



## Search for the Provost and Vice President of Academic Affairs

University of Central Missouri President, Roger Best, and the Provost search committee invite nominations and applications for the Provost position.

The Provost and Vice President for Academic Affairs plays a vital role in creating a compelling, shared vision for the University of Central Missouri (UCM) and in developing creative initiatives that make this vision a reality. As the chief academic leader, the Provost assists the deans in promoting faculty and program development, leads strategic enrollment planning and fosters collaborative alliances among campus and community members. Perhaps most importantly, the Provost leads the campus to ensure a high-quality learning environment that encompasses the entire academic experience.

### THE UNIVERSITY

Poised to celebrate its 150th anniversary in 2021, the University of Central Missouri (UCM) has a tradition of providing higher education programs that help prepare a highly skilled workforce for the state of Missouri. UCM is the leader in degree completion among public universities in Missouri. A comprehensive university serving nearly 12,000 students from almost every state and 60 different countries, UCM offers 150 innovative and diverse academic programs of study, including undergraduate and graduate degrees, and certificates

### LEADERSHIP CHARACTERISTICS

The position of Provost and Vice President for Academic Affairs at the University of Central Missouri requires certain talents, skills, and experiences that will enable continuing growth and development of all the University's programs. The Provost must have certain required characteristics as well as other characteristics that would be desirable for the position.

#### **Duties and Responsibilities**

- Provide leadership, direction and encouragement for campus partners to ensure a high-quality learning environment that encompasses the entire academic experience.
- Grow momentum for a shared vision among campus community members that supports learning in all its forms, recognizing the uniqueness of the UCM mission. This includes listening carefully, responding to issues of importance, fostering collaborative and timely decision-making processes, encouraging colleagues to be at

- the forefront of academic innovation and creativity, and advocating for students, faculty and staff in the best interests of the university.
- Gain visibility for academic programs and other areas of excellence to promote the institution's reputation for intellectual excellence and responsiveness to workforce development. This will include fostering consensus around programs of distinction and setting qualitative and quantitative goals for current programs and future developments.
  - Provide leadership, inspiration and accountability for direct report units supervised (the colleges, library services, academic programs & services, enrollment management, and extended studies).
  - Oversee the strategic enrollment planning process, ensuring a high level of collaboration, trust and commitment among campus constituents. This includes developing strategies that will grow undergraduate, graduate and non-degree enrollments; analyzing return on investment; leveraging financial aid; and assessing market forces.
  - Work collaboratively to facilitate appropriate resource allocation and staffing of academic programs across the campus including development of benchmarks for achievement.
  - Serve as an integral member of the President's Council and Strategic Leadership Team.
  - Take an active personal and professional leadership role in the Warrensburg community.

#### **Desirable Knowledge, Skills and Abilities**

- A record of originating collaborative relationships across diverse stakeholder groups, benefitting academic programs and the university and fostering a collegial, effective environment.
- Successful and positive experiences with shared governance and faculty development.
- Ability to advance a sound strategic enrollment plan that includes forecasting, market analysis and financial aid policy, as well as the ability to contextualize the relationship of enrollment to overall university operations and strategic goals.
- Ability to work collaboratively with the university's marketing division to enhance recruitment, ensuring traditional undergraduate pathways, as well as graduate enrollment and non-degree education.
- Ability to motivate programs to successfully move into alternative delivery modes and structures as appropriate.
- Evidence of utilizing data to inform decision making in areas such as program planning, staffing, budgeting, and/or enrollment planning in the traditional, distance, and non-degree academic arenas.
- Evidence of demonstrated success in acquiring and aligning resources to achieve strategic goals.
- Familiarity with program-specific and regional accreditation processes, program assessment and performance metrics.

- Ability to lead and facilitate change in coordination with deans and other campus leaders as necessary.
- Familiarity with both centralized and decentralized budget models and decision-making.
- Outstanding leadership skills, especially related to supporting high functioning teams, empowering others, promoting innovation, and championing efforts in a collegial manner.
- Ability to successfully navigate within a state higher education system and to forge beneficial relationships with other chief academic officers in the state to further advance workforce development and excellence in learning.
- Appreciation for the unique mission of UCM, the needs of students and the opportunities and challenges of the region.

**Experience/Education: Required**

- Minimum four years as dean or equivalent (e.g., associate vice president, vice provost, etc.) at a baccalaureate institution of higher education.
- A record of scholarship and teaching that would qualify for a tenured position as a full professor in an appropriate discipline at the university.
- Earned doctorate or terminal degree.

## THE APPLICATION PROCESS

The search is being assisted by Academic Search, Inc. For a confidential discussion, interested parties may contact Jerry Israel or Stacey Morgan Foster, Senior Consultants at Academic Search, Inc. They are available by email to discuss the position and the requirements. Their contact information is as follows: Jerry Israel at [jmi@academic-search.com](mailto:jmi@academic-search.com) ]or Stacey Morgan Foster at [smf@academic-search.com](mailto:smf@academic-search.com). The position profile can be found at: [www.academic-search.com](http://www.academic-search.com) and more information about the University of Central Missouri can be found at [www.ucmo.edu](http://www.ucmo.edu).

The position is expected to be filled by July1, 2019. Applications must be sent electronically in Word format to [CentralMissouriProvost@academic-search.com](mailto:CentralMissouriProvost@academic-search.com) and should include a cover letter that addresses the qualifications outlined above, a curriculum vitae, and a list of at least five references with contact information, including telephone and email. References will not be contacted without the explicit permission of the candidate. The position is open until filled, but only applications received by March 12, 2019, can be assured full consideration.