



Invites Applications and Nominations for the Position of:

VICE PROVOST



**Greenwood
Asher &
Associates®**

THE OPPORTUNITY

The University of Kentucky (UK) seeks a strategic and collaborative leader with a distinguished scholarly profile to serve as the next vice provost.

UK is a leading land-grant and public Research 1 university located in the beautiful Bluegrass region of central Kentucky. Counted among the highest level of Carnegie research institutions, UK continues to rise as one of the nation's premier public research universities with expectations of growing significantly in stature across all dimensions of the institution's mission — teaching, research, service and care.

The vice provost will partner with colleges, their leadership and other senior leadership on campus for decision-making and special initiatives. The leadership of the International Center and the Provost Budget Office will report to the vice provost. The vice provost will provide strategic leadership over resources, compliance and service excellence. The successful candidate must possess a recognized tertiary degree and be nationally recognized in academic pursuits that would warrant appointment as a tenured, full professor. The candidate must have progressive and broad experience in academic administrative leadership for at least 10 years, arising from a senior-level administrative role such as department chair, center director, associate dean or dean. They must also demonstrate a commitment and ability to advance the university's philosophy and practice in creating an inclusive environment.

ROLE OF THE VICE PROVOST

The vice provost reports to the provost and is expected to serve as an institutional leader aligned with the university's mission and strategic plan. This role supports the provost in partnering with deans and overseeing colleges and other units on campus to help advance educational, research and service activities. As a chief administrative officer, the vice provost meets with the provost individually and collectively with other deans. The vice provost is responsible for managing and coordinating the implementation of plans, programs, services and scholarly and research endeavors.

Primary responsibilities of the position include, but are not limited to:

- ❖ Overseeing colleges and other units on campus with the provost to partner with deans and help advance the president's direction and UK's strategic plan.
 - Reviewing requests to the Office of the Provost, preparing and reviewing materials for the provost's consideration and working with colleges and other units to resolve issues effectively.
 - Collaborating with deans to develop, implement, lead, oversee and evaluate college strategic, operational and department planning and related processes to meet program and department data needs.

- ❖ Acting on the provost's behalf in designated key decision areas authorized by the provost.
 - Serving as the provost's representative on a variety of university committees and advising on shared governance matters.
- ❖ Working in partnership with other senior leadership to support all functions of the Office of the Provost, contributing to the university mission.
 - Leading and supporting university-level and provost-level initiatives as assigned. These assigned initiatives will change over time but may include financial and operational sustainability initiatives, as well as special initiatives to review and streamline processes.
 - Responsible for proactive questioning and targeted research and analyses on a wide range of institutional issues and synthesizing diverse data points into a coherent set of actionable findings and recommendations.
 - Serving as a strategic partner in creating an environment that promotes and supports using research and data analysis to guide decision making and institutional improvement.
- ❖ Serving as a resource for the chief accountability officer for all college compliance audit reports, in partnership with the senior executive director; ensuring that corrective action plans are documented and effectively implemented; reviewing incident reports and participating in follow-up investigations as warranted.
 - Ensuring compliance with federal, state and local laws, rules and regulations; applicable university policies and procedures, Administrative Regulations (ARs), Governing Regulations (GRs), etc., pertaining to all areas for responsibility; communicating best practices to appropriate campus constituencies.
- ❖ Overseeing the UK International Center, which includes programs such as Education Abroad, International Student and Scholar Services, International Partnerships and Research, the Office of China Initiatives, the Global Health Initiative, International Recruitment and International Health, Safety and Security.
- ❖ Serving as primary lead for the provost with the University Budget Office, University Financial Services and related services.
 - Providing and designing financial modeling and forecasting for the provost area colleges and units; consulting with departments on needs and limitations; preparing and distributing budget information to departments.
 - Reviewing, monitoring and coordinating non-operating fund accounts under the jurisdiction of the provost.
- ❖ Promoting excellent customer service through proactive and regular contact; working in partnership with other stakeholders (internal and external) to meet objectives and

associated requirements set by the president, executive vice president for finance and administration (EVPFA), the provost and deans.

- Developing and securing effective working relationships with peers, supervisors and leaders within and across organizational lines to achieve desired outcomes; involving others in developing strategy, corresponding tactics and setting and evaluating performance objectives and measures.
- Promoting the importance of employee engagement to drive business success; creating and maintaining a strong service orientation.

PROFESSIONAL QUALIFICATIONS & PERSONAL QUALITIES

Required Candidate Qualifications

- ❖ Recognized tertiary degree.
- ❖ Nationally recognized achievement in academic pursuits that would warrant appointment as a tenured, full professor.
- ❖ Progressive and broad academic administrative leadership experience arising from a senior-level administrative role such as department chair, center director, associate dean or dean.
- ❖ At least 10 years of progressive administrative experience, arising from a senior-level administrative role such as department chair, center director, associate dean or dean.

Preferred Professional Experience and Characteristics

- ❖ Commitment to Service Excellence: deep understanding of the foundations for excellence and integrity in teaching, research and service; a record of facilitating interdisciplinary collaborations; ability to build partnerships within the university, with state and local agencies and with external stakeholders to enhance the university's programs, offerings, research and contributions.
- ❖ Authentic Investment and Interest in Faculty and Students: commitment to understanding evolving faculty and student needs and concerns, and to providing faculty and students with meaningful experiences that lead to their academic and professional success.
- ❖ Community Engagement: ability to engage and build meaningful partnerships with a wide variety of external constituents, including community leaders and members.
- ❖ Managerial, Operational and Fiscal Acumen: ability to work, thrive and successfully collaborate with faculty, staff, programs and change in a large, complex environment; experienced with budgets, financial planning, market research and strategic resource allocation.

Personal Characteristics and Competencies

- ❖ Articulating Vision, Undertaking Strategic Thinking and Demonstrating Capacity for Execution: a record of formulating and articulating ambitious plans, operationalizing and executing strategic initiatives, inspiring consensus around shared goals, demonstrating superb judgment and decision-making, fostering a culture of trust and fairness, building collaboration among faculty and staff, advancing inclusion and belonging in impactful ways and catalyzing fresh thinking to ensure continued relevance and impact.
- ❖ Fostering a Cohesive and High-Performing Team Culture: exemplifying an open, accessible and transparent leadership and communication style; delegating authority and accountability to the team to ensure alignment with overall strategy and direction; reinforcing independent and open communication among university constituents; actively seeking and accepting feedback (both positive and negative) and appropriately acknowledging team contributions.
- ❖ Demonstrating Collaborative and Courageous Leadership: exhibiting leadership capacity to make complex decisions and enter wholeheartedly into challenging conversations; appreciating and working successfully within a model and tradition of strong shared governance; seeking broad stakeholder input and, when necessary, taking informed and decisive action while modeling exemplary institutional citizenship.
- ❖ Commitment to Inclusion and Belonging: record of demonstrating a commitment to leadership in nurturing a community of belonging; communicating, collaborating with and supporting a diverse community.
- ❖ Being a Bridge-Builder: ability to break down barriers and build relationships across programs, centers and constituencies within a complex environment of higher education, research, practice and service; accomplished in building partnerships across the university to address organization-wide challenges or opportunities; developing connections and collaborations to engage stakeholders in the mission to advance the university.
- ❖ Demonstrating Outstanding Communication Skills: a willing to listen and learn from others; a natural inclination to communicate openly and with transparency and respect; leveraging emotional intelligence to build and inspire trust, establish collaborative relationships and ensure broad-based support for decisions, plans and initiatives; connecting with diverse constituencies and audiences, large and small.
- ❖ Showing Emotional Intelligence: using empathy to relate to others, explore alternative viewpoints, build broad support for decisions and inspire followership and action; stewarding and developing relationships with current and potential partners throughout the city, region and Commonwealth; demonstrating a palpable respect for colleagues and students, self-awareness and the capacity and inclination to be a model colleague and university citizen.
- ❖ Demanding Ethics and Integrity for Yourself and Others: excellent judgment with the highest integrity.

ABOUT THE UNIVERSITY OF KENTUCKY

Located in the vibrant city of Lexington, the University of Kentucky is a public, land-grant institution that plays a critical leadership role in promoting inclusion, economic development, and human well-being. The campus is home to approximately 34,000 students and 25,000 employees, including more than 2,300 full-time faculty. The university is one of just eight in the country with a major academic health center ([UK HealthCare](#)) and a full spectrum of academic colleges and professional schools on one contiguous campus in the heart of the Bluegrass state. As such, UK is an incubator for multidisciplinary research. These collaborations allow researchers to address the rapidly changing needs of a global society and offer students distinctive educational opportunities.



The state's flagship institution consists of 18 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 research library system made up of nine facilities, including the world-class William T. Young Library.

In the last several years, UK has received nearly 100 national rankings for excellence in academics, research, health care, and economic development. U.S. News and World Report ranks several of UK's graduate programs among the nation's best: the Martin School of Public Policy and Administration is ranked fourth in the category of public finance and budgeting, and the College of Pharmacy is ranked sixth. The University of Kentucky earned 28 Top 10 rankings and 50 Top 25 rankings over the last several years.

UK's student body is diverse, representing more than 100 countries, every state in the nation and all 120 Kentucky counties. UK students compete successfully for prestigious scholarships and awards, such as the Rhodes, Fulbright, Astronaut, Truman, Goldwater, Marshall, Udall, and Gates programs.

The university's operating budget is \$6.8 billion. More information is available from the [University Budget Office](#). Over the past 10 years, the university's budget has increased by 150 percent, fueled by the expansion of the academic medical system, UK HealthCare; targeted enrollment growth to meet the educational needs of our state and the continued ascent of UK's research enterprise.

In so many ways, on UK's campus, with deep connections to the Commonwealth and the world, all are collectively seeking and finding new approaches to meeting the university's historic mission: to advance Kentucky.

Mission Statement

The University of Kentucky is a public, land grant university dedicated to improving people’s lives through excellence in education, research and creative work, service and health care. As Kentucky's flagship institution, the university plays a critical leadership role by promoting diversity, inclusion, economic development and human well-being.

The University of Kentucky:

- Facilitates learning, informed by scholarship and research.
- Expands knowledge through research, scholarship and creative activity.
- Serves a global community by disseminating, sharing and applying knowledge.

The University, as the flagship institution, plays a critical leadership role for the Commonwealth by contributing to the economic development and quality of life within Kentucky’s borders and beyond. The University nurtures a diverse community characterized by fairness and equal opportunity.

Strategic Vision Statement

As Kentucky’s indispensable institution, we transform the lives of our students and advance the Commonwealth we serve — and beyond — through our teaching and learning, diversity and inclusion, discovery, research and creativity, promotion of health, and deep community engagement.

Strategic Plan

THE UK PURPOSE – Plan for Unprecedented Research, Purposeful and Optimal Service and Education

University of Kentucky Core Values

- Integrity
- Excellence
- Mutual respect and human dignity
- Diversity and inclusion
- Academic freedom
- Personal and institutional responsibility and accountability
- Shared governance
- A sense of community
- Work-life sensitivity
- Civic engagement
- Social responsibility

ABOUT LEXINGTON, KY

The city of Lexington is a wonderful 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 Amazon, IBM, Lexmark, Lockheed-Martin, Toyota and UPS. Approximately 70 miles from Cincinnati and Louisville, Lexington is an important part of Kentucky's "Golden Triangle," — a region of the state noted for its healthy economy and outstanding quality of life with easy access to a wide variety of arts, culture, sporting events, educational opportunities and entertainment. Lexington also has a regional airport.

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 Racecourse, which hosted the 2022 Breeders' Cup. The Kentucky Derby, run in nearby Louisville, is known as one of the world's premier racing events. The region also boasts excellent parks and natural wonders, including Red River Gorge and Mammoth Cave, the longest underground cave system in the world.

The 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.

Lexington has a vibrant arts scene with offerings in music, dance, theater and visual and literary arts. The Lexington Philharmonic Orchestra provides annually more than 100 concerts, educational events and community programs. 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.

The city also boasts a rich cultural diversity. The international population grew by 300 percent in the last decade, and more than 150 languages are spoken in Lexington. International investment, students, academics and visitors from around the world bring a wealth of economic and cultural diversity to Lexington. The city has increasing diversity, with 14.5% of the population identifying as black or African American and 7.4% as Hispanic. The city is recognized for LGBTQ+ inclusivity, and UK HealthCare has received the designation of an LGBTQ+ Healthcare Equality Leader from the Human Rights Campaign Foundation.

The true charm of Lexington lies in the fact that it has all the amenities of a big city, while maintaining that special small-town feel. In mere minutes, motorists can drive past spectacular horse farms, through downtown and back to rolling countryside.

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

NOMINATION & APPLICATION PROCESS

Compensation

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Greenwood Asher & Associates® is assisting the University of Kentucky in this search. Applications and nominations are now being accepted. Inquiries, nominations, and application materials should be directed to Julie Schrodts and/or Jeremy Duff from Greenwood Asher & Associates. Application materials should include:

- ❖ A letter of interest that clearly states the applicant's qualifications for the position
- ❖ A current résumé/curriculum vitae
- ❖ A brief statement [one page maximum] about how you would contribute toward the University of Kentucky's mission of creating a culturally inclusive environment

We strongly encourage submitting application materials as PDF attachments. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made. For best consideration, applications and nominations should be provided by March 31, 2024.

Please direct inquiries, nominations, and application materials to:

Julie Schrodts, Senior Executive Search Consultant

E-mail: julieschrodts@greenwoodsearch.com

Jeremy Duff, Vice President of Executive Search

E-mail: jeremyduff@greenwoodsearch.com

The University of Kentucky is committed to a policy of providing opportunities to people regardless of economic or social status and will not discriminate on the basis of race, color, ethnic origin, national origin, creed, religion, political belief, sex, sexual orientation, gender identity, gender expression, pregnancy, marital status, genetic information, age, veteran status, or physical or mental disability.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from the University of Kentucky documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.



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