

Attributes, experiences, skill sets or other features of a "best-fit" A⁺ Provost candidate

Category	Attribute, experience, skill set or other feature
Qualifications	<ul style="list-style-type: none"> ◆ Has terminal degree in discipline (Ph.D. or equivalent.) ◆ Qualified for immediate appointment as Professor with tenure. ◆ Experience in academic leadership (departmental / decanal / provostial.) ◆ Understanding of and dedication to the principles and strategic vision and goals of: <ol style="list-style-type: none"> 1. The President of the university 2. Academic freedom 3. Shared governance 4. Community engagement 5. Inclusiveness, diversity and opportunity for all 6. 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 7. The UofL 2020 Plan 8. The 21st Century initiative 9. The "One University" paradigm
Experiences in academic leadership	<ul style="list-style-type: none"> ◆ Has a strong understanding of undergraduate and graduate education. ◆ Experience with the details of academia (curricula, grades, advising, tenure, and shared governance.) ◆ Understanding of key operational and infrastructural issues. ◆ Experience in linking strategic planning and budgeting. ◆ Experience in dealing with budgetary and personnel decisions. ◆ Demonstrated business acumen and "quick-learner" reputation. ◆ Understanding of the special challenges (academic, fiscal) of a growing graduate education enterprise. ◆ Understanding of the special challenges and opportunities of a research university. ◆ Understanding of accreditation requirements.
Interpersonal relationships	<ul style="list-style-type: none"> ◆ Demonstrated past commitment to human rights and social justice, fostering cultural, racial and gender diversity and equity in opportunity for all. ◆ Must have strong ties to students and be committed to attracting, retaining and graduating high quality students. ◆ Commitment to attracting, retaining and fostering the development of high quality faculty, staff and administrators ◆ Track record as problem solver in interpersonal interactions. ◆ Able to lead a cohesive university community and be effective at fair and just conflict resolution within the university community.
Qualities, attributes, management style	<ul style="list-style-type: none"> ◆ An independent free-thinking scholar. ◆ Value system must be congruent with the President's and this must be the public perception. ◆ Committed to fundamental fairness and due process in implementation of professional and academic standards. ◆ Understanding of differences in tenure and promotion requirements across the spectrum of academic disciplines. ◆ Sensitive to and respectful of differences among academic cultures in a complex university. ◆ Committed to high ethical standards, high academic standards and a culture of excellence. ◆ Must embrace the academic tradition of encouraging free conversation and dissent. ◆ Must be visible, accessible and well known, especially to the internal constituencies. ◆ Able to lead by example. ◆ A persuader who is able to draw the best from the people around him/her. ◆ A person of vision - with constant focus on the "big picture". ◆ Communicates clearly and directly; listening, learning and leading by decisive action. ◆ Is trusting of team members and not micromanagerial. ◆ Should embrace being surrounded by intelligent, vocal people with strong personalities.
Bridge-builder, team-builder and communicator	<ul style="list-style-type: none"> ◆ Able to be a strong encourager and team builder while still saying "No" when necessary. ◆ Diminishes factionalism by creating expectation of transparent internal communication by all. ◆ 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 with 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. ◆ Embraces the goals of the President and communicates these to the University community.