



University of Kentucky

Associate Provost for Graduate and Professional
Education and Dean of the Graduate School

Leadership Profile
2023



ABOUT THE POSITION

The University of Kentucky (UK) invites applications and nominations for the position of Associate Provost for Graduate and Professional Education and Dean of the Graduate School. This person will execute an innovative, robust vision to prepare UK graduate and professional education for the future.¹ This person will also expand professional development activities for graduate students and post-doctoral scholars for careers in a broad array of disciplines and industries. This person will demonstrate a commitment to diversity, equity, and inclusion in all areas, but especially in recruitment and programmatic activities within the Graduate School as well as those that cross disciplines and colleges. This individual will serve the Graduate School as well as the entire campus, representing graduate and professional education to the entire university and outside constituencies. Reporting directly to the Provost, the Associate Provost and Dean will provide strong leadership and strategic direction for the Graduate School, ensuring growth and programmatic expansion.

As Associate Provost, the primary responsibilities include the following:

- Lead the development and implementation of a vision for excellence in graduate education.
- Promote the creation of new graduate transdisciplinary programs that are responsive to the workforce needs of the Commonwealth of Kentucky and beyond.
- Work with the Office of the Vice President for Research (OVPR) to identify and develop synergies between graduate education, research, and scholarly creative activity. Participate in leadership meetings and discussions with OVPR to coordinate and align the research infrastructure with graduate education.
- Collaborate with the Vice President for Student Success in areas such as mental health and well-being, student progression, and career development across the spectrum of disciplines that addresses the marketplace needs for our graduate students, professional students, and post-doctoral trainees.
- Collaborate with the Vice President for Institutional Diversity on diversity, equity, and inclusion strategies for graduate education.
- Raise awareness of graduate and professional programs and measure the impact of programs in collaboration with the Office for Strategic Planning and Institutional Effectiveness and the Office of Institutional Research, Analytics, and Decision Support to develop new strategies for sustainability of graduate student development.
- Represent graduate education in meetings with the Provost and Associate Provosts.

[1] Henceforth in this document, the term 'graduate education' will refer to all of the University's post-baccalaureate academic programs, including, without limitation, those of the professional schools and The Graduate School.

As Dean, the primary responsibilities include the following:

- Serve as a key resource for all graduate students and provide administrative support for structures that empower individual programs—both traditional and online, to ensure alignment with the current needs of the programs and the requirements of accreditation.
- Serve as an internal and external advocate for the Graduate School and its academic units.
- Participate in faculty shared governance; interact with the Undergraduate, Graduate and Health Care Colleges Councils, and Senate Council, as needed.
- Lead Graduate School staff in the administration of processes and procedures that have a campus-wide impact.
- Lead and support the Martin and Patterson Schools, including oversight of the new undergraduate program in the Martin School
- Working with the Provost and Vice President for Research, administer a system for tuition scholarships for teaching and research assistants.
- Advocate for and administer the Graduate School's budget and lead efforts in fundraising and strategic planning.
- Represent the Graduate School in leadership meetings, including Provost's Council and others.



The successful candidate will exhibit an unrelenting commitment to excellence in graduate education; exceptional leadership, communication, and planning skills; administrative, budgeting, and managerial ability; an inclusive, collaborative, respectful, and anticipatory predisposition; and a creative problem-solving capacity.

The next Dean of the Graduate School will possess a Ph.D. or other terminal degree in applicant's field of study, along with the academic credentials and record of scholarly achievement that merits tenure at the Professor level at the University of Kentucky.



PREFERRED QUALIFICATIONS

- Successful leadership in graduate education (e.g., Director of Graduate Studies or faculty director for a professional program) and/or administrative role (e.g., Vice-Chair, Chair, Associate Dean or Dean of an academic unit).
- A strong record of research, teaching, and service that includes substantial training and mentoring of graduate and professional students.
- Experiences confirming a strong commitment to the promotion and support of diversity, equity, and inclusion.
- Cross-campus experiences (e.g., Graduate Council, University Senate, effective collaboration across campus).
- Administrative experience (e.g., engagement or oversight of strategic planning, faculty promotion or oversight, managing and developing budgets, curricular development, and leading/managing diverse groups of professional staff).
- A successful track record of collaboration across colleges to develop innovative multidisciplinary graduate or professional programs.
- Experience exhibiting the capacity to engage effectively with a diversity of internal and external constituencies, including the ability to work with staff and stakeholders in fundraising objectives.

UNIVERSITY OF KENTUCKY

Located in the vibrant city of Lexington, the University of Kentucky is a public, land-grant, Carnegie Foundation Community Engaged, flagship institution. UK plays a critical leadership role in promoting health, diversity, inclusion, economic development, and human wellbeing. The campus is home to more than 31,000 students, 2,600 full-time faculty, and 14,000 full-time staff. The university reached historic rates for enrollment and graduation in 2021. The university is one of just eight institutions in the country with a major academic medical center and a full spectrum of academic colleges and professional schools on one contiguous campus. As such, UK is an incubator for transdisciplinary research. These collaborations allow researchers to address the rapidly changing needs of Lexington, the Commonwealth, and an ever-expanding global society.

UK consists of 19 academic and professional colleges where students can choose from more than 200 majors and degree programs at the undergraduate and graduate levels. Supporting the scholarly community is a comprehensive library system consisting of nine facilities, including the world-class William T. Young Library.



UK is more diverse now than at any other time in its more than 155-year history. UK's student body represents more than 100 countries, every state in the nation, and all 120 Kentucky counties. UK undergraduate students compete successfully for prestigious scholarships and awards, such as the Rhodes, Fulbright, Astronaut, Truman, Goldwater, Marshall, Udall, and Gates programs. Graduate students earn a variety of very competitive grants and awards to support their research, including NIH National Research Service Predoctoral awards, NSF Doctoral Dissertation Research Improvement Awards, and grants and fellowships from foundations and disciplinary professional societies.

The university recently engaged in a campus transformation effort, revitalizing its teaching, research, residential, and community spaces. UK's public-private partnership with the Education Realty Trust (EdR) has yielded 202 active learning spaces and more than 6,500 beds in modern dormitories in 13 buildings. Over the last five years, UK has approved more than \$2.2 billion in infrastructure and construction to bolster the institution's long-term health and success.

An R1 institution, the University of Kentucky received \$468 million in external research grants and contracts in fiscal year 2021, a \$38.8 million increase from fiscal year 2020, and a two-year increase of \$50.9 million from 2019. The university's dynamic research enterprise encompasses traditional scholarship, the humanities, emerging fields in technology, and a robust healthcare enterprise with the #1 ranked hospital in Kentucky by U.S. News & World Report. UK is one of 29 U.S. universities with the trifecta of research excellence designations in cancer, aging and translational science: a National Cancer Institute-designated Cancer Center, an Alzheimer's Disease Research Center from the National Institute on Aging, and a Clinical and Translational Science Award from the National Institutes of Health. The UK Research Priorities Initiative, created in 2018 and funded by the OVPR, encompasses seven research priority areas: cancer, cardiovascular diseases, diabetes & obesity, diversity & inclusion, energy, neuroscience, and substance use disorder. Transdisciplinary teams of scientists and clinicians have formed in these areas to tackle the most complex challenges facing Kentuckians. In 2019, UK received the largest grant award in the institution's history, \$87 million, for the HEALing (Helping to End Addiction Long-term) Communities Study, funded by the National Institutes of Health. The goal of this study is to reduce opioid overdose deaths by 40 percent in 16 Kentucky counties. Transdisciplinary research and collaboration across colleges is embedded in the identity of the University of Kentucky. UK boasted top-ranked programs and centers in 2021, including the Markey Cancer Center, Kentucky's only National Cancer Institute-designated center, which has maintained a Top 50 ranking for the past five years, and the College of Pharmacy which ranks 6th in the nation according to U.S. News & World Report.



The James B. Beam Institute for Kentucky Spirits at UK fosters multidisciplinary collaboration dedicated to addressing challenges facing the spirits industry. Experts from disparate fields such as engineering, chemistry, business, law, horticulture, forestry, food science, and entomology are drawn together with the common goal of maintaining the welfare, prosperity and sustainability of Kentucky's spirits industry for generations to come. The university is currently completing construction on the Healthy Kentucky Research Building, a \$265 million, 300,000-square-foot facility, with an expected completion date in summer 2022. The facility, a reflection of the university's commitment to growth and collaboration, is financed with \$132.5 million from the state and \$132.5 million from the university.

ABOUT LEXINGTON

The City of Lexington is a great place in which to live, work, and study. Lexington recently appeared on USA Today's list of the top cities in which to live, Vogue's list of destinations to visit, and Forbes' Top 20 Cleanest Cities. In 2019, Lexington was ranked in the top 30 by U.S. News & World Report of its 'Best Places to Live' list. With a population of roughly 323,000, anchoring a metropolitan area of 517,056 people, Lexington offers both the warmth and hospitality of a small city, alongside the amenities typically found in a large city. Lexington describes itself as having "a fortified economy, strong in manufacturing, technology, and entrepreneurial support, benefiting from a diverse, balanced business base." Leading employers in the metro region include Xerox, Lexmark, Lockheed-Martin, IBM, UPS, Amazon and Toyota.

Lexington is also home to great sporting traditions, including horse racing and Kentucky Wildcat basketball and football. In the spring and fall, one can spend a beautiful afternoon watching thoroughbred racing at Keeneland Race Course, which will host the 2022 Breeders' Cup. The Kentucky Derby, run in nearby Louisville, is known as the one of the premiere racing events in the world. The region also boasts excellent parks and natural wonders, including Red River Gorge and Mammoth Cave, the longest underground cave system in the world.

Lexington's food scene is filled with Kentucky originals, southern classics, and creative fusion. City residents benefit from a great local farm-to-table food environment with re-imagined southern staples coupled with inventive bourbon-infused creations. In the heart of Bourbon Country, one of Lexington's most exciting hotspots, the Distillery District, offers creative cuisine, craft beers, local bourbons, and premium ice cream on a revitalized 25-acre historic property.



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Lexington has a vibrant arts scene with offerings in music, dance, theater, visual arts, and literary arts. The Lexington Philharmonic Orchestra provides over 100 concerts, educational events, and community programs every year. The Lexington Opera House is a premier cultural destination in downtown Lexington that serves an average of 85,000 patrons every year, offering ballet, opera, children's productions, family shows, comedy, music, and professional national Broadway tours.

For more information about Lexington, see [VisitLEX](#).



DIVERSITY & INCLUSION

Diversity, equity and inclusion are core values of the University of Kentucky. As the institution's current strategic plan states, "UK has embraced its calling as Kentucky's university by strengthening its commitment, not only to diversity, but to sustaining communities that care deeply about equity and a sense of belonging for everyone."

For the fourth consecutive year, the University of Kentucky was one of fifteen universities to receive the "Higher Education Excellence in Diversity" and "Diversity Champion" awards by INSIGHT Into Diversity Magazine. UK is named one of the "Best of the Best" Top 30 LGBTQ-friendly universities for numerous years. UK's campus has never been more diverse, and students of color and underrepresented populations have continued to grow and thrive. In April 2022, Forbes named the University of Kentucky to its Best Employers for Diversity List.

UK recently announced a comprehensive, enterprise-wide Diversity, Equity and Inclusion Implementation Plan. UK identified 6 broad workstreams that oversee the work of 17 project teams, each collaborating to bring this plan to fruition. These distinct efforts include expanding professional development opportunities, creating a diversity and inclusivity master plan, breaking down long-standing and institutionalized barriers, and more.

Under this plan, the budget of the UK Office for Institutional Diversity will also undergo a significant expansion – from \$3.1 million to \$19.3 million – with a revised scope of responsibilities that includes oversight of scholarships, resources for recruiting faculty and staff of color, and strengthening of community relationships.

In 2020, the university announced the sponsorship of a five-year, \$10 million research initiative focused on racial disparities and inequities across broad areas, ranging from health to the historical foundations of systemic racism. The United In True Racial Equity (UNITE) Research Initiative was designated as one of seven research priority areas at UK. This program brings together the university's brightest scholars and scientists and provides investments to support collaborative research that enables change.



APPLICATION PROCESS

Parker Executive Search is assisting the University of Kentucky in the search for the Dean of the Graduate School and Associate Provost for Graduate and Professional Education. The Search Committee invites letters of nomination, applications (letter of interest, full resume/CV, and contact information of at least five references), or expressions of interest to be submitted to the search firm assisting the university. Review of materials will begin immediately and continue until the appointment is made. It is preferred, however, that all nominations and applications be submitted prior to April 1, 2023. For additional information, please contact:

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