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August 5, 2013

Search Committee
Associate Provost for Faculty and Staff Affairs

Dear Search Committee,

Please accept this letter as verifying my interest in applying for the Associate Provost for Faculty and Staff Affairs position. As a three-time graduate of WSU, and having served as faculty at two other institutions of higher education prior to returning home to my alma mater in 2001, I can truly say that I value, and am fully invested in Wright State University.

I feel strongly that Wright State University is in the midst of a transformative time of the school's history. This transformation has been pushed by many factors (semester conversion, enrollment fluctuations, accreditation pressures, resource management, etc.), and represents significant opportunities to evaluate our policies, practices, and relationships, and affords us the responsibility to recalibrate as appropriate. Our mission requires us to be an efficient, innovative, growing, and sustainable institute of higher education. I believe the success and destiny of WSU is based on the success of people. This includes investing our time, diversity of talent, and our resources in our community partners and businesses, our students, families, and alums, our staff, faculty, and administrators. The strength of Wright State University hinges on our ability to create a healthy and progressive community that epitomizes a culture of fairness, equity, responsibility to community, and purposeful vision.

I believe I possess many of the qualities required of this position. With my professional training as a counselor, I often find people naturally seeking my help with personal and professional conflicts, dilemmas, and decisions. In my current job as Associate Dean for Academic Affairs and Research, I seem to attract a steady stream of administrators, faculty, staff, students, and others requesting my time, attention and direction. Although not technically part of my position description, providing folks with a safe, honest, fair, and positive opportunity for working through difficult situations is a responsibility that I accept with respect and humility. In the case of the CEHS, it has allowed for more positive energy and productive interactions between people. I believe that all people do their best when they feel valued and respected. I feel confident that I can significantly impact the morale and relationships at WSU, through mentoring, shaping, and leading those in positions that impact other faculty, staff, and students.

From the more technical side of my position, I have participated in the NTE contract negotiations as a representative of the WSU administration. Having the opportunity to process and understand the “dance” of effective contract negotiations has been time and labor intensive, and quite stimulating in regards to working through issues of contract, workload, resources, and balance. Throughout my career, I have served in many professional leadership capacities which have provided me with the skillsets of thoughtful and thorough fact-finding, honest debate and negotiation, and successful resolution to complex issues.

As my track record shows, I have the perseverance to tackle long-term projects and issues, while also being flexible, sensitive, and capable of handling unforeseen situations as they arise. I believe that action is important, and allows for additional learning, assessment, meaningful change, and growth. I constantly challenge myself to take a “big picture” view, recognizing the importance of working through the details that will ultimately determine success. As a leader in my profession, I have championed seemingly impossible causes related to changes in federal policy, developing more responsible and appropriate state licensure, and being a primary change agent for inter-organizational collaboration and unification. I believe the position of Associate Provost can be a positive change agent for the University, and I am up to the challenge of facilitating an even stronger WSU team.

Despite being at Wright State since 2001, I will freely admit that I do not know everything-there are many policies and practices that I continue to discover. I believe this is ultimately a strength of mine. Although “having the answers” is something I am constantly striving for, I am realistic in the fact that within the scale of systems at WSU, I will always be learning how to better serve the institution, our mission, our faculty, staff, and students, and our community.

I hope that my interest in this position is clearly communicated. I invite the search committee to review my vitae and speak with those who have agreed to serve as my references. I hope that you will find that I have the qualifications, experience, and integrity to perform well as Associate Provost for Faculty and Staff Affairs. If you have any questions regarding my application, please contact me at your earliest convenience.

Respectfully,



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*Want to see me in action? Committee members are invited to search YouTube for 15 brief segments (A Leaders Life) using the search word "Keferl". As a candidate currently running for the office of President-Elect for the National Rehabilitation Association, I took the opportunity to give voting members an un-cut, inside perspective at what leadership in action looks like. These videos give some perspective of the behind-the-scenes work of a leader, as I documented professional leadership activities traveling to Minneapolis, MN and Vernon, BC, Canada. I bring the same dedication, perseverance, and vision to my work at WSU. Enjoy!