SO YOU WANT TO BE A PROVOST?

FACILITATORS

- Risa Palm, Senior Vice President for Academic Affairs and Provost, Georgia State University (2009-2019)

- Lori Werth, Provost, University of Pikeville

- Laura Woodworth-Ney, Executive Vice President and Provost, Idaho State University

Self-Assessment Tool

- Take 10 minutes to complete the self-assessment tool

- If you don't fill out all of the categories, focus on the areas you would like to prioritize

- The purpose of this exercise is to create a preliminary assessment of strengths and opportunities for the provost role

Role Shift from Dean to Provost

- Taking credit/working independently vs. giving others credit/working from behind
- Inspiring from within and not imposing from above
- Challenging personnel matters that must remain unseen/unknown
- Unpredictability of everyday activities
- Holistic philosophy of leadership

Small Group Breakouts

- Break into small groups to discuss Self-Assessment Tool and create Preliminary Draft Plan
  - What did the Self-Assessment Tool reveal about your strengths?
  - Opportunities?
  - Two actions to take in the next six months

BREAK
10 Minutes

- Preparing for the Search Process
  - Choosing the right positions/avoiding pitfalls
  - Advice on the application
  - Strategies for Interviewing
  - Unwritten rules (campus visits) – and why things might go awry
  - Pausing before jumping in – why you might NOT want to accept an offer
  - Negotiating
  - Vision, personal leadership style, etc.

You Have the Job…Now What?

- Gathering information (and knowing when to stop gathering information)
- Identifying your "Leadership Compass"
- Assessing the context
- Leading by "empowering from within" and not "imposing from above"
- Cultivating a strong relation with the President/Chancellor
- Working with/through the Cabinet
- Developing relationships with deans, direct reports and faculty
- Recovering (when you inevitably make a mistake)

BREAK
5 Minutes

Breakout Session

- Rough Outline of **Your** Development Plan
- Working towards goals
- Preliminary report out
- Resources available

Shifting Roles

"With higher education undergoing significant transformation, institutions are looking for a new kind of leader in the provost. Today's provost is often asked to take on responsibilities that go well beyond academic stewardship to include areas as expansive and diverse as enrollment and admissions, student affairs and student services, compliance, finance, fundraising, marketing, and even information technology."

--Concetta M. Stewart, "The Elusive (and Expanding) Role of the Provost," *Higher Ed Jobs*

- Shifting nature of faculty roles and of faculty within the Academy
- Increased competition for students/enrollment management
- Changes in higher education (e.g., online programs, "unbundling" of credentials, partnerships with training providers – e.g., coding academies, shifting external expectations - e.g., legislators and boards, leadership turnover)
- Engaging faculty in student success enterprise
- Threats to the "liberal arts and science core" (e.g., dual

RESOURCES

- American Council on Education (ACE), https://www.acenet.edu/Pages/default.aspx
- Association of Chief Academic Officers (ACAO), https://www.acao.org/
- Association of American Colleges and Universities (AAC&U), https://www.aacu.org/
- Association of Public and Land Grant Universities (APLU), https://www.aplu.org/
- *The Provost's Handbook*, https://jhupbooks.press.jhu.edu/title/provosts-handbook

FINAL THOUGHTS