

Position and Candidate Specification



Quinnipiac University

Provost

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A private, coeducational, nonsectarian institution located between New York City and Boston, Quinnipiac University enrolls approximately 7,000 full-time undergraduate and 3,000 graduate and part-time students in over 100 degree programs through its Schools of Business, Communications, Education, Engineering, Health Sciences, Law, Medicine, Nursing, and College of Arts and Sciences, located on three campuses in Hamden and North Haven, Connecticut. Quinnipiac believes in educating a diverse student body within an inclusive community to become enlightened citizens prepared for evolving careers of the 21st century. The University is classified as a Carnegie Doctoral Institution, ranks among the top regional universities in the North in U.S. News & World Report's America's "Best Colleges" issue, and recognized in Princeton Review's "The Best 381 Colleges." The Chronicle of Higher Education has named Quinnipiac among the "Great Colleges to Work For."

Quinnipiac recently welcomed its ninth President, Judy D. Olian, in July 2018, from the UCLA Anderson School of Management, where she was the very successful dean and John E. Anderson Chair in Management for 12.5 years. Under her inspiring and energetic leadership, Quinnipiac has embarked on an ambitious strategic plan that builds on a period of significant growth and expansion. The plan positions Quinnipiac as 'The University of The Future' and centers on four pillars: Building a mindset for the 21st century, strengthening inclusive excellence, nurturing the well-being of internal and external communities, and developing lifelong learning connection. Most of all, it leverages the nimble and daring traditions of Quinnipiac as it works to become the University of The Future. Because of its unique trajectory, entrepreneurial qualities and hunger for continuous learning, Quinnipiac is poised to provide a model for higher education in the face of accelerating technical, business, societal and environmental changes of the 21st century.

To learn more about Quinnipiac University, please visit: <https://www.qu.edu/>

Quinnipiac University Strategic Plan: <https://www.qu.edu/about-quinnipiac/strategic-plan.html>

<https://www.qu.edu/schools/arts-sciences.html>

<https://www.qu.edu/schools/business.html>

<https://www.qu.edu/schools/communications.html>

<https://www.qu.edu/schools/education.html>

<https://www.qu.edu/schools/engineering.html>

<https://www.qu.edu/schools/health-sciences.html>

<https://www.qu.edu/schools/law.html>

<https://www.qu.edu/schools/medicine.html>

<https://www.qu.edu/schools/nursing.html>

Quinnipiac University seeks exceptional candidates to fill the position of Provost – a career-defining opportunity to partner with Quinnipiac’s new President and senior management team in leading a university embarking on an ambitious process of strategic evolution into The University of The Future.

Reporting to the President, the Provost is the University’s chief academic officer responsible for setting priorities and driving excellence across Quinnipiac’s educational and research programs. The Provost provides leadership for the planning, development, implementation, assessment, and improvement of all academic programs, policies, budget and supporting infrastructure. The Provost plays a critical role in setting Quinnipiac’s academic vision and is the senior executive responsible for the execution and implementation of the University’s academic programs and scholarly initiatives. The Provost is responsible for ensuring the University’s academic excellence by facilitating faculty recruitment and retention, renewal activities of the Deans, and university-level review of all tenure and promotion actions.

The Provost’s portfolio includes oversight of the deans of the University’s eight professional schools plus the College of Arts and Sciences, as well as a team of academic directors who lead such areas as academic/teaching programs, teaching and research centers, interdisciplinary initiatives, the Irish Great Hunger Museum, libraries, academic research, institutional research, assessment and innovation, university exchange programs, lifelong learning, online and summer programs, and equity and inclusion (shared with the President).

The Provost has ultimate management oversight of more than 1,250 faculty, academic and administrative staff, and collaborates with other campus leaders on a wide range of strategic and operational issues, with significant influence over university strategy and budget. Along with the President and other members of the senior management team, the Provost represents Quinnipiac to the Board of Trustees, external constituents, and plays an important role in the University’s fundraising efforts.

Building on the exceptional accomplishments of the past decades, the next Provost of Quinnipiac will work hand-in-hand with the President in executing the institution’s new strategic plan. Deep and meaningful appreciation of, and interaction with, all disciplines practiced at the University will be critical to the success of the Provost in achieving the ambitious goals set forth in the plan to build The University of The Future. With an institutional mindset of entrepreneurship, relevance, and inclusive excellence, the Provost will have the opportunity to strengthen and advance the academic and research enterprise of the University, and to apply vision and experience in furthering Quinnipiac nationally and internationally.

Quinnipiac University's next Provost must be committed to partnering with the President and senior leadership team to distinguish Quinnipiac as a leading university excelling in traditional and life-long learning, scholarship, market and societal relevance, and preparation of graduates for enlightened citizenry and evolving careers of the 21st century. Quinnipiac University is an agile, bold, and ever-changing institution and the Provost must have the disposition to continue and advance these innovative distinctions. The Provost must also be well-versed in the challenges and opportunities facing both higher education and society more broadly, and the reality that institutions must excel despite constrained resources. The ideal candidate for Quinnipiac's Provost will excel at building, leading, and working within collaborative teams; bringing innovative strategic ideas to the table; successfully executing operational plans; championing Quinnipiac to external constituents; and, demonstrating excitement and talent for transformative change – built upon and strengthened through diversity, equity, and inclusion.

IDEAL EXPERIENCE

- Strong scholarly credentials. Candidates must possess a terminal degree, preferably an earned doctorate, a distinguished academic record, and qualifications to attain tenure as a full professor.
- A proven commitment to the scholar-teacher model in the undergraduate, graduate, professional education, and research settings.
- Strong academic and administrative leadership experience overseeing a complex organization.
- A sophisticated understanding of the broader societal, intellectual, financial, and operational issues at a leading institution of higher education, including a facility with data and analytics.
- Demonstrated intellectual curiosity, creative and entrepreneurial spirit, bold thinking, and the capacity to take calculated risks that yield measurably positive impact.
- Proven ability to initiate and execute creative academic and student-oriented strategies that have lasting impact.
- Reputation for addressing institutional challenges in a collaborative, efficient, timely and disciplined manner.
- Demonstrated experience successfully supporting and advocating for the core institutional values of diversity, equity and inclusion, and the ability to point to specific improvements in this area.
- A record of attracting, mentoring, and retaining exceptionally talented individuals across disciplines and functions, and building a vibrant team of academic leaders who collaborate effectively to build campus distinctions and foster innovation.
- Strong communication skills – verbal and written.
- Collaborative and transparent leadership committed to the importance of disciplinary strength as well as innovative interdisciplinary efforts that address societal and market needs.
- An authentic, engaging interpersonal style that values and thrives on interacting with an engaged community that includes faculty members across diverse academic units, students at all stages of their educational journey, administrators, staff, alumni, and external constituents, including the Board.

- Experience as an organizational spokesperson with a successful track record of raising an institution's profile, strengthening public appreciation of its distinctive value, and stewarding its resources.

CRITICAL LEADERSHIP CAPABILITIES

Innovative Academic Vision and Strategic Leadership

There are dramatic financial, demographic, technological and political changes affecting the world, and the world of higher education. This is particularly true for Quinnipiac given its mission, ambition, and breadth. In close collaboration with the President and senior leadership team, the Provost will build on the institution's significant strengths to support excellence, challenge traditional practices, embrace innovation, and develop new initiatives to address emerging opportunities. In an increasingly competitive global market for educational and research funding, faculty, students, and philanthropy, the Provost will evaluate the needs, excellence and sustainability of current programs to ensure that the University effectively deploys resources to support its strategic vision. The Provost will cultivate and develop the partnerships required to ensure the continued expansion of the academic enterprise at Quinnipiac, thereby raising the institution's national and international profile. As the academic face of the University, in collaboration with the senior management team, the Provost will develop and articulate positions on, and responses to, the changing landscape of higher education.

Inclusive and Collaborative Leadership

The Provost will be an exemplary leader who advances Quinnipiac's core commitment to pursue diversity, equity and inclusion. This attention to diversity covers efforts related to race, ethnicity, origin, gender, and sexual orientation for faculty, students and staff with widely varying experiences, backgrounds, perspectives, and disciplinary expertise. The provost also cultivates a culture of openness to a diversity of ideas and thought, inviting reasoned consideration of familiar and unfamiliar frameworks and schools of thought, of comfortable and even uncomfortable ideas as is fitting in an intellectual environment built on tolerance, curiosity and inclusivity. In an institution with a strong history of shared governance, the next Provost of Quinnipiac will be a broad-minded, intellectually curious leader who listens well and is prepared to make decisions. The next Provost must demonstrate inclusive excellence in his/her own leadership style, bringing people together, working collaboratively with the President and other senior leaders, creating an environment where all voices are invited and heard, facilitating challenging discussions, making decisions in a transparent fashion about where Quinnipiac will expand and redirect its efforts, and articulating decisions in a manner that builds understanding and buy-in to important decisions.

Financial and Operational Acumen

The Provost will bring an informed interdisciplinary perspective to the systemic changes occurring in the resource base of higher education, as well as demonstrated talent for crafting an effective strategy that is responsive to those changes and for managing the long-term financial health of Quinnipiac. The Provost is a key driver of programs and initiatives that realize Quinnipiac's strategic plan as the University of The Future. The ambitions of the talented Quinnipiac faculty – for distinctive programs, positions, support, space – naturally exceed resources, and the Provost will be a key voice in setting priorities and allocating resources. Working with the President and Chief Financial Officer, the Provost will leverage evolving technologies to deploy Quinnipiac's operating and capital resources, direct the institution's academic priorities, and exercise financial decision-making with rigor and discipline and in a manner that is objective, transparent, innovative and data-driven in collaboration with other members of the senior management team. The Provost will also need to be thoughtful in aligning incentives for deans, unit heads and department chairs, with the academic strategy of the

campus. The Provost will also be expected to attract talented colleagues to these roles and to develop a spirit of shared purpose, strategic alignment, collegiality and teamwork across disciplines.

OTHER PERSONAL CHARACTERISTICS

- Ambitious, creative, agile and innovative
- Life-long learner and curious about future trends
- A community builder with high cultural and emotional intelligence (EQ)
- Visible and approachable
- A commitment to advancing diverse points of view and backgrounds
- Uncompromising integrity and the highest ethical and moral standards

SEARCH PROCESS

Quinnipiac University has a strong commitment to the principles and practices of diversity and inclusion throughout the University community and welcomes candidates who enhance that diversity. Quinnipiac University is an Equal Opportunity Employer.

Quinnipiac University is being assisted in this recruitment process by the international leadership advisory firm Spencer Stuart and welcomes comments, nominations or expressions of interest. If you wish to submit general comments, your own application materials, or to nominate someone to serve as the next Provost of Quinnipiac University, please send an email message with supporting materials to: QUProvost@spencerstuart.com.