



AUBURN UNIVERSITY

Search for the Associate Provost for Institutional Effectiveness

Auburn University

Auburn, Alabama

As a land-grant institution, Auburn University is dedicated to improving the lives of the people of Alabama, the nation, and the world through forward-thinking education, life-enhancing research and scholarship, and selfless service.

THE SEARCH

Auburn University (“the University” or “Auburn”) seeks a strategic, forward-thinking, and collaborative academic leader to serve as its next Associate Provost for Institutional Effectiveness (Associate Provost or APIE). The Associate Provost serves in the Office of the Provost and Senior Vice President for Academic Affairs and will join a distinguished and highly respected public research institution defined by a culture of innovation, data-informed practice, and a steadfast commitment to achieving meaningful impact through advanced, sophisticated institutional research, assessment and analysis. Supported by engaged university leadership and a highly skilled, expanding team, the next Associate Provost will further position the Office of Institutional Effectiveness (OIE) as a trusted resource and institutional leader as Auburn embarks on its next era of institutional planning and achievement. The APIE will lead OIE’s efforts to enhance academic processes, systems, and outcomes while ensuring that improvement practices are fully aligned with the institution’s strategic priorities.

As a top-tier Carnegie R1 research university, Auburn is a leader in developing critical answers to real-world challenges. Auburn is among a distinctive body of institutions designated as land-, sea- and space-grant universities, and is one of the largest research institutions in the southern region. It has earned the Carnegie Community Engagement Classification, recognized nationally for the scope, quality and impact of its outreach mission through its engagement in the community. U.S. News & World Report ranks Auburn #1 in the state of Alabama and has also ranked the university among the top 50 public universities in the nation. Auburn is well positioned to strengthen its academic and research profile, and as a result of the most recent strategic planning process, [*Strategic Plan 2035: Grounded & Groundbreaking*](#), the university has set an ambitious course for its future over the next ten years. The university is committed to the delivery of exceptional education and student experiences, impactful research, scholarship, and creative works for the public good, and contributing to the welfare of the state, region and beyond.

Reporting to the Provost and Senior Vice President for Academic Affairs, the Associate Provost for Institutional Effectiveness plays a critical role in leading, championing, and facilitating university-wide collaboration, and data-informed decision-making across the institution to improve academic operations

and effectiveness. The Associate Provost will be responsible for leading the units of Academic Insight, Accreditation, Information Technology/Resources, and Institutional Research, and will foster a culture in which the OIE is strategic, proactive, and analytical in serving the University's academic mission and its constituencies. In addition to providing the data and critical considered analyses required to inform institutional effectiveness, the Associate Provost will assist Auburn's leadership on institutional trends and in tracking and monitoring the goals, outcomes, and KPIs for the University's strategic plan.

The ideal candidate will have experience in academic leadership, and a record of scholarly achievement and teaching that qualifies the candidate for tenure and the rank of full professor in an academic department at Auburn University. They will be a strategic systems-thinker, with strong analytical skills, and will have a sophisticated understanding of effective, rigorous institutional assessment and data-informed decision-making. With exceptional interpersonal skills, they will exhibit a collaborative leadership style; the capacity to work and communicate productively with university leadership, academic deans, faculty, and staff across diverse perspectives; and the ability to synthesize and present complex data. The Associate Provost must be flexible, inquisitive, and possess a strong commitment to collaboration while leading, managing, and developing both staff and processes to best meet the needs of a complex institution. The role demands a leader with excellent relational skills to work across the entire University, and the capacity to engender trust, inspire a team, and serve multiple constituents across campus.

Auburn University has retained Isaacson, Miller, a national executive search firm, to assist in conducting this important search and to help identify outstanding candidates. All inquiries, applications, and nominations for this opportunity should be directed to the search firm as indicated below.

AUBURN UNIVERSITY

Chartered in 1856, Auburn University opened in 1859. The university started out as the East Alabama Male College, a Methodist institution, with 80 students with a faculty of six. In 1872, the school became a state-owned, land-grant institution and was renamed the Agricultural and Mechanical College of Alabama, emphasizing scientific and agricultural programs. As expansion continued, the Alabama Legislature decided in 1899 that a new name was needed to reflect the institution's growth, and the college became the Alabama Polytechnic Institute. The legislature made the final change in 1960, and the Alabama Polytechnic Institute became Auburn University.

Auburn University is one of the nation's premier public land-grant institutions. As an R1 research university, Auburn maintains the highest levels of research activity and high standards for teaching excellence, offering bachelor's, master's, educational specialist, and doctoral degrees in the arts and sciences, agriculture, engineering, and the professions. With a total fall 2025 enrollment of 35,172, the university comprises 28,953 undergraduates and 6,219 graduate and professional students. Organized into 12 academic colleges, Auburn's 1,552 faculty members offer more than 200 educational programs. The university is nationally recognized for its commitment to academic excellence, positive work environment,

student engagement, and beautiful campus. Affectionally known as “the Auburn Family,” the university community has long been defined by its passion, spirit, and deep-rooted traditions anchored through the tenants of the [Auburn Creed](#).

For more information about Auburn University, visit: www.auburn.edu. For more facts, rankings, and accolades, please see: <https://auburn.edu/about/facts-figures.php>.

Leadership

Christopher B. Roberts, President Dr. Christopher B. Roberts became Auburn University’s 21st president on May 16, 2022, beginning a new era of continued excellence for the university he has called home for nearly three decades. He began his career at Auburn in 1994 as an assistant professor in the Department of Chemical Engineering and became department chair in 2003. He was named dean of the Samuel Ginn College of Engineering in July 2012. Prior to his presidency, Roberts served as the dean of Auburn’s Samuel Ginn College of Engineering from 2012 to 2022. President Roberts leads the university’s four divisions, including Auburn’s main campus with its more than 31,000 students and 5,500 faculty and staff, as well as Auburn University at Montgomery, the Alabama Cooperative Extension System and the Alabama Agricultural Experiment Station, a joint enterprise with Alabama A&M University. As the university’s CEO, he marshals the institution’s \$1.54 billion annual budget and vast resources, while spearheading the university’s strategic vision and advancing the Auburn’s ever-growing research enterprise and economic development. He earned a bachelor’s degree in chemical engineering from the University of Missouri and master’s and doctoral degrees in chemical engineering from the University of Notre Dame.

Dr. Vini Nathan began serving as Auburn University's provost and senior vice president for academic affairs in May 2023 after serving as interim provost since March 2022. Prior to the Provost’s Office, Dr. Nathan was dean and McWhorter Chair of the College of Architecture, Design and Construction (CADC) from 2011-2022. She is also a tenured professor of Architecture and Interior Architecture and is a Senior Fellow of the Design Futures Council (DFC). As provost, Dr. Nathan is the university's chief academic officer and oversees the university's academic and outreach missions. Dr. Nathan works with faculty, staff, students, alumni, and other stakeholders to ensure the university maintains the highest possible outreach and teaching and learning programs. In carrying out these responsibilities, Dr. Nathan works directly with the deans of the 12 colleges, the university's shared governance groups, university administrators, student leaders, and other Provost's Office team members. In addition, Dr. Nathan oversees various faculty matters, including academic issues and policies, accreditation, strategic planning, educational services and resources, faculty development, and outreach, and is responsible for the university's tenure and promotion process.

The Community

Auburn, Alabama, residents enjoy a thriving community. The city is recognized as one of the best-performing small cities in U.S. by the Milken Institute and in Livability's Top 100 Best Places to Live. It

features a moderate southern climate and easy access to large cities, beaches, and recreational mountain venues. The city's historic downtown exudes a warm ambiance, offering a variety of boutique shops, cozy cafes, and local eateries that cater to all tastes. Auburn's commitment to preserving its heritage is evident through its heritage trails, museums, and annual festivals that celebrate the city's past, present and future. Situated along the rapidly developing I-85 corridor between Atlanta, Georgia, and Montgomery, Alabama, the combined Auburn-Opelika, Alabama/Columbus, Georgia statistical areas have a population of over 500,000, with excellent public-school systems, outstanding recreation areas and an exceptional regional medical center.

More information is available through the [City of Auburn](#) and [Auburn-Opelika Tourism](#) websites.

THE OFFICE OF INSTITUTIONAL EFFECTIVENESS

The Office of Institutional Effectiveness (OIE) upholds Auburn University's standards of quality and accountability through continuous improvement, assessment, and accreditation. Since the Office of Institutional Effectiveness was established, it has continually expanded its footprint, supporting the development of evidence-based assessment practices and strategic planning efforts designed to enhance the institution's operations.

In addition to overseeing accreditation by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), the office's units—Academic Insight, Institutional Research, and Academically focused Information Technology—ensure compliance, document student achievement, and inform university-wide planning efforts that strengthen the academic and research mission. Working together, these units support the institution's primary initiatives related to accreditation, assessment, and other data management outcomes.

THE ROLE OF THE ASSOCIATE PROVOST FOR INSTITUTIONAL EFFECTIVENESS

The Associate Provost for Institutional Effectiveness (APIE) leads Auburn's efforts to leverage institutional data to support institutional priorities and facilitate strategic decision-making by university leadership, academic units, and key constituents across the University. The APIE ensures accurate and timely ongoing research, responsible data stewardship, and thorough assessment of student learning and institutional effectiveness that will inform the success of strategic initiatives. Working closely and collaboratively with the Provost, Deans, faculty, and staff, the APIE will provide leadership that enhances the impact of Auburn's academic operations through evidence-based assessment practice and will be responsible for data collection and reporting of the university strategic plan.

The Associate Provost will be responsible for leading the OIE, which currently includes offices of Academic Insight, Accreditation, Information Technology/Resources, and Institutional Research under the Office of the Provost, serving as an advocate and liaison for these units with other stakeholder leaders. The APIE will oversee a team of 5 direct reports: the Director of Institutional Research, the Interim Associate

Director of Information Technology, the Executive Director of Academic Insight, the Assistant Vice Provost for Research & Scholarship Analytics, and the SACSCOC Liaison.

KEY OPPORTUNITIES AND CHALLENGES

Specifically, the Associate Provost for Institutional Effectiveness will work to address the following opportunities and challenges:

Provide strategic leadership and vision for institutional effectiveness.

Auburn is in the early implementation phase of its strategic plan, and the next Associate Provost has an opportunity to develop an enhanced structure and vision for institutional effectiveness. The APIE will build and enhance partnerships across the university to ensure that the role of OIE is clearly articulated and aligned, and academic and administrative units view the Associate Provost as a trusted partner for strategic data-informed planning, and assessment. With the overarching goal of optimizing Auburn's collective capacity to make data-informed decisions, the APIE will provide analytical leadership through the application of strategic judgment, contextual awareness, and comprehensive use of internal and external data. The APIE will think creatively about the data collected by the University and where appropriate, they will inspire colleagues to think multi-dimensionally about data by probing the purpose underlying data requests, leading conversations around the strategic use of data internally and externally and facilitating the articulation of an overarching vision for data usage. They will work closely with academic and university leaders to understand their evolving data, programmatic and operational needs, provide a nuanced and rigorous approach to assessment, and develop effective data-driven strategies to enable them to achieve their goals.

Collaborate effectively with key leaders and campus units and serve as a partner, leader, and resource across campus.

The Associate Provost will serve as a critical partner to deans and campus leaders by offering insights when providing data and analyses to inform Auburn's academic planning and decision-making. Auburn has a strong, commitment to being data informed, and the new APIE will engage the wide variety of constituencies on campus to enhance the institution's culture of collaboration and shared accountability. Using a systems-based approach that balances best practices with innovation, the APIE will ensure the OIE leverages data to support the Colleges and academic programs in ways that add value and drive impact. To this end, it will be critical for the Associate Provost to communicate complex information in a clear, concise, and accessible manner to diverse stakeholders across the university.

Oversee reporting, data visualization, and data governance

The Associate Provost will provide leadership and guidance on the reporting and visualization of data for both internal and external constituents to ensure integrity, accuracy, and consistency. The APIE will play a critical role in implementing university data governance policies, structures, and processes, contributing to consistent data definitions, usage, integrity, and accuracy across Auburn's diverse systems. The Associate Provost is responsible for the oversight of institutional accreditation and for providing accurate and timely reporting to local, state, and national agencies and authorities. They will support the institutional accreditation team in guiding the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) reaffirmation of accreditation review process and reporting.

Lead and Mentor Staff

The Associate Provost will lead an accomplished team and staff dedicated to best practices and continuous improvement of academic programs, services, and outcomes. The APIE will ensure the units within the Office of Institutional Effectiveness operate with optimal efficiency to meet institutional needs. The APIE will establish a strategy for staff development and resource allocation to ensure the team maximizes its talents and impact and that data analyses are timely and rigorous. They will advocate on behalf of their leadership team and staff, ensuring that the resources, services, and partnership offered by the office are widely understood and valued across the university.

CHARACTERISTICS AND QUALIFICATIONS

Auburn University seeks in its new Associate Provost an experienced leader in higher education and a strategic thinker who combines an ability to communicate effectively with a commitment to collaboration. The search committee understands that no single candidate will bring all the ideal qualifications, but it seeks candidates with the following experience and abilities:

Required Qualifications:

- A PhD, or other terminal degree; a record of successful scholarship, teaching, and experiences to qualify as a tenured, full professor at Auburn University.
- Five or more years of progressive leadership experience in higher education involving strategic planning, academic operations, or institutional effectiveness.
- A minimum of three years of supervisory/management role in academic administration, in relevant departmental, unit, or program leadership.
- Demonstrated ability to lead strategic efforts such as using data to inform mission advancement and strategic goals.

Desired Qualifications:

- Knowledge of academic policies and the higher education reporting and compliance environment, including familiarity with federal reporting requirements, and the types of data collected in higher education.

- Proven success at improving and transforming existing unit or institutional effectiveness systems and efficiency informed by best practices in higher education or similar institutions.
- Relevant experience working with data for example data collection, statistical analysis, interpretation, and reporting.
- Experience collaborating to improve data governance in a complex higher education environment.
- Familiarity with requirements and processes related to assessment and accreditation; a working knowledge of SACSCOC not required but a plus.
- Success presenting complex information in different formats to various audiences, including senior leadership, faculty, staff, and external constituents.
- A collaborative and collegial orientation, and the ability to engage others across the organization to build strong professional relationships with faculty and staff at different levels.
- Emotional intelligence, intercultural competence, and awareness; a demonstrated ability to communicate with clarity, nuance, and foresight; demonstrated experience with and a commitment to engaging and listening to diverse constituencies and audiences.
- Exceptional organizational, project management, and problem-solving skills, and a deep curiosity about the University and how data informed practices can advance the mission.
- A track record as an effective manager of people with a management style built upon respect, communication, collaboration, and fairness.

TO APPLY

Confidential inquiries, nominations/referrals, and applications (including resumes and letters of interest responding to the opportunities and challenges outlined above) should be sent electronically to the Isaacson, Miller team via the link below.

Pam Pezzoli, Partner
Miguel Santiago, Senior Associate
Melissa Barravecchio, Senior Search Coordinator
Isaacson, Miller

<https://www.imsearch.com/open-searches/auburn-university/associate-provost-institutional-effectiveness>

It is Auburn University's policy to provide equal employment and education opportunities for all individuals without regard to race, color, national origin, religion, sex, sexual orientation, gender identity, gender expression, pregnancy, age, disability, protected veteran status, genetic information, or any other classification protected by applicable law. Please visit the EOC [website](#) to learn more.

This document has been prepared based on the information provided by Auburn University. The material presented in this leadership profile should be relied on for informational purposes only. While every effort

has been made to ensure the accuracy of this information, the original source documents and information provided by Auburn University would supersede any conflicting information in this document.