



Becoming a Provost **ACADEMY**

2019-2020 Academic Year

*... a leadership development program
to prepare experienced academic
administrators for a provost/vice
president for academic affairs
position in public higher education*

*www.aascu.org
www.americanali.org*

The Becoming a Provost Academy (BAPA) prepares experienced academic leaders and administrators to become successful chief academic officers/provosts. 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.

The BAPA is a year-long program consisting of:

- two national seminars with current and former chief academic officers and presidents as faculty.
- a Professional Experience Plan (PEP) developed by the participant, approved by the campus mentor (Provost/Chief Academic Officer), and undertaken on the home campus or another conveniently located campus.
- mentorship by the campus mentor throughout the year, on activities relevant to the preparation for a position as a provost/vice president for academic affairs.
- executive coaching at the participant's request.
- 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 2017, for example, the average age of the nation's college presidents was 62, an increase of a decade since 1986, and more than one-half of presidents plan to retire within the next five years. The average age of the chief academic officers in American colleges and universities is within five years of the presidents.

There are also indications that traditional 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. Therefore, there is a growing need for highly prepared and motivated campus leaders who might move into provost 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 their institutions.

PARTICIPANTS

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

NATIONAL SEMINARS

Two national seminars will be held in conjunction AASCU Academic Affairs Summer Meetings, led by current and former CAOs, presidents, and chancellors as well as content and area experts. Holding the BAPA seminars in conjunction with AASCU Academic Affairs Meeting permits the participants to engage in the full range of topics central to the work of a chief academic officer. The Summer 2020 meeting registration is included in the BAPA program fee. Attendance at the Summer 2019 Academic Affairs meeting requires a separate registration and payment of fees as posted on the meeting's web page.

READINGS

Reading materials will be suggested 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)

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. Working with his or her campus mentor, each participant will analyze personal "gaps" in individual professional preparation and experience, and then engage in 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 Progress Report is submitted to the mentor and program director several times during the year.

MENTORING AND EXECUTIVE COACHING COMPONENTS

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

WEBINARS

A series of webinars will be scheduled 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.

GROUP ASSIGNMENTS, SUBGROUPS, REGIONAL VISITS

Group assignments around specific topics will occur during the program. Participants are also encouraged to form subgroups around issues of mutual interest. Regional visits to other campuses are also developed during the course of the year initiated by the participant.

SUMMER 2019 OPENING SEMINAR:

**July 28-30, 2019
Minneapolis, MN**

**Immediately following
AASCU Academic Affairs
Summer Meeting
July 25-27, 2019.**

If you wish to attend the optional Academic Affairs Summer Meeting prior to the BAPA Opening Seminar, a separate registration and fee is required.

SUMMER 2020 CLOSING SEMINAR:

**July 2020
Location TBD**

**In conjunction with the
2020 AASCU Academic
Affairs Summer Meeting**

EVALUATION OF APPLICATIONS DEADLINE:

February 2, 2019

SPONSORS:

**American Association
of State Colleges and
Universities**

**American Academic
Leadership Institute**

PROGRAM COSTS

The program fee for individual participants for the 2019– 2020 academic year is \$2,300. The fee includes a BAPA registration fee of \$595 for the 2020 AASCU Academic Affairs Summer Meeting. The American Academic Leadership Institute and Academic Search provide financial support to enable this program fee to be kept at this level.

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. The participant and program director will hold ad hoc conference calls throughout the year at the request of the participant.

NOMINATION PROCESS – PROVOST/CHIEF ACADEMIC OFFICER

Candidates must be nominated by the provost or chief academic officer at their 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 via www.aascu.org/LD/BAPA.

The completed electronic nomination packet consists of the following items:

- a) A nomination form, endorsed by the president/chancellor of the institution indicating approval.
- b) The nominee's curriculum vitae.
- c) A statement of nomination by the nominator (must be the Chief Academic Officer of the nominee's campus) 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.
- d) 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 are due February 18, 2019. Applications will be evaluated beginning February 19, 2019 with a decision date of March 17, 2019.

ADDITIONAL INFORMATION

For questions about the nomination, selection process, or program logistics, please contact George Mehaffy, Academic Leadership and Change, AASCU, at MehaffyG@aascu.org or 202.478.467.