

Becoming a Provost Academy 2014–2015 Academic Year

A Leadership Development Program to Prepare Experienced Academic
Administrators for a Provost/Vice President for Academic Affairs
Position in Public Higher Education

Purpose

The Becoming a Provost Academy (BAPA) is a year-long program that prepares experienced academic leaders and administrators to become successful chief academic officers/provosts. In conjunction with AASCU's Academic Affairs Summer and Winter Meetings, participants are acquainted with the roles and responsibilities of a cabinet level position through two national seminars, readings, professional experience plan, internship opportunities, executive coaching, and mentorship experiences. By completing the program, participants will have added considerable knowledge, skills, and experiences to their curriculum vitae that are germane to the portfolio of responsibilities and activities central to the work of a chief academic officer. The program will also assist participants in gaining a better understanding of the broader context within which their own institutions operate and in developing perspectives beyond their current position, division, and institution.

Program Description

The BAPA is a year-long program to enhance the skills of experienced academic leaders and administrators for a cabinet office in academic affairs. The program will consist of (1) two national seminars with current and former chief academic officers and presidents as faculty and conducted in association

■ Summer Seminar:

July 31–August 3, 2014—Fort Lauderdale, Florida
In conjunction with the AASCU Academic Affairs Summer Meeting:
July 31–August 2, 2014 in Fort Lauderdale, Florida

■ Winter Seminar:

February 5–7, 2015—San Diego, California
In conjunction with the AASCU Academic Affairs Winter Meeting:
February 5–7, 2015 in New Orleans, Louisiana

■ Evaluation of Applications Deadline:

Monday, April 21, 2014

■ Sponsors

American Association of State Colleges and Universities
American Academic Leadership Institute

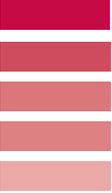
with AASCU's Academic Affairs Summer and Winter Meetings; (2) a Professional Experience Plan (PEP) developed by the participant, approved by the mentor, and undertaken on the home campus or another conveniently located campus; (3) internship opportunities as appropriate; (4) mentorship by the home mentor (CAO or president) throughout the year, on activities relevant to

the preparation for a position as a provost/vice president for academic affairs; (5) executive coaching; and (6) two conference calls with the participant, mentor, and program director.

Background

The need to prepare future leaders of colleges and universities has never been greater as the generation of people now in senior leadership positions on campus rapidly nears retirement. In 2006, for example, nearly half of the nation's college presidents were 61 and older compared with 14 percent of presidents in 1986. About one-third of the chief academic officers in American colleges and universities in 2008 also were 61 years of age and older.

There are also indications that pathways to senior leadership positions in higher education might be less frequently followed than they once were. For example, firms that conduct searches for higher education leaders report that, except for some of the



more prestigious institutions, they often encounter difficulty identifying sufficient numbers of well-qualified candidates, and there are reports of lessening interest among sitting chief academic officers in assuming a presidency. Therefore, there is a growing need for highly prepared and motivated campus leaders who might move into cabinet positions and later consider the presidency.

The BAPA assists in filling the gap in the current “leadership pipeline” by continuing the preparation of leaders who have promise of developing the talents and skills needed to assume a senior leadership position at the cabinet level. Candidates who develop broader perspectives beyond their current position and of the context in which their institutions operate nationally and internationally will also be better prepared to succeed professionally and to advance the institutions they serve.

Participants

A limited number of participants will be selected for the 2014–2015 program. The program is intended for seasoned academic administrators whose next position would be a chief academic officer.

Seminars

Two national seminars will be held in conjunction with AASCU’s Academic Affairs Summer and Winter Meetings, led by current and former CAOs, presidents, and chancellors as well as content and area experts. Holding the BAPA seminars in conjunction with the AASCU Academic Affairs Winter and Summer Meetings permits the participants to engage in the full range of topics central to the work of a chief academic officer. The AASCU Academic Affairs Summer Meeting will be held July 31–August 2, 2014 in Fort Lauderdale, Florida (the BAPA starts July 31 and ends August 2). The AASCU Academic Affairs Winter Meeting will be held February 5–7 in New Orleans, Louisiana (the BAPA program occurs during the same timeframe except that the BAPA begins the morning of February 5). Registration for the AASCU Academic Affairs Meetings is a separate registration from the year-long BAPA program. **You must register for both BAPA and the AASCU programs.**

Readings

Reading materials will be assigned on the major content areas of the seminars and on the roles and responsibilities of the chief academic officer to provide breadth and depth.

Content Areas

The program will focus on the work of the chief academic officer with emphasis on the essential nature of “thinking and working institutionally” as well as understanding the role a senior officer has in relation to the president and the board.

Professional Experience Plan (PEP)—Activities and Initiatives Experience has shown that the Professional Experience Plan (PEP) component is essential to the success of the program. It offers a distinctive opportunity for participants to customize the year’s major activities, initiatives, internship opportunities, and directions. Working with his or her mentor (supervising vice president) each participant will analyze personal “gaps” in individual professional preparation and experience, and then carry out activities and initiatives to fill the identified “gaps.” Some activities for the PEP may occur: a) on the home campus, b) on a nearby campus, or c) at a campus where the participant might naturally travel as part of ongoing duties and travels during the year. A PEP Report is submitted to the mentor and program director on the last day of every month. Internship activities, as appropriate, are valuable components of the year’s program.

Group Assignments, Subcommittees, Regional Visits

Subgroups and assignments around specific topics will occur throughout the program. Regional visits to other campuses are also developed during the course of the year.

Webinars and Seminar Conference Calls

Seminar conference calls and webinars may be held on topics of critical importance to the roles and responsibilities of the chief academic officer and for the successful administration of a college or university.



Mentoring and Executive Coaching Components

Intensive mentoring is critical to the program. The participant's campus mentor and program director will mentor participants. Individualized executive coaching is also an important element of the year-long program.

Two Conference Calls

The participant, mentor, and program director hold two conference calls to discuss progress on the PEP as well as other issues related to the advancement of the participant.

Program Costs

The program fee for individual participants for the 2014–2015 academic year is \$1,365. The American Academic Leadership Institute is providing financial support to enable this program fee to be kept at this level.

Nomination Process – Provost/ Chief Academic Officer

Candidates must be nominated by the provost or chief academic officer at his or her current institution. The nominator must complete the nomination form and commit to serve as a mentor and to work with the participant on appropriate experiential opportunities consistent with the program's content and intent. Each nomination must be approved by the institution's president/chancellor. Individuals who wish to participate should consult with the provost/chief academic officer of his or her current institution to ensure that a single nomination/application packet is submitted electronically to AASCU (MehaffyG@aascu.org).

The completed electronic nomination packet consists of the following items:

- (1) A nomination form, signed by the president/chancellor of the institution indicating approval (please use form included with these materials).
- (2) The nominee's curriculum vitae.
- (3) A statement of nomination that emphasizes the nominee's qualifications for the program and potential for assuming a provost/chief academic officer position. This statement (a paragraph or two; no more than one page) should be specific, citing particular strengths and accomplishments of the candidate.
- (4) A statement by the candidate explaining his or her interest in and potential for a provost/chief academic officer position in higher education. The statement should address the candidate's strengths, accomplishments, and career plans. It also should address what talents and skills need further development (i.e., what "gaps" exist in preparation for a CAO position.) Please limit to one page.

Evaluation of Applications

Applications will be evaluated beginning **April 21, 2014**.

Additional Information

For questions about the nomination, selection process, or program logistics, please contact George Mehaffy, Vice President for Academic Leadership and Change, AASCU, at mehaffyg@aascu.org or 202.478.4672.

For questions about program content, contact Tom Kepple, Program Director and President of the American Academic Leadership Institute (AALI), at kepplet@AmericanALI.org or 202.276.8654.