



Director of Research Security and Compliance
Wichita State University
Wichita, Kansas

THE SEARCH

Wichita State University (WSU), the premier urban-serving, public research university in Kansas, seeks a dynamic leader and seasoned administrator to serve as the Director of Research Security and Compliance. Founded in 1895, Wichita State has a keen focus on student success, powerful industry partnerships, and innovative faculty and scholars conducting cutting-edge applied research in state-of-the-art facilities. It is a growth-minded university where collaboration and groundbreaking ideas shape the future, with an entrepreneurial spirit embedded in its foundation.

Since 2010, Wichita State University has been one of the fastest-growing research universities in the United States. Currently designated as a “High Research Activity” institution, Wichita State is strategically moving towards the “Very High Research Activity” Carnegie classification. Considerably strengthening research awards in the last several years has moved Wichita State far beyond the threshold of an R1 classification, and the university is now concentrating on increasing the number of PhD graduates. The City of Wichita is a manufacturing and aeronautics powerhouse with one of the highest per capita concentration of engineers in the country. The university community enjoys mutually beneficial partnerships with strong regional and national corporate and governmental organizations through numerous Wichita State initiatives, including the Innovation Campus and the National Institute for Aviation Research (NIAR).

Reporting to Executive Vice President for Research and Industry and Defense Programs, the Director will shape a trusted, centralized compliance framework that balances rigorous regulatory adherence with an innovative research culture that supports high-risk, cutting-edge projects, many involving key industry and government partners. The Director will be expected to (1) understand the diverse needs of researchers and research support staff across the university, (2) serve as a partner and educator around research compliance matters, (3) facilitate the sharing of information and knowledge amongst researchers and research support staff, (4) develop protocols that strike a balance between efficiency and effective

compliance, and (5) work collaboratively with the Offices of Research and related research units.

Wichita State University has retained Isaacson, Miller, a national executive search firm, to assist in the recruitment of the new Director. All confidential inquiries, applications, and nominations should be directed in confidence as noted at the end of this document.

WICHITA STATE UNIVERSITY

The mission of Wichita State is to be an essential educational, cultural, and economic driver for Kansas and the public good. With the aspiration to be one of America's most innovative research universities, Wichita State is known for providing impactful student experiences and driving the prosperity of people and communities it serves. In 2025, Wichita State launched its university-wide strategic plan in alignment with its institutional priorities:

- Helping families through access and affordability.
- Supporting Kansas businesses with a talent pipeline that meets employer needs.
- Increasing economic prosperity with higher education that benefits the Kansas economy.

Highly focused on core and distinctive values, the University has specifically committed to:

- Student-Centeredness: Promote holistic student success by co-creating a supportive and accessible learning environment with our students – past, present, and future – where each individual is equipped and inspired to thrive, grow, and reach their full potential.
- Research and Scholarship: Accelerate the discovery, creation, and transfer of new knowledge.
- Campus Culture: Empower students, faculty, staff, and the greater Wichita community to create a culture and experience that meets their ever-changing needs.
- Partnerships and Engagement: Advance industry and community partnerships to provide quality educational opportunities and collaboration to satisfy rapidly evolving community and workforce needs.

Wichita State is one of six state universities governed by the Kansas Board of Regents (KBOR) and is Kansas' only urban-based research university. With an institutional operating budget of \$794 million, Wichita State's approximately 5,937 employees have a regional economic impact of \$1.2 billion. On a sprawling 330-acre campus, Wichita State currently has over 589 tenured and tenure-track faculty and an enrollment of 17,700 students (14,280 undergraduate and 3,420 graduate) with a steady record of

sustainable enrollment. Wichita State is home to eight colleges, including the College of Applied Studies; College of Engineering; Fairmount College of Liberal Arts and Sciences; College of Fine Arts; College of Health Professions; the Dorothy and Bill Cohen Honors College; College of Innovation and Design; and the W. Frank Barton School Business. Offering 74 Bachelor's degree programs, two associate degrees, 13 doctoral degrees, 54 master's degrees, and over 121 credit-bearing certificates, Wichita State offers its educational opportunities to students and community members through the main campus and six regional campuses as well as Wichita State Online.

While Wichita State continues to experience success in its enrollment, the demographic cliff is a reality, and the institution has prepared to address this challenge with a comprehensive [strategic enrollment management plan](#). This program is a university-wide commitment to improving student experience, retention, and access through outreach, collaboration, and innovative system and process design. Strategic goals include developing and advancing activities that foster a culture that promotes a positive experience; increasing enrollment of new, degree-bound first-time-in-college, returning adults, international, and online students; increasing persistence rates of degree-seeking student populations; and increasing non-degree for-credit enrollment.

Wichita State leadership is focused on strengthening the educational and career-building opportunities provided to students, helping ensure acceleration to their success. To foster these opportunities, the university has developed new research centers, labs, classroom buildings, housing, dining, and athletic facilities over the past 10 years.

Companies and government organizations are eager to engage with the university, students and faculty for innovative research and experiential learning opportunities. Students in every major can gain the skills, connections, and confidence needed for career success prior to graduation with employers in virtually every industry, and have access to the largest engineering co-op and internship program in the state. Around 96 percent of students have placements in paid applied learning (the national average is 47 percent). In 2024, students earned more than \$35M in wages and worked in more than 9,000 positions. The Kansas Board of Regents indicates Wichita State graduates are more likely to be employed in Kansas after graduation and earn more than graduates from other traditional Kansas universities. Nearly 74 percent of Wichita State students are employed in Kansas within a year of graduation (the highest among state universities). Almost 25 percent of Wichita engineers are Wichita State graduates.

To help address the state's core workforce needs while creating a seamless pipeline to higher education, Wichita State established an alliance with Wichita Area Technical College, now known as WSU Tech. WSU Tech offers more than 100 programs of study, including in aviation, health care, manufacturing, design, and business.

In an effort to increase research and development capabilities focused on the needs of the Air Capital of the World, the [National Institute for Aviation Research](#) (NIAR) was established at Wichita State in 1985. NIAR's mission is to conduct research, transfer technology, and enhance education in support of the nation's aviation industry, as well as other sectors that benefit from aviation-related innovation. NIAR is

one of only a few institutes in the country conducting research on aviation safety and is home to more than 20 advanced laboratories, including facilities for aerodynamics, additive manufacturing, crash dynamics, and robotics. Through NIAR, students gain hands-on experience at the forefront of design and discovery.

Leadership

Wichita State's continued success and forward momentum in bringing the university's vision to life have been sustained under the leadership of President Rick Muma and the President's Executive Team. Dr. Muma has served the university in various instructional and leadership roles since 1994.

Dr. Monica A.F. Lounsbery has served as senior executive vice president and provost of Wichita State since January 2025 and is a strong advocate for student success, research advancement, and faculty support across the university.

Dr. John S. Tomblin is the Executive Vice President for Research and Industry and Defense Programs and the Executive Director of the National Institute for Aviation Research (NIAR). In this role, Dr. Tomblin leads research operations across the university and supports the growth and expansion of the university's research portfolio.

More information on Wichita State University can be found at www.wichita.edu.

RESEARCH AT WICHITA STATE

Research is a key component of Wichita State's innovation strategy, blending accomplished faculty, high-tech labs and research facilities, and on-campus partnerships that generate high-impact research. With yearly funding topping \$400M, 34 research centers and institutes, and 200+ industry and government clients/partners, research at Wichita State ranges from bioscience, chemistry, and engineering to mathematics, physics, and ancient civilization. Wichita State ranks fourth among all US universities in aeronautical research and development expenditures, first in industry funding for aeronautical research and development, and has been classified as one of fastest-growing research universities in the United States since 2010.

The Office of Research

The Office of Research supports Wichita State's dynamic and growing research enterprise, serving both academic departments and staff researchers, as well as the university's Industry and Defense Programs. The mission of the Office of Research is to enhance faculty and staff success in obtaining external funding for research, training, and service activities; assist in the management of awards; ensure compliance with applicable regulations, policies and procedures; and promote the responsible use of university resources. Under the Executive Vice President for Research and Industry & Defense Programs leadership, the Office of Research includes two dedicated pre- and post-award teams. The Academic Office of Research provides administrative support for sponsored projects to faculty and staff across Wichita State while the IDP Office

of Research provides administrative support for sponsored projects to the university's Division of Industry & Defense sponsored programs.

In addition to sponsored programs administration, the Office of Research also oversees a range of core research compliance functions. These include support for human subjects research, conflict of interest disclosures, research integrity, and export control.

Industry and Defense Programs (IDP)

One of the qualities that sets Wichita State apart from other universities is its connection to external partners, including both private industry and government agencies. As an urban-serving research university, Wichita State is committed to providing technology-driven solutions to critical challenges faced by industry and government organizations, and to developing resources to support and expand the industries that are critical to the region and state. IDP acts as the research hub for the university's industry and defense research programs and is the primary engine behind Wichita State's many rankings in the top 10 industry-funded research and development centers in the U.S. IDP's areas of expertise include: additive manufacturing, applied learning, aerospace research and development, cybersecurity, digital transformation, economic development, industry and engagement, intellectual property, SBIR/STTR, software development, tech based innovation, technology solutions, and workforce solutions.

THE DIRECTOR OF RESEARCH SECURITY AND COMPLIANCE

Reporting directly to the Executive Vice President for Research and Industry and Defense Programs (IDP), the Director serves as the chief administrative officer for compliance across the whole of the research enterprise at Wichita State. Anticipated direct reports include, but are not limited to the export control officer, the facility security officer, the IRB/IACUC administrator, as well as any additional research security and compliance personnel hired moving forward.

KEY OPPORTUNITIES AND CHALLENGES FOR THE DIRECTOR

To ensure the university's sustainable growth, innovation, and increased research stature, the Director will address the following key opportunities and specific challenges:

Serve as Wichita State's subject matter expert for research compliance

Bringing a positive mindset and working to encourage research efforts across the university, the Director will be Wichita State's subject matter expert for research compliance and the associated regulatory landscape and will serve as a trusted advisor and advocate to leadership and investigators. The Director is responsible both for the administration of all policies and procedures associated with research compliance as well as educating the university community to ensure alignment with federal, state, and institutional regulations. The university has positioned itself as an essential research partner to federal, regional, and local partners. The available research opportunities and the continued growth of the entire

research enterprise will necessitate a leader with a deeply developed understanding of and expertise in research compliance.

Establish and strengthen an adherent and innovative culture of research compliance at Wichita State

The Director will be responsible for engaging with the research community at Wichita State to establish a proactive, centralized and trusted research security and compliance program. In an effort to maintain Wichita State's status as a premier research university, research compliance will continue to be an important university strategic imperative. The Director will engage in a collaborative process that supports the needs of the university via a transparent, best-practice research compliance function. The Director will create a culture that positions the research security and compliance team as a partner and collaborator that campus stakeholders willingly engage with and view as essential in the greater research enterprise.

The Director's role is pivotal in supporting the kind of innovative, high-risk research that is unique to Wichita State, unlocks exceptional opportunities for students, and strengthens partnerships with key national agencies, particularly defense agencies. The Director must navigate the unique challenges of managing an institutionally diverse research culture and portfolio, particularly balancing the fast-moving, results-driven mindset of the university's industry and defense programs with the more traditional academic research, ensuring compliance without stifling innovation. By balancing the prioritization of compliance and the fostering of collaboration and trust, the Director will create an environment where researchers feel supported rather than restricted.

Implement efficient and sustainable research infrastructure and streamline operations

The Director will be responsible for overseeing, developing, and implementing policies, developing programs, and streamlining operations to ensure compliance with laws, regulations, and/or standards related to research security, export controls, conflicts of interest, and other research compliance matters at the university. The Director will be charged with identifying and mitigating risks associated with research security concerns, including but not limited to foreign influence, intellectual property protection, cybersecurity, and/or compliance with federal agency requirements. The Director will work closely with faculty, researchers, central services, university leadership, and external regulatory bodies to enhance the university's research security framework and ensure the necessary infrastructure is in place to ensure success and sustainable growth.

Strengthen and expand the research security and compliance team

The Director will play a critical role in managing complex personnel and leadership dynamics. This includes effective management and mentoring of individual team members and developing a leadership structure that reflects and supports the complexity of research compliance operations across the university. The Director will operate in a reorganized office structure, leading and bolstering a unified management

framework to improve coordination, accountability, and efficiency. The organization of the research security and compliance team will aim to reduce overlap, clarify lines of authority, and create a single point of contact for researchers and campus stakeholders seeking guidance on research security and compliance matters. In addition to supervising existing research compliance staff, the Director will also assess the need to expand the team and hire additional personnel to support expanded compliance functions as needed.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will exemplify the following qualifications and attributes:

- ❑ Experience administrating a rigorous research compliance program, likely in an academic research setting.
- ❑ A track record of effective leadership in a complex research enterprise.
- ❑ Progressively senior supervisory experience in a research compliance environment.
- ❑ Significant experience in research, research compliance, and/or regulatory and compliance environments.
- ❑ Comprehensive knowledge of federal regulations related to the conduct of a wide variety of university-based research.
- ❑ Ability to analyze written material and apply what is learned to an analysis of current university policy and/or a review of a pending proposal.
- ❑ Ability to develop compliance-related policies and implement these policies within the university community.
- ❑ A track record of productive, collaborative relationships with a diverse community of researchers, executives, and staff.
- ❑ Ability to communicate effectively in oral, presentation, and written form with a range of audiences including university administrators; faculty, federal and other state agencies; industry representatives; and other individuals interacting with the university research enterprise.
- A bachelor's degree is required.
- ❑ Five years in research and/or research compliance operations is strongly preferred.

- ☐ Five years working in regulatory and compliance environments is strongly preferred.
- ☐ Experience working in a university research environment is strongly preferred.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Wichita State University has retained Isaacson, Miller, a national executive search firm, to assist the search committee in its identification and review of candidates. Inquiries, referrals, and CVs accompanied by a cover letter should be submitted via the Isaacson, Miller [Director of Research Security and Compliance search page](#).

Jackie Mildner, Partner
Courtney Cabansag, Associate
Pamela Carty, Senior Search Coordinator
Isaacson, Miller

Wichita State University (WSU) does not discriminate in its employment practices, or in its educational programs or activities on the basis of age, ancestry, color, disability, ethnicity, gender, gender expression, gender identity, genetic information, marital status, national origin, political affiliation, pregnancy, race, religion, sex, sexual orientation, or status as a veteran. WSU also prohibits retaliation against any person making a complaint of discrimination or against any person involved or participating in the investigation of any such allegation. Sexual misconduct, relationship violence, and stalking are forms of sex discrimination and are prohibited under Title IX of the Education Amendments Act of 1972, other federal law, and WSU policy.

APPENDIX A: THE CITY OF WICHITA

Sitting in the center of the U.S. Great Plains, and as Kansas' largest city, with a growing population of nearly 700,000, Wichita is the commercial, financial, medical, cultural, and entertainment hub for the state. Despite its growth, Wichita has maintained a friendly Midwestern feel and enjoys a mild climate for most of the year. Wichita has been nationally recognized for the low cost of living, growing economy, and excellent quality of life. Below are additional accolades the city has recently received:

- 📌 No. 3 U.S. Advanced Industry Hotspot
- 📌 No. 1 Most Affordable College Town in America
- 📌 Top 10 Best Cities for New College Grads
- 📌 The 15 Best Midsize Cities for New Grads
- 📌 Top 10 Best Places to Live
- 📌 Top 10 Best Value City
- 📌 No. 2 Most Recession-Proof City

More information about the City of Wichita can be found [here](#).