

Attributes, Experiences, and Skills Sets of a University Provost

Category	Attribute, experience, skill set or other feature
Qualifications	<ul style="list-style-type: none"> • Has terminal degree (Ph.D. or equivalent) • Commitment to academic excellence • Success in earning tenure and in the classroom • Demonstrated excellence in academic leadership (departmental/decanal/provostial) • Understanding of and dedication to the principles and strategic vision and goals of: <ul style="list-style-type: none"> -The President of the university -Academic freedom, shared governance and transparency -Community engagement -Inclusiveness, diversity and opportunity for all -The mission, vision and mandate derived from the Kentucky Postsecondary Education Improvement Act of 1997 for UofL as a premier, nationally recognized, metropolitan research university -The “One University” paradigm
Experience in academic leadership	<ul style="list-style-type: none"> • Has a strong understanding of undergraduate and graduate and professional education • Experience with the details of academia (curricula, grades, advising, tenure, and shared governance.) • Understanding of key operational and infrastructural issues • Experience in strategic planning and in dealing with budgetary and personnel decisions • Understanding of the challenges (academic and fiscal) of growing educational enterprises, opportunities of a research university, and of accreditation requirements
Interpersonal relationships	<ul style="list-style-type: none"> • Commitment to attracting, retaining and graduating high quality students • Commitment to attracting, retaining and fostering the development of high quality faculty, staff, and administrators • Demonstrated record as problem solver in interpersonal interactions • Ability to cultivate a cohesive university community and be effective at fair and just conflict resolution within the university community • Commitment to service, community engagement and meeting the needs of the metropolitan area • Able to inspire the people around him/her • Develops relationships of trust and transparency
Qualities, attributes, management style	<ul style="list-style-type: none"> • Demonstrated commitment to human rights and social justice, fostering cultural, racial and gender diversity and equity of opportunity for all • An independent free-thinking scholar • Value system must be congruent with the mission of the university and be a public advocate for the values of the mission of the university • Committed to fundamental fairness and due process in implementation of professional and academic standards • Understanding of difference in tenure and promotion requirements across the spectrum of academic disciplines • Sensitive to and respectful of differences among academic cultures in a complex university • Must embrace the academic tradition of encouraging free conversation and dissent • Must be visible and accessible to all constituencies • Ability to develop a clear coherent vision • Communicates-clearly and directly; listens, learns and leads by decisive action
Communication, team building, shared governance	<ul style="list-style-type: none"> • Creates unity through transparent internal communication • Links faculty, staff, students and alumni to enhance the educational experience towards student success • Draws linkages between research and academic opportunities • Works effectively with P-16 and other educators and community leaders to partner education with workforce opportunities • Maintains strong ties with external leaders, leaders in the private sector, state and friends of the University • Effectively communicates the goals of the University and the President’s Office to the University community