



## Leadership Profile

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University of Louisiana Lafayette  
*Provost and Vice President for Academic Affairs*

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*This search is being assisted by:*

**ACADEMIC SEARCH**

*Above all, we are committed to student success. That commitment refers to more than graduation rates. It includes the transmission of ideals, such as ethics and civic responsibility. It incorporates our intention to prepare our students to thrive as global citizens. And, it reflects our intent to make each student's college experience as fulfilling as possible." --President Joseph Savoie*

## **Provost and Vice President for Academic Affairs**

### **The University of Louisiana at Lafayette**

The University of Louisiana at Lafayette (<http://louisiana.edu>) announces the national search for Provost and Vice President for Academic Affairs. As the university's senior academic officer, the successful candidate will work with President Joseph Savoie to position Louisiana's second largest public institution as a global leader in teaching, research, and public service. UL Lafayette has the second highest Carnegie Classification designation among public institutions in the state.

The University is a comprehensive doctoral university offering a broad range of programs including baccalaureate and master's degrees in the arts, liberal arts and sciences as well as in the professional fields of architecture, computer science, education, engineering, criminal justice, nursing and allied health, and business, and doctoral programs in a variety of liberal arts, sciences and professional fields including English, Francophone studies, language and speech sciences, computer science, education, nursing, computer and systems engineering, mathematics and environmental biology. The University pursues strong research and development activities in STEM, business, education, and social sciences fields appropriate to its Carnegie Classification as a Doctoral R2 Higher research activity institution.

The University seeks an experienced academic administrator with a diverse record of



achievement in the classroom and a strong background in program development, faculty support, and student success. The next Provost will have the enviable opportunity to make a long-term commitment to advance a thriving research university that is respected for nationally ranked programs and is pursuing an ambitious, well-constructed strategic plan.

## UL Lafayette

This fall's total enrollment of 19,188 is a record in the university's 118-year history and the third consecutive year of record enrollment growth. The nine colleges and schools include: College of the Arts, B. I Moody III College of Business Administration, College of Education, College of Engineering, College of Liberal Arts, College of Nursing & Allied Health Professions, Ray P. Authement College of Sciences, University College, and the Graduate School.

UL Lafayette offers more than 80 undergraduate majors and over 30 graduate programs. According to the National Science Foundation, it ranks among the top 10 universities in the U.S. for the percentage of research and development expenditures funded by business. As the *Princeton Review's* 2012 edition of "The Best 381 Colleges" states, UL Lafayette is known as one of the nation's best institutions for undergraduate education. Furthermore, *CEO Magazine* reports that the MBA program is one of the top 71 in North America.



The university is an international leader in the sciences, engineering, nursing, and Francophone studies. Other high-demand degree programs include architecture, business, biology, computer science, informatics and smart systems development, and programs in environment, energy, and economics. The innovative animation program is ranked 37<sup>th</sup> by Animation Career Review.

UL Lafayette embraces the motto "Research for a Reason" in conducting research that solves real-world problems. The latest annual research and development expenditure was \$77 million. Among the institutes and centers in the Research Division are: the Energy Institute of Louisiana, the Informatics Research Institute, the Institute for Coastal and Water Resources, the Institute for Materials Research and Innovation, the New Iberia Research Center, and the Picard Center for Child Development and Lifelong Learning. The National Science Foundation Center for Visual and Decision Informatics is an industry-university cooperative research center; it is the first and, thus far, only center of excellence in the State designated by a federal agency.

UL Lafayette is designated by UNESCO as the protector of Cajun and Creole cultural traditions. A stated priority across the campus is to utilize the university's historical,

cultural, and geographical setting for research and scholarly purposes. Cultural research centers include the Center of Louisiana Studies which operates the award winning UL Press and the Ernest Gaines Center.



The 143-acre research park is home to such public and private sector tenants as the USGS Wetland and Aquatic Research Center, the NOAA Estuarine Habitats and Coastal Fisheries Center, the Lafayette Economic Development Authority, the Louisiana Immersive Technologies Enterprise, and the CGI Lafayette Delivery Center.

UL Lafayette is actively engaged in campus-wide research efforts that touch on virtually every aspect of human-technology systems development and integration within modern, complex societies. UL Lafayette is nationally recognized for its research in primate and biological/medical research, intermodal transportation systems engineering, coastal research and hazard mitigation, and disaster/incident management. More recently, the University has begun diversifying its research into social systems and networks; law enforcement, juvenile justice, and police/community relations; environmental change and its impact on the diverse cultural environments of Louisiana, from traditional, agrarian coastal communities to highly networked urban environments. Supporting these efforts is the University and City of Lafayette's current membership in the Smart Gigabit City and Smart Connected Community, sponsored by the White House Office of Science and Technology Policy.

The Ragin' Cajun spirit is celebrated by honoring the past, living fully in the present, and mapping out a bold future. In addition to its excellent curricular offerings, the university celebrates a spirit of *joie de vivre*, which emphasizes living life fully and deeply. Faculty teach with the same passion that defines Cajun and Creole cultures. They nurture students' abilities to listen, reflect, articulate, and savor, as these are tools for a lifetime of thoughtful citizenship. The picturesque 1500-acre campus in Lafayette is uniquely situated in the cultural heart of Acadiana, which is acclaimed for its rich musical, culinary, literary, and historic traditions ([www.lafayettetravel.com](http://www.lafayettetravel.com) and [www.lafayettela.gov](http://www.lafayettela.gov)).

## UL Lafayette's Strategic Plan

The university's five-year strategic plan (2015-2020) was borne of the recognition that this is a time of transition and of opportunity – in which UL Lafayette is ideally suited to celebrate its rich traditions and core strengths, acknowledge challenges, and purposefully pursue a transformation to distinction. ([www.louisiana.edu/strategicplan](http://www.louisiana.edu/strategicplan))

The four priority areas that define the strategic plan and will guide enrichment of the university's intellectual life over the next five years are:

- ❖ **Faculty:** Create a stimulating academic environment supported by the latest innovations in technology and informed by best practices, in which faculty members can realize their full potential as educators and scholars.
- ❖ **Students:** Cultivate a student body that is intellectually curious and civically engaged by developing an infrastructure that ensures student success.
- ❖ **Research:** Foster a stimulating academic environment for all members of the university community that supports the development and advancement of knowledge and creative works.
- ❖ **Governance:** Institute a system for shared governance based on trust, collaboration, and continuous improvement.

## The City of Lafayette

UL Lafayette is an integral player in the economic growth of the city, region, and state. The city of Lafayette, which is widely admired for its strong mid-market economy, was recognized last year as the 5<sup>th</sup> best city for job growth and one of the top 20 metro areas in the Best Performing Cities Index (Lafayette Economic Development Authority, <http://www.lafayette.org/site353.php>). At the crossroads of I-10 and I-49 and serviced by an expanding regional airport, Lafayette is a regional center with a beautifully diverse community, world-class healthcare, a high-tech infrastructure, and an abundance of education, entertainment, and recreational opportunities (<http://www.lafchamber.org/lafayette-economic-development/quality-of-life>).

Named by the *Wall Street Journal's* MarketWatch as the "Happiest City in America," Lafayette offers a lively year-round calendar of arts and cultural events. Festivals and holidays blend old and new traditions. The area is home to the best of Cajun and zydeco music as well as classical and French offerings. A canoe paddler's paradise, the area attracts birdwatchers, fishermen, and photographers to the Atchafalaya Basin, which cuts a 15-mile-wide swath across South Louisiana and is the largest wetland in the nation.



## Candidate Qualifications

The Search Advisory Committee has identified the following attributes and qualifications that will define the University's next Provost and Vice President for Academic Affairs:

- High-caliber academic credentials to include a terminal doctoral degree and a record of excellence achievement in teaching, research, and service that merits appointment as a tenured professor
- Passion for teaching and “chalk-on-the-hands” classroom experience with both undergraduate and graduate students
- Administrative success at a public Higher Research Activity university and a thorough understanding of the academic priorities and cultural milieu of a diverse doctoral-granting institution with wide-ranging programs and well-focused priorities
- Desire to make a long-term commitment as UL-Lafayette’s chief academic officer during an era of unmatched growth and opportunity for the university and the region
- Strong fiscal management skills, sharp budgetary acumen, and a well-developed sense of how to allocate limited resources to fulfill the priorities set forth in the strategic plan and proven fundraising experience
- Ability to mentor deans in budgeting, fundraising, and cultivating successful external relationships
- Commitment to diversity at all levels with respect for the university’s climate of inclusion and appreciation for the needs of underrepresented communities and first-generation students
- Support for a culture of shared faculty governance and experience with innovative best practices, including new professional development opportunities that will enable faculty and staff to achieve their goals as effective 21<sup>st</sup> century educators and administrators
- Thoughtful approach to decision-making and the ability to foster consensus through meaningful collaborations among multiple stakeholders
- Ability to communicate effectively and serve as an effective spokesperson for the academic mission of the university
- Demonstrated understanding and support of the role of technology in fostering innovative teaching and learning practices in the classroom and in all iterations of distance learning
- Talent for devising strategies that enhance student engagement including opportunities for undergraduate research
- Ability to articulate UL Lafayette’s academic priorities and advocate persuasively for academic program approval and competitive funding with governing boards, state and Federal elected officials

- Commitment to serve as the University's liaison to external organizations engaged in addressing quality of life issues and the strategic development of the region and
- Confidence and agility needed to successfully navigate both Louisiana's multi-layered university governance structure and its complex education funding mechanism.

### **Challenges and Opportunities**

As the next Provost and Vice President for Academic Affairs at UL Lafayette, the successful candidate will be integral to the success of the university's ambitious strategic plan. The campus community is avidly engaged in efforts to improve its national and international status and achieve its stated goal of consistent ranking in the top quartile of all peer institutions.

Challenges and opportunities awaiting the new Provost are aligned with the four tenets of the strategic plan and include the following:

#### **Faculty**

- Given the large number of senior-level faculty members approaching retirement, lead the recruitment of dedicated and well-qualified new faculty who will help set the future course of the university.
- Develop strategies to support faculty development in a challenging economic environment, promote faculty engagement in academic governance, and address faculty and staff salary issues.
- Devise and implement new methodologies for performance review for deans and professional staff, and encourage delegation and empowerment where appropriate, across all members of the academic community.

#### **Students**

- Improve opportunities for student engagement by increasing internships, assistantships, research positions, study abroad, and mentoring programs across all disciplines – arts, liberal arts and business as well as STEM and professional degree programs.
- Work with deans and faculty to strategically grow the number of master's and doctoral programs and ensure sustainable funding streams.
- Expand opportunities for undergraduate students to pursue their research interests.

## Research

- Strengthen the research infrastructure and develop meaningful incentives and effective training to increase faculty and staff competitiveness in external contracts and grants, intellectual property, entrepreneurial spin-offs, start-ups, and patents.
- Use UL Lafayette's niche as a nationally ranked research university with a proven reputation for providing an affordable high quality education to increase awareness of its strengths and attract students from a broader geographical radius.
- With the President and the senior administrative team, prioritize strategic investments that will accelerate the university's rise in national rankings, fund upgraded facilities, grow the number of high-demand graduate programs, and help both undergraduate and graduate students by identifying sources to fund competitive assistantships, research stipends, and other support mechanisms.

## Governance

- Work with President Savoie to ensure that the University's policies and actions reflect a commitment to social justice and represent the broad spectrum of experiences and perspectives of all members of the university community, guided by the principle of inclusion; recognize that the university's vitality hinges upon the contribution of all, including marginalized communities.
- Support ongoing efforts to automate, streamline, and simplify business processes across the university including the continued optimization of the Banner ERP;
- Leverage the unique identity and rich character of the South Louisiana culture to enhance awareness of UL Lafayette's role in preserving and promoting all that it stands for.

## Search Timeline

The Search Committee will begin the review of candidates' resumes and application materials on January 15, 2017. Applications/nominations will be accepted until the position is filled. Inquiries, nominations and applications – to include current curriculum vitae, a detailed letter that reflects on the desired attributes, and contact information for five references – will be received and considered in confidence. Materials should be electronically submitted to [ULLafayetteProvost@academic-search.com](mailto:ULLafayetteProvost@academic-search.com). The search is assisted by: John B. Hicks, Senior Consultant, Academic Search, Inc.: [John.hicks@academic-search.com](mailto:John.hicks@academic-search.com) ~ 205-345-7221.

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