

## Fulton Feedback

- Question 1: How should the search committee be structured? How large should it be? What fraction of it should be faculty?
- Answer: The consensus was that large committees, i.e., over 12 are not effective for these types of searches – the committee should have 12 members. Also, considering that the provost is the chief academic officer, we believe that two-thirds (2/3s) of the members should be faculty.
  
- Question 2: What qualifications should be necessary? For example, must the new Provost have been a department chair or a dean? Must the new Provost be a Full Professor, or would Associate Professor suffice?
- Answer: Associate is acceptable if the home department approves prior to the offer and prior experience as a department chair or dean is not required. We expect, in the spirit of shared governance, that the provost demonstrate success in academic leadership and mission driven development; they should have a history of campus citizenship and be able to show a proven record of and espouse an ongoing commitment to teaching excellence.
  
- Question 3: What personal characteristics do faculty want the new Provost to have, and how can we tailor the search or the interviews to find out if the candidates embody those characteristics?
- Answer: Those present at the Town Hall expressed a desire that the new provost be someone who is willing to advocate for faculty. We want them to be a good listener who can display a track record of collaboration, and exhibits a willingness to meet with the various faculty units. The provost should be able to display a history of honesty, integrity, and humility in dealing with faculty. The provost should have a record that demonstrates effectiveness in time, task and team management and espouse a willingness to apply those qualities in a way that promotes the Salisbury University mission – a mission consistent with a public, regional, comprehensive university. The successful candidate should be a courageous and strong defender of Academic Freedom.