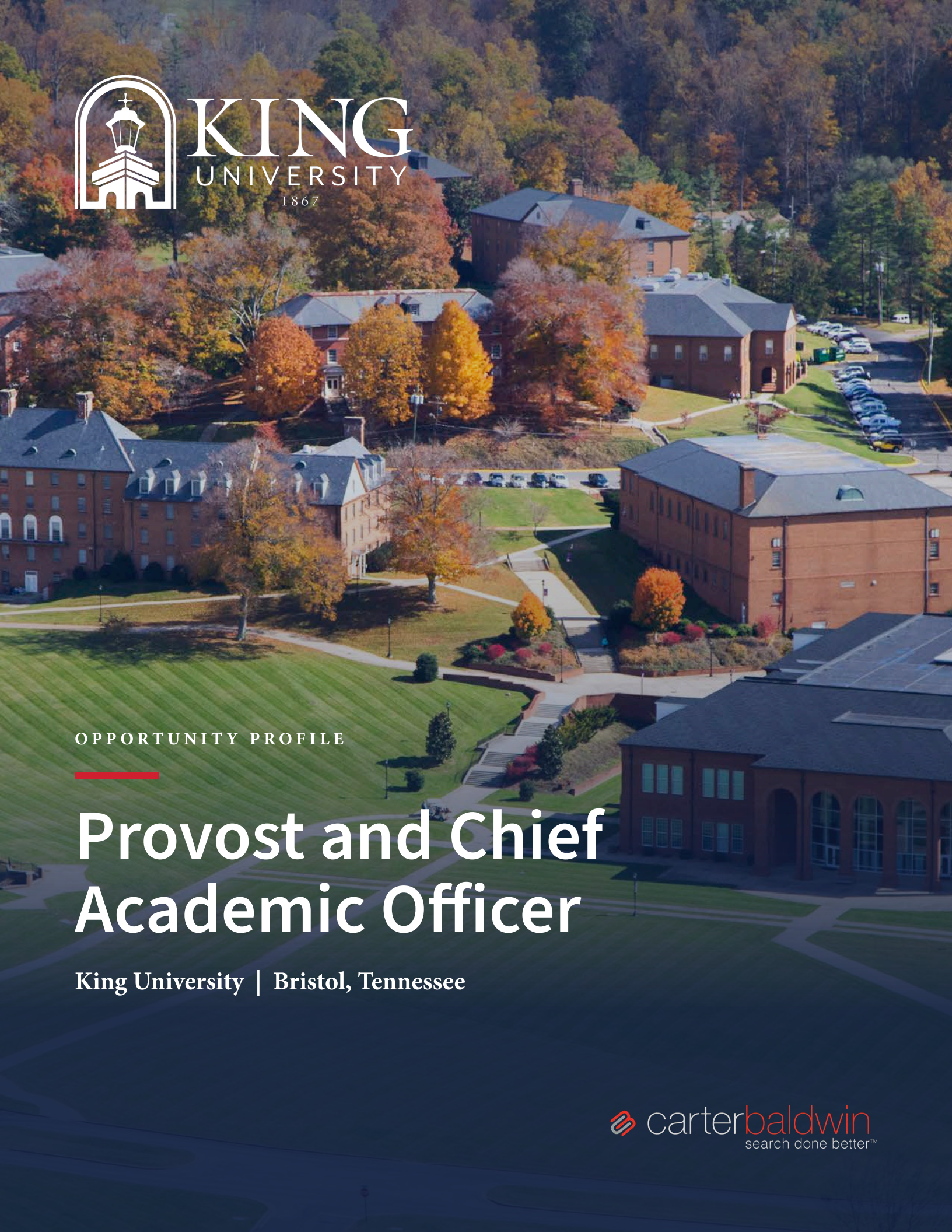


OPPORTUNITY PROFILE

Provost and Chief Academic Officer

King University | Bristol, Tennessee

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The Opportunity

King University invites applications and nominations for Provost and Chief Academic Officer at a pivotal moment of institutional renewal. Building on renewed enrollment momentum, restored fiscal stability, historic philanthropic support, and the University's return to full compliance with SACSCOC standards, the next Provost will help translate remarkable institutional energy into lasting academic excellence, distinctive Christian formation, and sustainable growth.

King seeks a forward-looking academic leader who can bring strategic imagination and disciplined execution to the whole academic enterprise. The next Provost will honor King's heritage while helping the University design what comes next: a rigorous and formative education, an academic portfolio that joins strong liberal arts learning with excellent professional preparation, a thriving faculty culture, and programs responsive to the aspirations of students and the needs of Bristol, East Tennessee, the wider region, and the church.

King believes that a great Christian university must resist false choices between faith and intellect, rigor and compassion, tradition and innovation, professional preparation and liberal learning, or academic excellence and student formation. It aspires instead to be an institution in which each of these commitments strengthens the others.

Reporting to President Andy Tooley and serving as the University's senior academic executive, the Provost will join a leadership team committed to creating what President Tooley has called a "Soulful University": Christ-animated, student-first, excellent, resilient, hospitable, and dedicated to the flourishing of its community. The work is both strategic and personal. It calls for a leader who can earn trust, clarify priorities, develop people, make consequential decisions, and move a complex academic enterprise toward a compelling future.



King at a Glance



FOUNDING AND IDENTITY

1867

Established in 1867; a Presbyterian-affiliated comprehensive Christian university rooted in the liberal arts.

LOCATION

135

acres

A 135-acre hilltop campus in Bristol, Tennessee, serving the Tri-Cities, the Appalachian Highlands, and students beyond the region.

ACADEMIC SCOPE

90+

More than 90 majors, minors, pre-professional degrees, and concentrations across five academic schools.

STUDENTS AND FACULTY

1,200+

More than 1,200 students, undergraduate and graduate. 157 faculty, 82 full time and 75 part time.

DEGREE LEVELS

Associate, baccalaureate, master's, Education Specialist, and Doctor of Nursing Practice degrees.

WAYS OF LEARNING

Traditional undergraduate, adult and professional, graduate, evening, in-person, online, and off-site education.

ACCREDITATION

SACSCOC

Accredited by SACSCOC, with specialized accreditation and approvals in nursing, social work, and teacher education.

ATHLETICS

28

teams

28 teams competing in NCAA Division II and Conference Carolinas.

Mission, Vision, and Christian Identity



Founded in 1867 in the Presbyterian tradition, King is a comprehensive Christian liberal-arts university. Its mission applies across every campus and site, every modality, and every undergraduate, graduate, curricular, and cocurricular program.

MISSION

We prepare students in our Christian academic community to excel as thoughtful, resourceful, and responsible citizens with a passion for serving God, the Church, and the world.

VISION

To be recognized as one of the region's premier Christian universities. Our goal is to provide an academic education that is intellectually rigorous and a community-oriented, student-first campus that is rooted in and reflects God's Kingdom as we pursue the whole-person formation of our students for lives of leadership and service.

King's Christian identity animates the institution's intellectual life, its understanding of excellence, its relationships, and its approach to student formation. King's Presbyterian heritage finds expression in its commitment to the historic creeds of the Church and in the conviction that rigorous inquiry and Christian faith can deepen one another. The University seeks faculty and leaders who approach their disciplines and their work with thoughtful, creative, and active integration of faith and learning.

This commitment reaches beyond the classroom. In partnership with Student Affairs, the Chaplain, Athletics, and other leaders, the Provost will help create an educational experience in which classroom learning, worship, mentoring, community life, leadership development, professional preparation, and service reinforce one another. King seeks graduates who can think rigorously, communicate clearly, exercise sound judgment, act with integrity, understand their vocation, and serve with wisdom and courage.

A Comprehensive Academic Enterprise

King's distinctive strength lies in the combination of a strong liberal arts foundation with professional and graduate education closely connected to the needs of students and communities. The academic enterprise includes:

- College of Arts and Sciences;
- School of Business, Economics, and Technology;
- School of Education;
- School of Nursing; and
- School of Health and Professional Sciences.

Together, these schools offer more than 90 majors, minors, pre-professional degrees, and concentrations, as well as associate, bachelor's, master's, Education Specialist, and doctoral education. Students learn through traditional on-campus programs, evening and adult formats, online programs, and off-site locations. The Provost must appreciate the integrity of this entire portfolio and help each part contribute to a coherent King education.





Bristol, East Tennessee, and the Appalachian Highlands



King and Bristol have shaped one another for more than 150 years. The University's 135-acre hilltop campus sits one mile from the center of the twin cities of Bristol, Tennessee, and Bristol, Virginia, within the Tri-Cities metropolitan area of approximately half a million residents. The region offers a lower-than-national average cost of living, a diverse economy, rich musical and cultural traditions, and ready access to the Appalachian Trail, South Holston Lake and River, the Cherokee National Forest, and the Blue Ridge and Smoky Mountains.

Place is not simply a recruiting amenity for King; it is part of the University's vocation. President Tooley has called King to serve Bristol and the Tri-Cities through radical hospitality, innovative partnerships, student experiences, and academic programs that contribute to the community's economic, cultural, spiritual, and civic flourishing. The next Provost will help King listen to regional partners, respond to workforce and community needs, strengthen pathways into and through the University, and make the University's academic resources more available to its neighbors.

A Pivotal Institutional Moment

47%

Increase in new-student enrollment over the last two years

19%

Increase in net tuition revenue

$34M

Gift from Ann and John Tickle, the largest in the University's history

100%

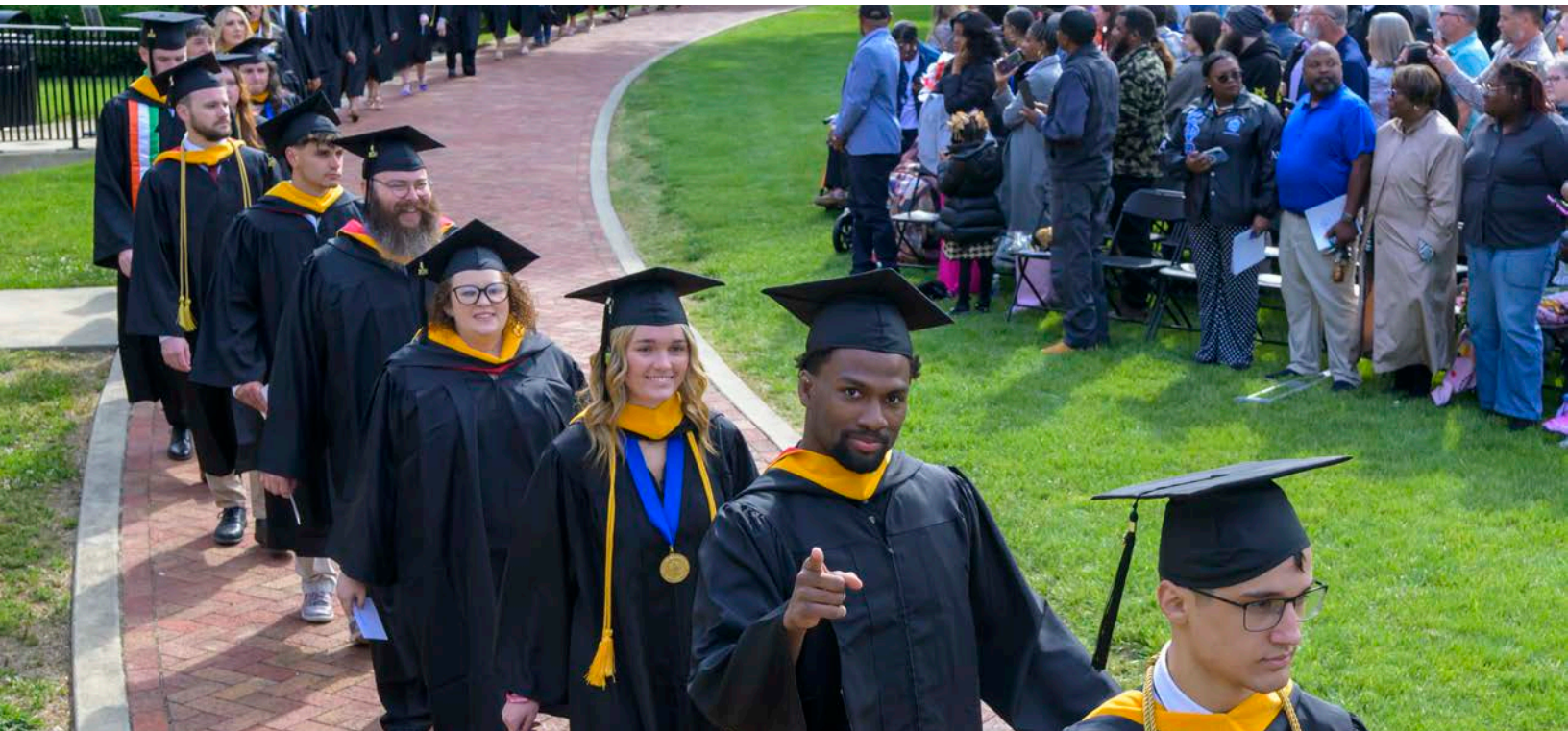
First-time NCLEX-RN pass rate across seven consecutive cohorts

King enters this search with exceptional momentum. Over the last two years, new-student enrollment increased by 47 percent and net tuition revenue is up 19 percent. The University has produced consecutive balanced budgets, received historic philanthropic support, and, in June 2026, returned to full compliance with all SACSCOC standards and core requirements when the Commission removed King's Warning status with no further report due. King's next ten-year accreditation review comes in 2028.

The clearest sign of confidence in King's future came in May 2026, when Ann and John Tickle made a $34 million gift, the largest in the University's history. The gift will advance academic excellence, enhance campus facilities, and establish the new four-year Ann and John Tickle Honors College. The Honors College is designed both to serve high-achieving students and to strengthen Bristol and the surrounding communities by attracting and forming talented, creative graduates to lead in and beyond the region.

Recent recognition adds to that momentum. King received a four-star rating in Money's 2026 Best Colleges in America list, and its School of Nursing has achieved a 100 percent first-time NCLEX-RN pass rate across seven consecutive cohorts. These accomplishments reflect real strength, but they are not an occasion for complacency.

King's next phase requires a Provost who can convert momentum into durable academic systems, a distinctive and sustainable portfolio, stronger student outcomes, and a widely recognized model of Christian formation and academic excellence.



The President and Leadership Context



Dr. Andy Tooley

Dr. Andy Tooley became King's twenty-fourth president on August 1, 2024. A historian by training, he has served as a faculty member and executive leader, most recently as associate vice president for presidential initiatives at Belmont University and earlier as director of principal gifts at Wheaton College. He brings experience in principal gifts, comprehensive campaigns, strategic planning, and identifying academic opportunities for growth. His installation address, "Creating a Soulful University," framed King's future through six institutional commitments:

- Strengthen King's Christian identity;
- Pursue comprehensive and sustainable excellence;
- Become a student-first campus committed to whole-person development;
- Cultivate institutional resilience to adapt well to future challenges;
- Become a Best Christian Workplace; and
- Dedicate the University to the flourishing of Bristol and the wider community.

The Provost will be President Tooley's principal partner in giving academic expression to these commitments. The role requires close collaboration with the President, cabinet colleagues, trustees, deans, faculty governance, staff, students, alumni, donors, churches, employers, and regional partners. The successful candidate will find a President eager for strategic partnership, a University with wind at its back, and an academic agenda of unusual consequence.



Role and Scope



The Provost and Chief Academic Officer reports directly to the President, serves on the President's Cabinet, and is the University's senior academic executive and principal adviser to the President and Board on academic matters. The Provost provides strategic and operational leadership for all academic programs, faculty affairs, academic quality, and the services that support the academic enterprise. The Provost works collaboratively with faculty governance and serves as the principal academic liaison to the appropriate committee of the Board of Trustees.

The Provost oversees King's five academic schools and the academic programs offered on the Bristol campus, online, and at off-site instructional locations. The current Academic Affairs portfolio also includes King University Libraries; the King Institute for Faith and Culture, King Institute for Regional Economic Studies, and Security and Intelligence Studies Institute; Registration and Records; the Learning Commons; Institutional Effectiveness; the Quality Enhancement Plan; commencement; and accreditation. The new Ann and John Tickle Honors College will become a defining academic priority within this portfolio.

Leadership Priorities

The next Provost will be expected to lead five closely connected priorities. Together they define the work of translating King's mission and momentum into a strong academic future.

Deepen Christian Mission and Academic Excellence

The Provost will champion a coherent vision of excellence for a teaching-centered, comprehensive Christian university. That vision should include exceptional teaching; scholarship, creative work, and professional practice that strengthen learning and the disciplines; rigorous liberal learning; excellent professional preparation; meaningful assessment; and a relentless commitment to student learning. King seeks first-rate teachers who care about scholarship and first-rate scholars and practitioners who care about teaching.

Christian mission and academic excellence reinforce each other. The Provost will help faculty deepen the integration of faith and learning in every discipline and delivery model, clarify the intellectual and moral virtues King seeks to cultivate, and ensure that students encounter a genuinely Christian account of knowledge, vocation, service, and human flourishing. This work includes leading a core-curriculum renewal. Designing and launching the Ann and John Tickle Honors College offers a signature opportunity to embody this union of rigor, formation, innovation, and regional service.

Cultivate Faculty and Academic Leadership

King's faculty are at the center of its mission. The Provost will recruit, retain, support, evaluate, and inspire faculty who are excellent teachers and mentors, active scholars or practitioners, thoughtful Christian intellectuals, and generous colleagues. This work includes developing deans and department chairs, building leadership succession, strengthening faculty development and mentoring, and ensuring that faculty composition and workload support King's varied students, programs, and modes of delivery.

The next Provost must combine high expectations and appropriate accountability with respect, transparency, and meaningful faculty governance. King seeks a culture in which faculty and administrators can debate important questions honestly, make decisions through trustworthy processes, learn from evidence, and share responsibility for the University's mission and future. The Provost's leadership should also directly support King's aspiration to become a Best Christian Workplace where people experience life-giving work, healthy communication, professional growth, and inspirational leadership.



Strengthen the Academic Portfolio, Enrollment, and Sustainability

The Provost will lead disciplined stewardship of King's entire academic portfolio: the liberal arts and sciences, high-quality professional programs, graduate education, adult learners, online delivery, and off-site instruction. In partnership with deans and faculty, the Provost will establish a regular, evidence-informed process for starting, strengthening, consolidating, redesigning, or, when necessary, discontinuing programs. Decisions should integrate mission, academic quality, student demand, workforce and community need, enrollment potential, faculty capacity, and long-term financial sustainability.

This priority includes leading the successful development and launch of the Ann and John Tickle Honors College; protecting and renewing the liberal arts foundation shared across programs; encouraging responsible uses of artificial intelligence, educational technology, and emerging modes of instruction; and cultivating transfer, employer, church, and regional partnerships. The Provost will work closely with Enrollment Management on academic product strategy, recruitment, conversion, retention, and the articulation of King's value, and with Advancement to translate academic priorities into compelling cases for philanthropic support.

QUESTIONS FOR PORTFOLIO STEWARDSHIP

What should a great Christian university rooted in the liberal arts teach? What academic programs will allow King to fulfill its mission with distinction for generations to come? Whom is King called to serve now, and what do the Church, Bristol, East Tennessee, and the wider region need from King?



Improve Student Learning, Formation, Retention, and Completion

King's student-first commitment means organizing the University's work around student learning, formation, belonging, wise support, timely completion, and preparation for faithful lives and meaningful work. Academic rigor and student care are essential partners in an excellent Christian education.

The Provost will set ambitious, measurable goals for student learning, course success, credit accumulation, retention, persistence, graduation, time to degree, career preparation, graduate-school placement, and other post-graduate outcomes. The Provost will use assessment and institutional data responsibly while preserving the relational character of a King education. In close partnership with Student Affairs, the Chaplain, Enrollment Management, Athletics, and student-support leaders, the Provost will help integrate advising, mentoring, worship, community life, vocational discernment, and academic support across the student experience.

Lead Change Through Trust, Disciplined Execution, and Partnership

King's next Provost will help the University move from stabilization and recovery to durable academic renewal. The work will require setting a small number of consequential priorities, translating them into measurable plans, aligning people and resources, monitoring progress, and following through. The successful candidate will be comfortable moving between broad strategic questions and the operational details necessary to implement decisions well.

The Provost must also lead people and culture: someone who listens carefully, communicates candidly, builds consensus where possible, makes difficult decisions when necessary, and explains the rationale and consequences of those decisions. Cross-divisional partnership will be essential, as will the ability to represent King with credibility to trustees, churches, donors, employers, civic leaders, educational partners, and the broader higher education community.





Core Responsibilities

In addition to advancing the current leadership priorities identified above, responsibilities include:

- **Christian identity.** Ensure that King's Christian mission and Presbyterian heritage meaningfully shape academic programs, faculty development, student learning, and institutional decisions.
- **Mission and strategy.** Serve as the University's chief academic leader and principal adviser to the President on academic mission, strategy, quality, policy, and priorities.
- **Academic enterprise.** Provide strategic and operational leadership for the five schools, academic programs, faculty, and supporting academic offices and services across all locations and modalities.
- **Academic quality.** Strengthen curriculum, teaching, scholarship and creative work, experiential learning, assessment, program review, and standards for student learning.
- **Faculty and leaders.** Recruit, appoint, develop, evaluate, retain, and support excellent faculty, deans, chairs, and academic staff, and oversee promotion and other academic personnel processes.
- **Governance.** Work constructively with faculty governance and the Board of Trustees, sustaining clear decision rights, meaningful consultation, healthy debate, and shared responsibility.
- **Portfolio stewardship.** Evaluate existing programs and lead the development of new programs consistent with mission, student and community need, academic quality, enrollment potential, and financial sustainability.
- **Honors College.** Lead the academic design, faculty engagement, implementation, and assessment of the Ann and John Tickle Honors College in partnership with the President and other University leaders.
- **Student success.** Strengthen advising, academic support, retention, persistence, completion, and post-graduate outcomes in partnership with leaders across the University.
- **Enrollment partnership.** Work closely with Enrollment Management to strengthen the attractiveness, communication, recruitment performance, and retention impact of King's academic programs.
- **Operations and resources.** Develop and manage academic budgets responsibly; align faculty, facilities, technology, and other resources with institutional priorities; and improve processes and accountability.
- **Accreditation and evidence.** Ensure excellence in institutional effectiveness, assessment, accreditation, state authorization, specialized accreditation, and academic compliance, including preparation for King's ten-year reaffirmation review in 2028.
- **Formation and campus partnership.** Collaborate with Student Affairs, the Chaplain, Athletics, and other leaders to create a coherent, whole-person educational experience.
- **Advancement and external relationships.** Partner with Advancement, engage donors around academic priorities, support deans in building resources and relationships, and cultivate church, employer, transfer, civic, and regional partnerships.
- **Institutional leadership.** Participate actively in the President's Cabinet and represent King effectively to students, families, alumni, trustees, the Church, the region, and the broader higher education community.

Leadership Profile

To accomplish these goals and steward these responsibilities, King seeks an academically credible, intellectually serious, and mature Christian leader who can unite vision with execution. The next Provost should love students and respect faculty; appreciate both liberal learning and professional preparation; understand the complexity of a comprehensive academic portfolio; and bring courage, humility, integrity, curiosity, and hope to consequential decisions. The strongest candidates will have a record of building trust, developing people, improving academic quality and student outcomes, leading through change, and converting institutional aspirations into sustained results.

Required Qualifications

- An active, vibrant, and mature Christian faith; a lived commitment to the purposes of Christian higher education; and the ability to affirm and advance King's mission with thoughtful respect for its Presbyterian heritage;
- An earned Ph.D. from an accredited institution;
- A record of teaching and scholarly, creative, or professional accomplishment appropriate for appointment to senior faculty rank at King;
- Progressively responsible academic administrative experience, including leadership of faculty, academic programs, budgets, accreditation, and organizational change;
- A record of strengthening academic quality, developing faculty or academic leaders, and improving student learning or success outcomes;
- Experience with curriculum and program development, assessment, institutional effectiveness, accreditation, academic budgeting, and resource allocation;
- An informed understanding of the opportunities and challenges facing private, comprehensive, and mission-driven higher education;
- The ability to lead collaboratively, work effectively with faculty governance, and make timely and consequential decisions; and
- Exceptional interpersonal, written, oral, and organizational communication skills.

Preferred Qualifications

- Leadership experience at the dean, provost, vice president, or comparable level;
- Experience in Christian higher education and familiarity with the Presbyterian or Reformed tradition;
- Experience in a comprehensive institution that joins liberal arts and sciences with professional and graduate programs;
- Leadership across traditional undergraduate, adult, graduate, online, and off-site education;
- Experience partnering with enrollment leaders on academic program strategy, recruitment, retention, and sustainable growth;
- Success with academic innovation, honors education, artificial intelligence or educational technology, and program launch or renewal; and
- Experience with fundraising, donor engagement, and the development of church, employer, transfer, civic, or regional partnerships.



Application and Nomination Process

King University welcomes applications and nominations from accomplished academic leaders who are energized by this opportunity and desire to devote their leadership to the flourishing of a distinctive Christian university at a pivotal moment.

Candidates should submit (1) a letter of interest, (2) a curriculum vitae, and (3) the names and contact information of three to five professional references. The letter should address the candidate's academic leadership experience; philosophy of Christian higher education; approach to faith-learning integration, faculty leadership, and student formation; interest in King's mission, region, and future; and response to the leadership priorities and other profile details outlined above. References will not be contacted without the candidate's permission.

Process and timing. Applications will be reviewed as received. For full consideration in the initial review, candidates should submit materials by December 1, 2026. The search will remain open until the position is filled, with an anticipated start in summer 2027. Submit materials to KingProvost@carterbaldwin.com. Nominations and confidential inquiries may be directed to Bill Peterson

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The position is on-site in Bristol, Tennessee. Salary is commensurate with experience, plus a competitive benefits package. Employment is contingent upon completion of a background check.

King University does not discriminate based on race, color, national origin, sex, disability, or age in its programs and activities.

