Michigan Technological University welcomes candidates to become the university’s tenth president. This document provides an overview of Michigan Tech’s history, programs, and operations. Following those sections are details about the opportunities and challenges of the position and the desired qualifications and characteristics of candidates.

Blue text passages provide hyperlinks to online resources with more detailed information.

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Michigan Technological University seeks a visionary and transformational leader to serve as its tenth President.

Forbes ranks Michigan Tech among the top 25 STEM (science, technology, engineering and math) colleges and universities (August 2017).

The Board of Trustees and the Presidential Search Committee invite applications and expressions of interest from candidates who are committed to academic excellence, community engagement, and entrepreneurial leadership at a technological university that is poised to become a global leader. The search was launched in response to President Glenn D. Mroz’s decision to step down in June 2018 following 14 years of distinguished service in the role. The next President will inherit and build upon Michigan Tech’s impressive momentum, robust enrollments, strong financial position, and commitment to interdisciplinary, integrated teaching, learning, and research. Additional information about the search with links to information about the University can be found at mtu.edu/president-search.

Introduction

Michigan Tech was founded in 1885 with a mission to train mining engineers in Upper Michigan’s Copper Country. The University has evolved into a leading public research institution, home to more than 7,000 students from 60 countries around the world. It offers more than 120 undergraduate and graduate degree programs in engineering, science and technology, forestry, business and economics, health professions, humanities, mathematics, and social sciences through seven colleges and schools. Its beautiful campus in Michigan’s Upper Peninsula overlooks the Keweenaw Waterway and is just a few miles from Lake Superior.

Michigan Tech Today

Michigan Tech’s enabling legislation calls on the University to provide the means for residents of Michigan to acquire knowledge that will contribute to industry. Throughout its history, Michigan Tech has focused on application-oriented research and education in alignment with this charge from the legislature. Michigan Tech receives a greater proportion of its research funding from industry than any other university in the state.
Vision:
Michigan Tech will lead as a global technological university that inspires students, advances knowledge, and innovates to create a sustainable, just, and prosperous world.

Mission:
We deliver action-based undergraduate and graduate education and discover new knowledge through research and innovation.

We create solutions for society’s challenges through interdisciplinary education, research, and engagement to advance sustainable economic prosperity, health and safety, ethical conduct, and responsible use of resources.

We attract exceptional students, faculty, and staff who understand, develop, apply, manage, and communicate science, engineering, technology, and business to attain the goal of a sustainable, just, and prosperous world. Our success is measured by accomplishments and reputation of our graduates, national and international impact of our research and scholarly activities, and investment in our University.

Goals:

• An exceptional and diverse community of students, faculty, and staff.

• A distinctive and rigorous action-based learning experience grounded in science, engineering, technology, sustainability, business, and an understanding of the social and cultural contexts of our contemporary world.

• Research, scholarship, entrepreneurship, innovation, and creative work that promotes a sustainable, just, and prosperous world.

Our Core Values:
1. Community
2. Scholarship
3. Possibilities
4. Accountability
5. Tenacity

MICHIGAN TECH
BY THE NUMBERS:

Total enrollment: 7,270
Number of undergraduate students: 5,827
Number of graduate students: 1,443
Number of full-time faculty: 477
Number of staff: 1,153
Student to faculty ratio: 12:1
Average class size: 24
Number of alumni: 67,441
Operating budget: $280 million
Endowment: $106.4 million
Tuition 2017-18: $14,334 (Michigan Resident) $30,668 (Non-Michigan Resident)
% of students receiving aid: 90%
Six-year graduation rate: 64.6%
First-year retention rate: 83.2%
Major research centers: 19
Research dollars attracted in 2016-17: $72.5 million
Company Recruiters on Campus in 2017-18: 460

Sixth-highest starting salaries among U.S. public universities
Academics

The College of Engineering (CoE) inspires students, advances knowledge, and innovates technological solutions to create a sustainable, just, and prosperous world by providing exceptional research and education that is broadly accessible. CoE is the largest college at Michigan Tech, with consistently robust enrollment numbers, and is home to eight separate academic departments, with 4,680 students, 161 full-time faculty, and 115 staff. The College has 871 graduate students, of which nearly 300 are PhD candidates. Six Michigan Tech engineering disciplines rank in the top 100 for research expenditures according to the National Science Foundation (NSF).

The College of Sciences and Arts is home to 10 departments, the Army and Air Force ROTC units, 1,553 students (1,202 undergraduate and 351 graduate), 159 tenured or tenure-track faculty, and 72 staff. Through 30 different majors, 33 concentrations, 36 minors, and a significant responsibility for foundational learning and general education across campus, the CSA contributes substantially to the education of every Michigan Tech student. The College’s strength lies in interdisciplinary research and problem solving. Every department, but especially those in the arts, humanities, and social sciences, has developed academic majors, graduate programs, and research foci that are consistent with the banner “technological university.”

The STEM-fueled School of Business and Economics is accredited by the Association to Advance Collegiate Schools of Business (AACSB), placing Michigan Tech in the top one-third of business schools in the world. The School is home to 314 undergraduate students and 67 graduate students who study in six undergraduate programs and two graduate programs. The goal of the School is to educate high-quality students who focus on innovation, new technologies, entrepreneurship, and business development. School faculty and staff work closely with students, alumni, industry leaders, and business professionals to provide a unique and distinctive career path.

Undergraduate job placement rate: 94%
Academics

The School of Forest Resources and Environmental Science brings students, faculty, and researchers together to measure, map, model, analyze, and deploy solutions. Michigan Tech ranks fifth in the nation for universities studying natural resources and conservation. Lake Superior and Michigan Tech’s own 4,500-acre forest serve as laboratories, and the School is home to the world’s longest-running predator-prey study. The School offers undergraduate, graduate, and doctoral degrees in the areas of forestry, wildlife ecology and management, natural resources and environmental science, biotechnology and molecular genetics, and forest biomaterials to 169 undergraduate and 61 graduate students.

The School of Technology offers five undergraduate degrees and two graduate degrees to 351 undergraduate and 29 graduate students, has small classes (fewer than 30 students), and faculty with industry experience. The School provides students with real-world opportunities and experiences by cohesively linking students, faculty, and industry together. The School boasts an almost 100 percent job placement rate for graduates and for opportunities offering very competitive salaries.

Pavlis Honors College is a unique and distinctive honors college serving highly motivated students at Michigan Tech, regardless of GPA. The College serves as a campus-wide home of interdisciplinary experiential education and engages students in programs in leadership, innovation, research and service to complement and enhance their undergraduate education.

The Graduate School offers more than 70 graduate degree programs in traditional and emerging fields, including PhDs, masters, professional certificates, and online options. Graduate study at Michigan Tech is interdisciplinary, innovative, and collaborative so students are prepared to meet and solve the grand challenges of today’s society. Students learn by creating, experimenting, and solving problems and typically work in small class sizes, in close contact with faculty from across campus.

The Wall Street Journal/Times Higher Education ranks Michigan Tech among the top 15% of colleges and universities nationwide.
Research

More than $72 million in research expenditures and 19 research centers and institutes help Michigan Tech foster a world-class and diverse faculty, staff, and student population. It partners with institutes like the NSF, the Department of Defense (DOD), the National Aeronautics and Space Administration (NASA), the National Institutes of Health (NIH), and the Environmental Protection Agency (EPA). One hundred eighty-seven members of its faculty actively engage in research. Michigan Tech faculty, staff, and students work across disciplines to build nanosatellites, equip vehicles with technologies that improve ecological decisions and energy use, deploy underwater robots, and develop leading-edge human health technologies.

Graduate students are active in one-on-one graduate-to-faculty research projects, and in 2016, undergraduate students conducted 126,000 hours of paid research.

Michigan Tech has made significant investments in the University’s research infrastructure, which has resulted in $51 million in external funding for fiscal year 2016. Research at Michigan Tech spans a vast range of expertise: sustainable engineering, the Great Lakes ecosystem, the emerald ash borer invasion, ionic space propulsion, 3-D printing, and cancer-fighting rice. Michigan Tech is home to 19 research centers and institutions that help to promote interdisciplinary work involving faculty from multiple departments on and off campus. The next President will have the opportunity to continue Michigan Tech’s growth in research and further develop Michigan Tech’s reputation as a leading STEM-related research university.

Michigan Tech is consistently ranked number one in the state of Michigan for both inventions and technology licenses per dollar of research.

Atmospheric science researchers at Michigan Tech no longer have to cross their fingers for cooperative weather—the University’s innovative cloud chamber allows them to head into the lab and make their own. The 15-ton cloud chamber, funded by a $1.4 million grant from NSF, arrived in March 2014 and is the only cloud chamber in the world that can sustain a cloud for more than about 10 minutes. By carefully controlling temperature, pressure, and available moisture, researchers create turbulent clouds and can mimic conditions ranging from an inversion layer (like those that trap smog in Los Angeles) to the powerful forces that build thunderheads. It can also recreate conditions ranging from stratospheric to sea-level, from equatorial to arctic. The chamber was designed and built by Russells Technical Products of Holland, Michigan, which specializes in environmental test chambers.
Research

Research Highlights from 2016-17:

Michigan Tech received $2.8 million from the Department of Energy (DOE) to develop next-generation control systems for light-duty hybrid electric vehicles. Tech is one of three Michigan recipients of a total of $8.5 million in new grants from DOE's Advanced Research Projects Agency-Energy (ARPA-E). The Michigan Tech team, in partnership with General Motors, will work to reduce the energy consumption by 20 percent in automotive electrified vehicles, including hybrid electric, plug-in hybrid, extended range and fully electric.

Michigan Tech Professor Greg Odegard will lead a new, multidisciplinary, and multi-institution Space Technology Research Institute (STRI). The Institute is funded by a $15 million, five-year grant from NASA. Odegard is the Richard and Elizabeth Henes Professor of Computational Mechanics at Michigan Tech and associate chair and director of undergraduate studies in the Department of Mechanical Engineering-Engineering Mechanics. His team will include 22 faculty members from 10 universities, two companies, and the U.S. Air Force Research Lab.

A team led by Michigan Tech Professor of Physics John Jaszczyk discovered a new mineral, merelaniite, named for the region in Tanzania from which it comes. The International Mineralogical Association named merelaniite Mineral of the Year for 2016. Michigan Tech, in one way or another, was associated with the identification of five new minerals: merelaniite, jaszczakite (which was named after Jaszczyk), redcanyonite, leesite, and leószilárdite. Owen Mills, a senior research engineer and scientist, worked with two Michigan Tech alumni, Travis Olds ‘12 and Shawn Carlson ‘91, on the last three, all small uranium crystals from Utah’s San Juan Mining District.

The EPA named Michigan Tech the new home of its Region 5 environmental finance center, a recognition that comes with a six-year grant of up to $5.6 million. EPA Region 5 covers Michigan, Minnesota, Wisconsin, Illinois, Indiana, and Ohio. The new EPA regional center—one of 10 nationwide—will help counties, cities, villages, and state agencies find better ways to manage and maintain their infrastructure and to minimize their impact on the environment.

Research Centers

The Michigan Tech Research Institute (MTRI) is located in Ann Arbor, Michigan, and is a recognized leader in the research, development, and practical application of sensor and information technology to solve critical problems in national security, protecting and evaluating critical infrastructure, bioinformatics, earth sciences, and environmental processes. MTRI’s outreach activities are designed to provide educational programs, technical expertise, tools, data, and information, and make them available to the public and stakeholders to promote awareness and improve environmental management.

UP CLOSE: SCANNING TRANSMISSION ELECTRON MICROSCOPE

With funding through an NSF-Major Research Instrumentation (MRI) grant, Michigan Tech procured a Scanning Transmission Electron Microscope (S-TEM) in 2015. Manufactured by FEI, the S-TEM is a true atomic resolution instrument—allowing researchers to look at samples atom by atom—with x-ray mapping, electron energy loss spectrometer, a 16MP high-speed camera, specialized specimen holders, and many other features. To house the S-TEM, Michigan Tech recently completed construction on a new facility at its Advanced Technology Development Complex.
The Great Lakes Research Center (GLRC) provides state-of-the-art laboratories to support research on a broad array of topics. Faculty members from many departments across Michigan Tech’s campus collaborate on interdisciplinary research, ranging from air-water interactions to biogeochemistry to food web relationships. One of the GLRC’s most important functions is to educate the scientists, engineers, technologists, policymakers, and stakeholders of tomorrow about the Great Lakes basin. The Center for Science and Environmental Outreach provides K–12 student, teacher, and community education/outreach programs, taking advantage of the Center’s many teaching labs. The GLRC also contains a lake-level marine facility and convenient deep-water docking, providing a year-round home for Michigan Tech’s surface and subsurface fleet of marine vehicles.

The Keweenaw Research Center (KRC) combines science and engineering to develop new technologies and solve real world problems. KRC provides applied research solutions through Laboratory Based Evaluation, Computer Based Modeling and Analysis, Vehicle Testing and Evaluation and Snow Research. KRC has many corporate constituents, both commercial and military. The full-time staff at KRC is comprised of engineers, scientists, and support personnel. KRC is continually growing and changing to meet the demanding market of engineering research.
Faculty

As outlined in the University's long-range strategic plan, “Portrait of 2045,” Michigan Tech is committed to developing and maintaining a diverse, internationally competitive faculty. For the 2016-17 academic year, 68.1 percent of faculty (including tenure, tenure-track, and non-tenure-track) were male and 31.9 percent were female. At least 15 percent were from underrepresented racial and ethnic minority groups, and approximately five percent were international faculty. The faculty comprised 337 tenure/tenure-track members, 116 non-tenure-track members, and 24 non-tenure-track research faculty.

Commitment to Excellence in Teaching and Learning

The William G. Jackson Center for Teaching and Learning works to improve both teaching and learning at Michigan Tech. The Center focuses on training and support, providing consultations for instructional techniques and education technologies. Teaching development support for faculty includes events and workshops, individual consultations, and organizing the Upper Peninsula Teaching and Learning Conference in collaboration with the Northern Michigan University Center for Teaching and Learning.

Assessment at Michigan Tech is a systematic process for the continuous improvement of student learning that assures educational quality. It enables the University community to identify opportunities to improve courses and curricula, teaching practices, and student life activities, as well as make informed decisions about degree programs. The assessment cycle consists of five iterative steps: establish learning goals, gather evidence, analyze evidence, take action, and reassess. Assessment assures that students are learning at the level expected for graduates of Michigan Tech. Assessment is also driven by external accountability, and professional accreditations (like ABET, AACSB, SAF) depend on the University’s ongoing accreditation by the Higher Learning Commission.

Michigan Tech Research Forum is a University presentation series showcasing the work of Michigan Tech faculty, postdocs, and researchers to strengthen the University community. Each semester, the Office of the Provost and Vice President for Academic Affairs, in coordination with the Vice President for Research Office, hosts a Distinguished Lecturer presentation, as well as TechTalks. Similar to TED Talks, TechTalks are organized around emerging themes and feature a broad spectrum of researchers from across campus via rapid-paced talks.

With more than half of its faculty hired in the past nine years, Michigan Tech has programs supporting career development, such as Early Career Management Committees, Faculty Fellows, and sabbaticals as foundations for faculty development. Michigan Tech is a NSF ADVANCE institution and has steadily increased women faculty and students. Recent ADVANCE efforts have focused on campus-wide climate transformations via an open, grassroots continuous-improvement effort, Advanced Matrix Process for University Programs (AMP-UP).

There are currently 33 Michigan Tech faculty in an endowed chair, professor, or faculty fellow position. These positions provide recognition for some of the most outstanding researchers and teachers at the University. Funds provided by the endowments allow faculty members to enhance their work with undergraduate and graduate students in fields ranging from business to engineering and studies focusing on issues ranging from freshwater to satellites. The University’s goal is to be able to award 160 endowed positions by the year 2045.
Michigan Tech recognizes excellence in teaching and research through numerous awards. These include the Rath Research Award, the Michigan Tech Research Award, the Michigan Tech Distinguished Teaching Award, the Portage Health Foundation Research Awards, the Research Excellence Fund Awards, and the Center for Teaching and Learning Instructional Awards, which recognize curriculum development and assessment, innovative or out-of-class teaching, and large-class instruction.

The Faculty Fellow Program is sponsored by the Vice President for Research Office. The program expands familiarity with sponsored program administration and strategic planning among the faculty; develops leadership capacity among the faculty; and improves sponsored programs administration and strategic planning through faculty input.

Through the Enterprise program, Michigan Tech faculty provide a practical, hands-on education closely aligned with industry. Enterprise enrolls more than 800 students per year and provides a unique educational experience in which students produce real projects for real clients. A faculty mentor advises each team. Of the 26 Enterprise teams, 73 percent are supported by external funds.
The Value of a Michigan Tech Education

In *Money* magazine’s “Best Colleges for Your Money” (July 2017), Michigan Tech ranked in the top 100 overall and in the top 50 among public universities. Michigan Tech also ranked sixth in the nation for early career salaries. Tech’s average early career salary for graduates is $63,400. *Money* also noted that 47 percent of Michigan Tech’s low-income students have upper-middle-class jobs by age 34.

CNBC ranked Michigan Tech No. 14 in the nation (August 2017) for 20-year net return on investment (ROI) among public colleges and universities. Bestcolleges.com gave a similar ranking, noting Michigan Tech’s 30-year net ROI—the average net earnings a graduate can expect over 30 years of work, minus the cost of their education—is $999,300 (May 2016).

Brookings Institution ranked Michigan Tech No. 1 in Michigan and No. 4 in the U.S. in “value-added” factors such as the kinds of majors offered—particularly in STEM, graduation rates, student loan repayment rates, and the difference between predicted earnings and graduates’ actual earnings at mid-career and over a lifetime (May 2015).

Average undergraduate starting salary: $63,400
Stunning Location

Michigan’s Keweenaw Peninsula provides a beautiful backdrop to world-class research and education. Michigan Tech is located in Houghton, Michigan, which was named one of the best rural places to live in the U.S. in Norman Crampton’s *The 100 Best Small Towns in America*. Safewise ranks the city in the top 20 safest college towns in America. Houghton, its sister city Hancock, and the surrounding towns have a combined population of approximately 15,000. That number grows to more than 22,000 when including the Michigan Tech student population. The area boasts high-quality school systems that consistently receive high recognition and awards from the state.

The ruggedly beautiful Keweenaw Peninsula is one of the Midwest’s top year-round recreation destinations, thanks to its record snowfalls (an average of 200+ inches per year) and comfortable summers. Pristine shorelines earned the Keweenaw second place in *Lake Superior Magazine’s “Top 10 Lake Superior Destinations”* list, and National Geographic Adventure Magazine rated it one of the top 10 outdoor adventure spots in the country. Outdoor enthusiasts of all ages downhill and cross-country ski, snowboard, bike, hike, paddle, camp, golf, and more.
Houghton’s historic downtown features locally owned shops, eateries, museums, and brewpubs, while chain restaurants and major shopping outlets are a short car ride away on the business strip. Michigan Tech’s arts and entertainment scene is vibrant, diverse, and global. The University is home to the area’s premier performing arts venue, the Rozsa Center, and the unique black-box McArdle Theatre in the Department of Visual and Performing Arts. Michigan Tech is a key economic driver for the Greater Houghton region, and has well-established partnerships with long-standing and start-up businesses in the area. The next President will have the opportunity to ensure that Michigan Tech continues to play a key economic development role in Houghton and the entire Upper Peninsula.
The Campus

Michigan Tech is a residential research university that has a small-town feel, just like its surrounding community, the Copper Country. Many students comment that the size of campus is just right—not so big that it is easy to get lost, but not too small, either. Students feel at home at Michigan Tech, and some even say they feel like part of a family. The 925-acre campus features several state of the art learning facilities and highly unique features like the A.E. Seaman Mineral Museum, the Portage Lake Golf Course, and the Mont Ripley Ski Area.

The University’s performing arts theatre, the Rozsa Center, can hold an audience of more than 1,000 and the nearby McArdle Theatre hosts concerts, music festivals, and more. Hundreds of campus events take place throughout the year. Michigan Tech’s 35km trail system, located right across the street from the Student Development Complex, is nationally recognized for quality, variety of terrain, and maintenance. This includes 7.5 km of lighted trail and year-round access to walking, running, biking, snowshoeing, cross country skiing, and snow biking.

Residence Halls

Each of the University’s four residence halls has a different culture. Residence hall groups participate in intramural athletics, hold their own social events and study groups, and get involved in campus-wide events, such as Homecoming and Winter Carnival.

Hillside Place is Michigan Tech’s newest housing option and is one of the first LEED Gold Certified student residencies in Michigan. Offering a unique living environment, Hillside Place has 194 student spaces and is usually reserved for graduate students and upperclassmen.

Douglass Houghton Hall (DHH), Michigan Tech’s smallest residence hall, has about 350 student spaces available in the three-story structure. This historic building was constructed in the late 1930s and characterizes that time period, with its beautiful architectural details.
The Campus

McNair Hall has a great view of the Keweenaw Waterway. The McNair complex consists of three buildings. West McNair has two stories, while East McNair has five stories. These two living units are connected by the dining services building. There are about 650 spaces available for assignment in McNair Hall.

Wadsworth Hall (Wads) is the largest hall at one-quarter mile long and five stories high, with approximately 1,050 spaces available for assignment. Each floor is divided into “houses,” giving students a small community atmosphere.

Facilities

The J. Robert Van Pelt and John and Ruanne Opie Library provides collections of books, journals, maps, and documents that support learning and research. Recently, the building was upgraded with 250 new computer workstations; new scanners and printers, including a 3-D printer; improved wireless access; and functional, ergonomic furnishings and workspaces, including laptop bars and booths. It also offers 24-hour access to a study room for students, faculty, and staff. The Library also houses the archives and a complete collection of printed material documenting the people and institutions of the local area.

Little Huskies Child Development Center encourages and supports each child’s growth and development in a caring and nurturing environment. The Center primarily serves the Michigan Tech population. Seeking to fulfill the University’s goal to attract, assist, and help sustain world-class faculty, staff, and students, Little Huskies is one of the many people-focused work-life initiatives that provides an outstanding work and educational environment for Michigan Tech’s community. Highly qualified teachers provide students with individualized attention in small groups in a home-like and comfortable atmosphere.
The John J. MacInnes Student Ice Arena has been the home of the Michigan Tech Hockey Huskies since the 1971-72 season. The arena can hold a capacity of 4,466 and includes a large video scoreboard, 14 luxury suites, concession areas, a pro shop, training room, and nine locker rooms. In addition to Huskies hockey, the arena hosts Kinesiology and Integrative Physiology classes, intramural ice hockey, recreational skating, youth and adult hockey and figure skating programs, and private rentals. It also serves as a special events area and can accommodate 5,600 people for events such as Michigan Tech’s commencements, concerts, circuses, and more.

The A. E. Seaman Mineral Museum has a long history, extending back to the origins of the University in 1885, when it was founded as the Michigan College of Mines. With the largest public exhibit of an outstanding collection of minerals from the Great Lakes region, the Michigan legislature officially made the A. E. Seaman Mineral Museum the Mineral Museum of Michigan, furthering its mission to educate and engage the people of Michigan about topics of mineralogy and geology. The Museum attracts visitors from across the U.S. who come to see the nationally and internationally recognized collection and exhibits.

Over the last 15 years, Michigan Tech has completed building and renovation projects in Wadsworth Hall, Rehki Hall, the J. Robert Van Pelt and John and Ruanne Opie Library, the Great Lakes Research Center, Memorial Union, Little Huskies Daycare Center, MacInnes Ice Arena, McAllister Admissions Center, the Waino Wahtera Center for Student Success, the William G. Jackson Center for Teaching and Learning, the Multiliteracies Center, Fisher Hall, Hillside Place, Shaffner Hall, the Michigan Tech Lakeshore Center, and many others.
Student Life

Michigan Tech provides a totally unique student experience to 7,319 undergraduate and graduate students from all 50 states and 60 countries. Women make up 27.1 percent, and students from racial and ethnic minority groups make up 8.2 of the University’s domestic student population. These numbers are all-time highs for the institution and are projected to continue growing in response to Michigan Tech’s strategic initiatives.

Students participate in more than 220 student organizations, including music, fine art, and cultural events.

Michigan Tech offers opportunities to study abroad for a semester, year, or summer through faculty-led and exchange-student options in more than 50 countries. Students can study finance in the Czech Republic at the University of Economics or discover Portugal through the European Project Semester as they complete their senior design requirement. Students who are interested in studying a modern language can immerse themselves in language and culture through courses in Germany, France, or Spain. Semester at Sea is also a popular option.

Special Traditions

Parade of Nations
Michigan Tech hosts the region’s largest, oldest multicultural festival, flying the flags of more than 60 countries represented on campus and in the Houghton community. Thousands participate in this special celebration in mid-September, enjoying international food, entertainment, and family activities promoting global peace and unity.

Winter Carnival
Organized by Blue Key National Honor Society since 1934, Winter Carnival started in 1922 and has grown to become one of the largest annual winter festivals in the nation. Featuring dozens of huge, intricate snow statues all around campus and the community, this event also brings together students to participate in broomball, comedy skits, sleigh rides, a queen coronation, and lots of winter fun.
Student Life

Athletics
Michigan Tech has 14 varsity athletic teams including NCAA Division I men’s ice hockey and NCAA Division II men’s and women’s sports.

Michigan Tech competes in the Great Lakes Intercollegiate Athletic Conference (GLIAC) in all sports except for hockey, which participates in the Western Collegiate Hockey Association (WCHA). The 372 Michigan Tech varsity student-athletes maintain a GPA of 3.2 in addition to being recognized for their success on the field.

Athletics play an essential role for students at Michigan Tech, and strong support is shown for the different programs at the University. Broomball leagues and intramural sports are favorite pastimes.

The men’s ice hockey team won the 2017 WCHA Championship, securing their second NCAA appearance in three years.

The men’s ice hockey team won the 2017 WCHA Championship, which secured the Hockey Huskies’ second NCAA Tournament appearance in three years. The women’s basketball program recently won its 14th GLIAC title, and Michigan Tech’s track and field team set 18 new school records last year. For the second straight year, Michigan Tech hosted the U.S. National Cross-Country Skiing Championships on the famous and challenging Tech Trails.
Alumni

Michigan Tech has more than 61,000 alumni making a difference across the world. They are working in education, government, business, research, health sciences, engineering, social sciences, industry, humanitarian organizations, and the arts. Tech alumni support current students and faculty through financial funding, mentoring, recruiting new students, hiring graduates, and lending their expertise to students in Senior Design teams and Enterprise programs.

The Alumni Board of Directors is a group of volunteers elected from across the country. They work with the University’s Alumni Engagement team to develop and support programs for students and alumni. Alumni also serve as regional chapter leaders across the United States, internationally, and within corporations.

Michigan Tech alumni are a shining example of the value of a Tech degree. They help the institution continue to create a sustainable, just, and prosperous future on a global scale.
Administration

Provost and Vice President for Academic Affairs
The Provost and Vice President for Academic Affairs is the chief academic officer of the University, responsible for the quality of Michigan Tech’s academic programs and its faculty. A member of the University’s executive team and ex-officio on the University Senate, the Provost leads the Deans’ Council and the Academic Forum, which includes all academic deans, chairs, and directors, to develop academic policies and procedures. The provost also leads the accreditation effort through the Open Pathway of the Higher Learning Commission.

Vice President for Research
The Vice President for Research helps faculty researchers identify potential funding sources and write and submit proposals. The office also provides support for developing budgets and complying with federal and state regulations. Further, the position supports the Michigan Tech Entrepreneurial Support Corp (MTESC) and Superior Ideas (SI) plus Technology Transfers, SmartZone, and Industry Engagement. Research expenditures at Michigan Tech now total more than $70 million, and the Vice President for Research provides leadership and support to ensure that this growth continues.

Vice President for Student Affairs and Advancement
The Vice President for Student Affairs and Advancement is the chief student affairs and advancement officer and oversees a broad variety of departments focused on student success and lifelong engagement with the University. Areas within the division focus on a lifecycle of engagement model and include advancement and alumni engagement, athletics, communication, enrollment services, and student life. The departments play a significant role in enhancing the Michigan Tech experience and preparing graduates to make a difference in the world.

Vice President for Finance; Treasurer of the Board of Trustees
The Vice President for Finance oversees all University financial functions, including the Michigan Tech Fund, and is the Treasurer of the Board of Trustees.

Vice President for Administration
The Vice President for Administration advances Michigan Tech’s mission, vision, and goals through effective and efficient administrative and support services. The Vice President for Administration provides services to faculty, staff, students, and the community—helping to ensure a safe, healthy, and attractive campus.
Governance

Board of Trustees
The Board of Trustees is the governing body for Michigan Tech. The Board is made up of eight members who are appointed by the Governor of Michigan, by and with the advice of the State of Michigan Senate. Current Michigan Tech Board members consist of highly regarded Michigan Tech alumni and industry leaders from across the state of Michigan and beyond. Among the Board’s chief fiduciary responsibilities is the appointment and successful retention of the University President. The Board is also responsible for the bylaws for governing the institution, setting tuition rates and other fees and charges, determining compensation for the University President, conferring degrees, managing gifts, entering agreements, and acquiring and disposing of property. The Board meets five times per year.

University Senate
The Michigan Tech University Senate is the representative body for its constituents and speaks on their behalf on matters under the Senate’s jurisdiction. The Senate has the responsibility and authority to review and establish policy in many areas, such as curricular matters, teaching quality, evaluation of teaching and all matters pertaining to the academic calendar. Policy for professional staff constituents is also formulated and reviewed by the Senate. The Senate is the principal forum for discussion of any matters of interest to the University community. The University Senate’s constituencies are the University’s academic and research faculty and professional staff, including staff employed at independent research units. These groups meet and operate as a unit under a single constitution and by-laws, with a single set of University Senate officers and committees.

Staff Council
Michigan Tech’s Staff Council is a volunteer organization that assists the University in recognizing outstanding performance and ongoing dedicated service by staff members; maximizes the use of talents and resources of the staff to support educational programs and to develop and strengthen skills and professionalism among staff; and provides events and opportunities to enhance the working environment of Michigan Tech.

Student Government
The Undergraduate and Graduate Student Governments represent the interests of students with University leadership. Both student government associations play essential roles in guiding and shaping the student experience at Michigan Tech. They develop interesting and unique activities that engage students in University organizations, advocate for student needs in the development of policies and procedures, and ensure students have the opportunities to achieve their personal and academic goals.
University Advancement

The Tech Fund

The Michigan Tech Fund is a not-for-profit, tax-exempt corporation established in 1965 under the laws of the State of Michigan. Existing solely for the benefit of Michigan Tech and its students, the Tech Fund receives, invests, and disburses gifts to support the University's mission and vision. The business and affairs of the Michigan Tech Fund are managed by a nine-member Board of Directors comprised of alumni and friends of Michigan Tech, who represent a range of backgrounds, professional experiences, and locations. The President of Michigan Tech serves as President of the Tech Fund and is a member of the Tech Fund Board of Directors.

In 2016-17, the institution attracted $31 million in planned gifts.

In 2016-17, the institution attracted $3.23 million in major gifts; $31 million in planned gifts; $3.3 million in corporate and foundation gifts; $12.2 million in corporate sponsored research; $2.47 million to its Annual Fund and nearly $1 million in gifts-in-kind for a total nearing $52.4 million. This represents a $12 million increase from the previous year.
The Tenth President of Michigan Technological University

Challenges and Opportunities for the Next President

Michigan Tech seeks a dynamic, entrepreneurial, and transformative leader to infuse the University with new ideas to develop Michigan Tech into one of the top STEM institutions in the country. The next President will be an accomplished leader who will bring an appetite for growth and innovation to advance a new vision for Michigan Tech.

The President is the chief executive officer and chief advocate for the institution charged with enhancing the University’s reputation within the state of Michigan, throughout the nation, and around the world. Reporting to the Board of Trustees, the President has responsibility for the strategic, financial, fundraising, and management operations at Michigan Tech. The next President will lead the development of an efficient and sustainable operational strategy that will establish a culture of innovation, align financial resources with strategic goals, form essential relationships to increase the level of financial support from industry partners and donors, and develop a climate of transparency with internal and external stakeholders to further advance the institution’s importance and role in society.

Articulating a Vision of Excellence:
Over the past decade, Michigan Tech has made great strides by improving its financial stability, increasing research activities, focusing on the student academic experience, and enhancing infrastructure and facilities. All of these essential aspects of growth and achievement have been guided by Michigan Tech’s long-range strategic plan, “Portrait of 2045.”

The University is now poised for the next phase of its history with the potential to grow enrollments at the undergraduate and graduate levels, broaden its footprint throughout Michigan, nationally, and internationally; and utilize current academic success to become more widely recognized as one of the country’s top STEM-focused universities. The next President has the opportunity to sharpen, refine, and champion a vision of excellence for Michigan Tech that will define its future while also celebrating its past successes and core mission. In articulating this vision, the President will be an excellent communicator and continue to play an active, visible, and transparent role with the students, staff, faculty, Trustees, alumni, and local community and business leaders. The new President has the opportunity to develop a culture of innovation at the University that will define the standard for a leading-edge STEM education. The President will represent the values and mission of the entire University effectively and persuasively.

Innovating the Academic Model:
One of the most well-known and recognized aspects of Michigan Tech is its academic model. Michigan Tech receives national accolades for its rigorous academic programs, ample opportunities for experiential education, and the closely-knit relationships between students and faculty. With this solid academic foundation in place, Michigan Tech has a great opportunity to engage in more interdisciplinary and collaborative academic models that will sustain and enhance academic rigor, challenge students to solve real-world problems, and be responsive to the 21st century market. Benchmarking against peer and aspirant institutions on best practices, the next President will

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foster an academic environment that encourages new and innovative ideas in the development of interdisciplinary programs, advances Michigan Tech’s focus on collaborative engagement, and explores new approaches to pedagogy and course delivery. With the University’s world-class faculty, leading-edge facilities, and entrepreneurial students, the stage is set for the next President to lead the development of ideas that will establish Michigan Tech as a leader in the changing landscape of STEM education. The next President will bring a fresh and innovative academic vision that will empower faculty to develop creative and leading-edge programs by leveraging the current programmatic quality at the University and also ensure that the necessary infrastructure is in place to support such program.

**Strengthening Diversity and Global Perspective:**
Michigan Tech is committed to fostering a world-class and diverse faculty, staff, and student population and sustaining a welcoming and inclusive living, learning, and working environment. To help students succeed in the global arena, Michigan Tech lays claim to successful global scholars and study abroad programs and holds numerous events on campus that celebrate diversity in all of its dimensions. Michigan Tech has made diversifying its student body, faculty, and staff a top priority and has implemented infrastructure to ensure diverse talents are welcomed and supported at the University. Further progress in these areas will require sustained and vigorous commitment from the entire Michigan Tech community. Michigan Tech’s next President will have the opportunity to further this goal by supporting and working collaboratively with the President’s Diversity Council in developing University-wide awareness of matters of diversity, equity, and inclusion and increasing campus impact towards achieving these strategic goals. The next President will advance this strategic priority by enhancing an inclusive environment and ensuring the effective recruitment and retention of diverse faculty, staff, and students; maintaining Michigan Tech’s welcoming and inclusive ethos, and effectively growing Michigan Tech’s global footprint.

**Enhancing Fundraising and Building Financial Capacity:**
A key priority for the next President will be easing Michigan Tech’s dependency on state funding and tuition revenue by identifying new resources to achieve long-term financial sustainability. While Michigan Tech has an established group of committed supporters, the University will look to broaden a pipeline of key donors for major and planned gifts, engage Michigan Tech’s national network of alumni, and establish strategic partnerships with corporations and national foundations. In order to support student scholarships and address facility needs, the President will robustly cultivate contributions from alumni and benefactors to address campus improvements and increase the endowment. The President will be a strong financial manager, knowledgeable about academic business models, keenly aware of the broader higher education landscape, innovative with regard to forging new revenue streams, and capable of adjusting the business plan to maintain and improve the University’s financial security. The Trustees’ fiscal acumen will provide invaluable support and counsel to the new President in the critical area of finance.
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Raising the Institutional Profile:
Michigan Tech has been recognized nationally for its strong academic quality, the return on investment for students and families, the average starting salaries of its graduates, and the quality of life and safety offered by the Houghton community. These attributes highlight the distinctive characteristics of a Michigan Tech education, and the University is poised to enhance its reputation to become one of the nation’s top STEM universities. The President will utilize the core strengths of Michigan Tech to increase research expenditures and outputs, expand fundraising and enrollment pipelines, enhance external partnerships, and sustain Michigan Tech’s exemplary academic experience for students. In order to continue effective growth in prestige and recognition, the next President should possess the passion, drive, and leadership to articulate and market Michigan Tech’s success as a STEM university and the incredible work that is done at the University by students, faculty, and staff.

Advancing the Research Agenda:
Michigan Tech has made significant investments to support the growth of graduate programs and research, while also strengthening the University’s commitment to high-quality teaching. Michigan Tech’s distinctive academic focus and location provide abundant opportunities for the advancement of research. Michigan Tech has the capacity to leverage its world-class faculty members, cutting-edge research centers, and state-of-the-art equipment to strengthen its position as a leading public research university. The next President will support and advance research activities through partnerships, sponsorships, and grants so the University can continue to attract and retain outstanding research faculty with formidable scholarly agendas. She or he will also increase the number of opportunities for students to engage in research at the graduate and undergraduate levels by sustaining and enhancing Michigan Tech’s essential partnerships with industry. The next President has the opportunity to leverage the University’s well-recognized name in STEM fields and unique academic approach to further distinguish Michigan Tech from other universities.

Building Community and Engagement:
The new President will be an exemplar of the best of the Michigan Tech culture and will maintain a visible presence with students, faculty, staff, and campus community; attend student events; visit departments; and engage with the local community. Her or his capacity to ask thoughtful questions, listen carefully, shape discourse, lead the campus through possible points of conflict or crisis, and foster collegiality will be of paramount importance. Supporting faculty and staff while honoring their central and significant contributions to the University will be crucial. Modeling and encouraging transparent decision-making will also promote trust and nourish the spirit of mutual respect that is fundamental to Michigan Tech’s identity. Moreover, the new President’s ability to increase collaboration and build ever-stronger relationships and partnerships with Houghton, the state of Michigan, and the nation will be critical. The next President should have the leadership and personal abilities to become a key player in the state capital of Lansing to ensure continued state support of the institution, but also to celebrate the performance and success at Michigan Tech to position the University as a driver of STEM education and economic development in Michigan.
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Growing and Managing Enrollments:
Michigan Tech has an ongoing commitment to building graduate programs in high-demand areas, advancing research initiatives, exploring opportunities for online or distance learning, and strategically expanding its recruitment pipelines for undergraduate and international students in response to declining regional high school demographics and increased competition for students. Introducing new strategic enrollment management initiatives will be essential for Michigan Tech to fulfill its mission of providing a world-class, accessible, and affordable education. Michigan Tech’s unique approach to the student experience has led to very successful retention and placement rates. The next President will lead continued growth and expansion at Michigan Tech and will have a firm understanding of enrollment management and the ever-growing challenges surrounding admissions and retention at public, residential research institutions. She or he has the opportunity to foster new and innovative ideas and approaches to lead the overall growth of Michigan Tech and continually attract top students from around the world to participate in solving real-world problems.

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Strengthening the Statewide Mission:
While it will be essential for Michigan Tech to sustain its position as one of the key economic drivers in the Upper Peninsula, the University’s mission is statewide. As such, the University has the expertise and momentum to capitalize on the economic resurgence and the rise of STEM-related fields in southern Michigan. The next President at Michigan Tech has the opportunity to expand the University’s influence throughout the state of Michigan, and the time is right to grow Michigan Tech’s footprint in Detroit and southeast Michigan. According to the 2015 Technology Industry Report from Automation Alley, southeast Michigan is showing significant growth in STEM academic disciplines, establishing itself as a leader in industry innovation, and is becoming a home to some of the nation’s top tech talent. There is a growth in demand for engineering- and technology-focused students and employees in southeast Michigan, and Michigan Tech is uniquely positioned to leverage its unique academic focus and innovative research initiatives to become a key driver of economic support and growth in this region. In addition to the growth in STEM fields, Michigan Tech is also well-positioned to enhance relationships and influence with automotive and defense industries throughout the state. The Michigan Tech Research Institute is strategically situated in Ann Arbor, and there is opportunity to develop similar research centers in other regions of the state such as Detroit, Lansing, and Grand Rapids. The next President will have the opportunity to expand Michigan Tech’s influence in working with legislative leaders in Lansing to promote the many ways that the University can support the continued growth of STEM-related sectors throughout the state.

Key Responsibilities

The President of Michigan Tech will:
- Engage the Board of Trustees in a productive dialogue to determine collaboratively the most beneficial strategy for defining and achieving the goals for the University;
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• Engage all stakeholders to sharpen and refine a shared vision for the University which will inspire and compel the Michigan Tech campus members, alumni, industry partners, and other key stakeholders to contribute sustainable intellectual and financial resources in order to assure a successful future for the institution;

• Communicate the distinctiveness, uniqueness, and relevance of Michigan Tech’s academic programs to a broad audience;

• Have overall financial, strategic, and operational responsibility for the University;

• Manage an effective senior team;

• Sustain and enhance a platform and strategies to attract the best and brightest diverse students, faculty, and staff while developing effective programs to support their retention and success;

• Engender the trust of all through collaboration, transparency, and shared values; and

• Be the external face and champion of Michigan Tech to regional, national, and global communities.

Professional Experience/Qualifications

Michigan Tech seeks a dynamic leader who offers a demonstrated record of innovative and entrepreneurial leadership in an academic setting or similarly complex organization. Informed by wisdom and experience to anticipate and identify areas of opportunity, this individual will provide thoughtful strategic direction. She or he will possess the skills to inspire the faculty, staff, and students to work collaboratively and will engender widespread private and public support for, and excitement about, the future of Michigan Tech. The successful candidate will have core values promoting constancy of purpose, be willing to pursue goals regardless of obstacles, and demonstrate a capacity to facilitate change within an organization when appropriate. Due to the sensitive nature of some of Michigan Tech’s research projects, the next president must also qualify for top-secret security clearance.

The successful candidate will be a compelling advocate for the University’s goals to a variety of audiences and be able to leverage opportunities in the area of development and fundraising.

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The successful candidate will be able to leverage opportunities in the area of development and fundraising. The President will represent well the interests of the University and show deep commitments to teaching, research, entrepreneurship, and excellence at all levels of the institution. She or he will understand and appreciate the unique and closely held values of the University, while simultaneously advocating for a progressive strategy that will sustain Michigan Tech in the long term.

Specifically, the President will possess the following experience, skill sets, and attributes:

• The imagination, courage, and capability to develop and advance an innovative and transformative vision, provide new ideas to move
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the institution forward, and leverage the unique qualities of Michigan Tech to preserve and enhance its position as a leading-edge STEM-focused institution;
• A forward-thinking mindset, consistently analyzing society’s megatrends and their potential impact on STEM-oriented education, and the related ability to adapt the University’s educational program in response to such trends;
• A strong record of aligning budgets with strategic goals, allocating resources effectively, and setting financial priorities;
• A demonstrated commitment to and appreciation for the mission of Michigan Tech;
• The academic or equivalent background in teaching and scholarship to lead a doctoral-granting academic institution;
• The experience and skills to manage and guide a complex and dynamic organization;
• Demonstrated experience and leadership in fundraising across a diverse donor base and capacity to enhance philanthropic giving;
• The ability to advance and support an innovative research agenda that will enhance Michigan Tech’s reputation and attract and retain high quality faculty;
• The commitment to sustaining Michigan’s Tech’s accomplishments in high-quality teaching;
• Proven commitment to diversity and inclusion coupled with broad experience with diverse students, faculty, and communities, which has resulted in a track record of building an integrated, inclusive environment;
• Knowledge of student recruitment and retention and the issues that affect students both inside and outside the classroom, especially accessibility and affordability;
• Evidence of successful interactions with governing boards;
• A global perspective with the ability and desire to lead a discussion about the future of higher education in an evolving national context and an increasingly globalized society, with foci on international programs and international students;
• The ability and experience to mentor the current leadership at the institution;
• The demonstrated capacity to form alliances and partnerships with industry;
• A clear sense for how to facilitate strategic growth through a collaborative process, demonstrating firm resolve and commitment to follow through;
• Successful experience in crisis management;
• Superb communication skills and the ability to represent the University in a compelling manner to various constituencies locally, nationally, and internationally;
• The political acumen to champion the University and effectively advocate for resources at the state level;
• Sensitivity for State and Federal compliance;
• The ability to make strategic decisions in alignment with the goals of the University;
• Intellectual, analytical, consensus-building skills and the ability to make decisions in a timely manner;
• Energy, passion, optimism, adaptability, approachability, an abiding sense of humor; and
• A personal style that balances confidence with humility.
Information for Candidates

Review of candidates will begin immediately and continue until the position is filled. Application materials should include: a letter describing the candidate’s interest in and qualifications for the position in relation to the attributes described in this search profile and a curriculum vitae. For fullest consideration, materials should be submitted by January 15, 2018. **The new President is expected to begin work on July 1, 2018.**

All nominations and applications will be held in confidence. Requests for information and all written nominations and applications should be directed to:

J ul i e T e a , P art ner  
S te ve L e o , P art ner  
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