

Henson town hall on the Provost search

What personal qualities do we want our next Provost to have?

- Must be willing to gain an understanding of SU's culture.
 - Provost Couch seemed to want to mold SU into her vision; faculty want a Provost who will strive to understand SU before trying to change it. That way, changes will be tailored to fit SU.
- Must be an advocate for faculty.
 - The Provost should believe that the academic program is the heart of SU, and that the faculty are absolutely essential to that.
 - The Provost should work with Faculty Senate to understand and to help carry out the will of the faculty.
- Must be a uniter.
 - The Provost should have experience in conflict resolution and compromise to help unite the faculty, even through the sometimes competing interests that faculty can have.
 - For example, SU currently has some friction between different academic units, between tenure-track faculty and FTNTT faculty, etc., and the Provost should help smooth some of that over.
- Must have basic competence.
 - The Provost must have a proven ability to meet deadlines and to be responsive to faculty concerns.
 - Several grants and at least one academic program proposal nearly fell through with Provost Couch because she did not do her part on time.
- Must have integrity.
 - Transparency, honesty, and a willingness to own up to mistakes are essential.
- Should be focused on undergraduate education.
 - Graduate education should also be valued, but not to the detriment of undergraduate education.
- Should be able to provide evidence that they have successfully exhibited the above qualities in their previous roles.
- Should come from a different area from SU President to get a breadth of expertise.
 - President Lepre is a communications expert; the next Provost should perhaps be in a STEM, business, or health field.

What qualifications do we want next Provost to have?

- Must have been a successful chair, evidenced by having been chair for at least 4 or 5 years.
 - A successful chair must be able to manage faculty and all the related drama.
- Must have been dean or something comparable to dean.
 - Main thing to look for: The ability to manage a large budget in an organization with competing interests.

- Acceptable alternatives to dean could be a provost, a director of a large institute, etc., but there must be extensive experience in academics.
- Associate Provost is *not* an acceptable alternative to dean unless that role came with extensive supervisory experience.
- Should be a full professor, or at least have the qualifications to be a full professor.
 - This includes scholarly success.
- Should have previous experience at a university of comparable size to or larger than SU.

How should search committee be constituted?

- Strong majority *against* using a search firm.
- Committee should have 15 or fewer members. The ideal makeup...
 - One faculty member from each academic unit, one of whom should be a graduate faculty member
 - One FTNTT faculty representative, separate from the unit reps
 - Faculty Senate President
 - Adjunct Faculty Caucus President
 - One VP
 - One dean
 - One senior undergraduate student, nominated by SGA
 - One graduate student, nominated by GSC
 - One staff rep who is on Staff Senate and who also is in an office that deals with Provost.
- Faculty Senate should have some say in how faculty on the search committee are determined.
- No need for rep from Admissions or Finance.

Extra notes

- Fail the search unless we are genuinely happy with a candidate
 - If the search fails, find someone willing and capable to fill Interim Provost role who is a full professor and who has been a chair.
- Interview questions should include hypotheticals (like, “What would you do if...”) that are related to things going on currently at SU, such as curricular disputes between departments.
- Should require that at least one letter of recommendation comes from a full professor or a faculty leader in shared governance.