current educators within a dynamic community that helps them continually advance their skills. Newest program offerings are in generative AI in education and outdoor education and leadership.

Public Service programs focus on experiential learning that prepares students for successful careers in the public sector. Newest degree offerings are in public service leadership, legal studies and environmental management.

COLLEGE OF ENGINEERING

Idaho's largest engineering school is home to nine academic departments, each dedicated to excellence in education, research, and innovation. Newest program offerings are in cyber operations and resilience, semiconductors, and Ph.D.s in engineering and biomedical engineering.





COLLEGE OF HEALTH SCIENCES

College of Health Sciences graduates become the nurses, doctors, respiratory therapists, radiologic technologists and other health professionals whom Idaho needs. Newest program offerings are in neuroscience, physical activity and sport, exercise and health data analytics.

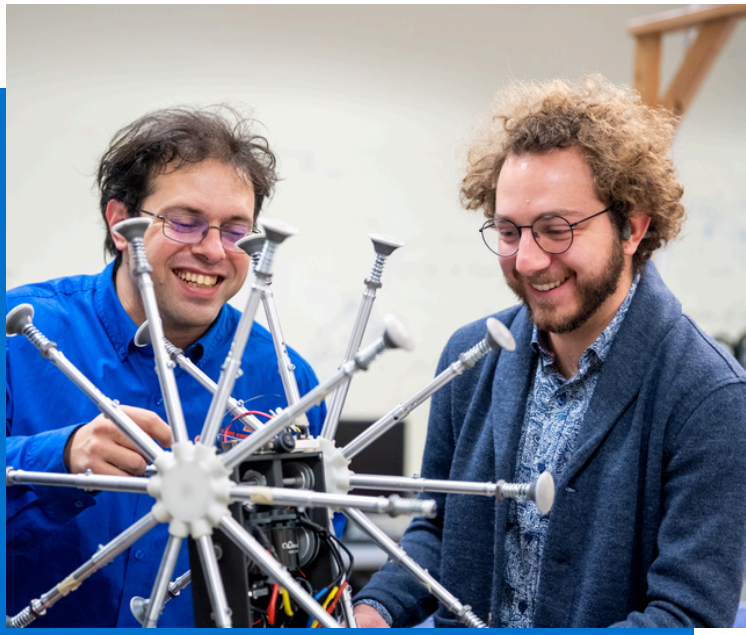


HONORS COLLEGE

With 109 nationally competitive award winners in the past 10 years, Boise State set an Idaho record in 2020 with five Fulbright Scholarship recipients and two Truman Scholars. In 2023-24, the university celebrated four Fulbright recipients, two Goldwater Scholars and a Critical Language Scholar. Boise State has three Rhodes Scholars.

GRADUATE COLLEGE

Idaho's largest graduate school and its active research faculty have advanced students and the state by fostering discovery and innovation. The newest offerings are in generative AI in education, digital communications management and family nurse practitioner emphasis in the doctorate of nursing practice.



100+ programs

ONLINE PROGRAMS

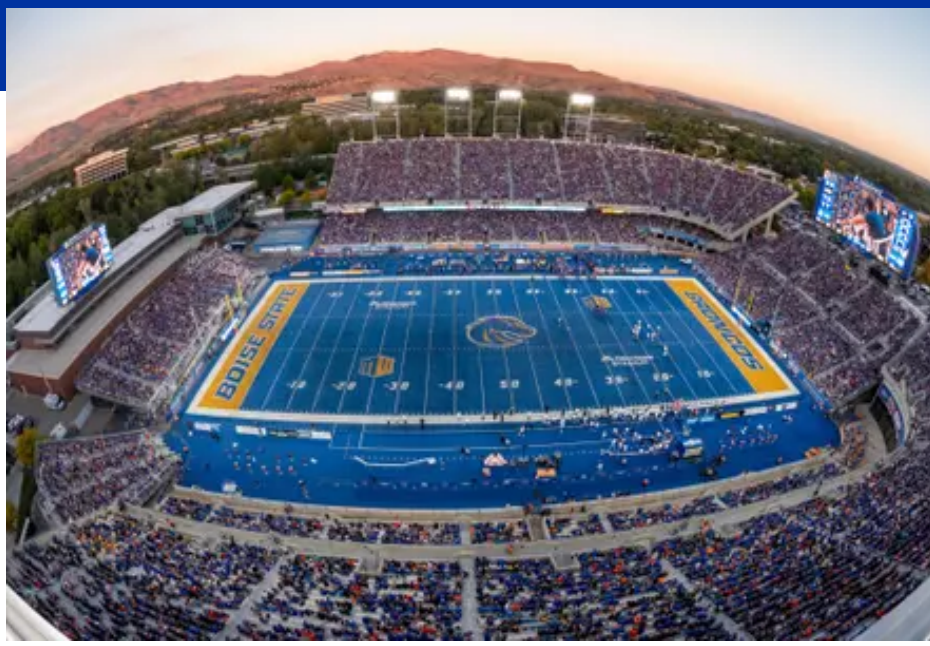
Boise State has greatly expanded educational access across Idaho and beyond with online classes and degree programs. Because they can be accessed any time, they create opportunities for busy working adults and others who are unable to travel to campus. Over the past decade, we have made strategic investments in infrastructure and staffing to create programs across colleges.

ALBERTSONS LIBRARY

Albertsons Library advances teaching, learning and research across Boise State by connecting the university community with information, expertise and technology. The library provides research support and instruction, access to extensive physical and digital collections, and spaces and technologies that support collaboration, discovery and innovation.

ATHLETICS

Boise State builds champions on and off the field. Our student athletes achieved a 3.42 cumulative GPA, the highest in athletics history and accomplished an all-time high graduation rate of 94%.



8 MOUNTAIN WEST CHAMPIONS

3.42

HIGHEST CUMULATIVE GPA IN DEPARTMENT HISTORY

163 STUDENT-ATHLETES MADE THE DEAN'S LIST

STUDENT-ATHLETES ACROSS ALL 18 SPORT PROGRAMS EARNED A 3.0+ GPA **85%**

2,645 VOLUNTEER HOURS

63 LOCAL ORGANIZATIONS

EVENTS **338**



TICKETS

$8.1M

SURPASSED GOAL

LED MOUNTAIN WEST IN ATTENDANCE

388,500 TICKETS DISTRIBUTED

SEVEN TICKETED SPORTS

17% INCREASE

REVENUE GENERATION

$20.8M

THIRD CONSECUTIVE YEAR TO EXCEED MILESTONE

ABOUT BOISE, IDAHO



Welcome to the City of Trees.

Boise is one of the most talked-about metropolitan cities in the country — and it's the ideal college town. From high culture and arts to nightlife, skiing, hiking, rock climbing and river sports, adventure awaits. Our vibrant partnerships across Idaho's capital city offer internships and work experiences that will help students go beyond their major.

The City Located in the heart of Idaho's capital, Boise State's campus is just a 10-minute walk from a booming arts and music scene, shopping, museums, entertainment venues, great restaurants and nightlife.

The Outdoors According to Wilderness Times, Boise is one of the top 25 cities to live in for an "outdoorsy lifestyle," and the New York Times ranked Boise the ninth-best city in the country for cyclists. Explore 25 miles of tree-lined greenbelt along the Boise River, public parks, scenic hiking trails, natural hot springs, rock climbing, ski resorts and river sports, all within an hour from campus.



AT A GLANCE

236,000 Population of Boise

25 Miles of riverside greenbelt access

4.7 Million acres of wilderness in Idaho

865,000 Population of Boise Metro

140 Miles of trails for adventure just beyond campus

500 Acres of public green space





IDAHO



From the jagged peaks at its center to the rolling hills and lakes of the panhandle and the rich farmland of the Snake River Plain, Idaho is a land of striking contrasts. Mt. Borah rises to a dramatic 12,662 feet, while the Port of Lewiston — at just 738 feet above sea level — is the most inland seaport on the West Coast. Idaho is home to sand dunes, lava fields and the aromatic sagebrush steppe. Eastern Idaho is a gateway to Yellowstone Teton Territory, which includes some of the most stunning landscapes in the world.

Each year, more than 20 million visitors come to experience Idaho's unspoiled beauty, including 3,500 miles of rivers — more than any other state in the Lower 48. Nearly two-thirds of Idaho is public land, offering vast spaces to explore and experience quiet solitude — even in one of the fastest-growing states in the union.

Key industries include agriculture, food processing, technology, mining, and tourism. As of 2024, the state had a population of just over 2 million people. **VisitIdaho.org**

Leadership

Appointed by the Idaho State Board of Education, Dr. David W. Hahn became Boise State University's eighth president on July 1, 2026. Prior to joining Boise State, he served as the Craig M. Berge Dean of the College of Engineering at the University of Arizona, where he led one of the nation's premier engineering colleges and helped advance research, innovation, and industry partnerships.

With more than two decades of leadership experience in higher education, research, and innovation, Dr. Hahn has been recognized for fostering interdisciplinary collaboration, expanding research opportunities, strengthening connections between universities and industry, and supporting student success.

Dr. Hahn earned his B.S. and Ph.D. from Louisiana State University and holds 12 U.S. patents. His experience in engineering, research, and industry engagement positions him to lead Boise State as it advances its research ambitions, expands its impact, and enters a new era of national prominence as a member of the Pac-12 Conference.



Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as two separate documents, a CV and a letter of interest addressing the themes in this profile. WittKieffer is assisting Boise State University in this search. For fullest consideration, candidate materials should be received by **November 13, 2026.**

Application materials should be submitted using WittKieffer's **candidate portal**.

Nominations and inquiries can be directed to: Zachary A. Smith, Ph.D., Lauren Bruce-Stets, and Tyler Workman at **BoiseStateProvost@wittkieffer.com**

Boise State University is committed to providing equal employment opportunities to all employees and qualified applicants for employment as provided for by federal, state, and local law. The university does not discriminate in employment opportunities or actions on the basis of any status or class protected under applicable federal, state, or local law. The University endeavors to recruit, hire, train, and promote the most qualified employees in all job titles. All other personnel actions are administered without regard to protected class under federal, state, or local law.