

SEARCH PROFILE:

EXECUTIVE VICE PRESIDENT FOR
ACADEMIC AFFAIRS & PROVOST



OAKLAND
UNIVERSITY™

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MISSION

Oakland University cultivates the full potential of a diverse and inclusive community. As a public doctoral institution, we impact Michigan and the world through education, research, scholarship, and creative activity.

THE OPPORTUNITY: LEADER, VISIONARY, PASSIONATE ADVOCATE FOR HIGHER EDUCATION

Oakland University, a public R2 doctoral institution with a medical school, located in the Metro Detroit, Michigan, area (northern suburbs), invites inquiries, nominations, and applications as it searches for its next Executive Vice President for Academic Affairs and Provost (hereafter referred to as Provost). Over the past four years, Oakland University (OU) has more than doubled its research expenditures, obtained the Carnegie Classification for an engaged campus, won the AASCU Excellence and Innovation award for Stewards of Place, was ranked by the *Wall Street Journal* as the best value for investment among its peer institutions, and in Michigan is ranked #1 for social mobility and #2 in preparing students for careers. Additionally, OU is the #1 transfer student destination in Michigan.

The University seeks a collaborative, creative, and dedicated academic affairs leader responsible for providing clear leadership direction and operational accountability for all academic units to build on this momentum and accelerate the drive toward excellence. Reporting to President [Ora Hirsch Pescovitz](#) and serving as a key member of the [President's Cabinet](#), the Provost plays a vital role in shaping the University's future as it refines and implements [Strategic Plan 2030](#), a blueprint for the ongoing transformation of the institution that builds on strengths, anticipates changes, and positions Oakland University to be not only responsive but visionary in addressing the challenges ahead.

The successful candidate will have a distinguished record of teaching and scholarship commensurate with full professor status at Oakland; a demonstrated commitment to diversity, equity, inclusion, and belonging;

experience in senior academic administration, with a record of supporting undergraduate student success and excellence in graduate education and scholarship; and the ability to manage change within a unionized environment. The successful candidate will also value shared governance and be a passionate advocate for the investment in and value of public higher education. To achieve the goals in the University's mission, vision, and strategic plan, the next Provost will strategically allocate resources and play a central leadership role in furthering Oakland's commitment to advancing research and supporting a faculty of accomplished teacher-scholars.

This exceptional opportunity requires an experienced, inspirational, and talented academic leader with an impressive record, exemplary judgment, and outstanding communication skills, along with a clear grasp of the balance between research and teaching, access and student success, and liberal arts foundations and professional programs. The Provost will advance all forms of diversity, equity, and inclusion, and expand the institution's commitment as a steward of place, maintaining the University's leadership as a catalyst promoting college degrees in the ongoing economic and cultural development of the region. In a timely and strategic manner, the Provost will address challenges, make decisions based on data and appropriate broad input, and communicate effectively with multiple stakeholders.

The next Provost is expected to begin in Summer 2025. Further details about Oakland University, the position requirements, the leadership agenda for the next Provost, and the application process are provided in this profile.



OAKLAND UNIVERSITY: REGIONAL FOCUS. GLOBAL IMPACT.

Founded in 1957 with a donation from Matilda and Alfred Wilson, the 1,443-acre campus was initially known as Michigan State University (MSU)-Oakland. Since then, Oakland University has grown into a student-centered research institution with a regional focus and a global perspective. Operating independently from MSU since 1970, the University now serves a diverse student population and takes pride in serving the various communities in the region.

As one of 15 public universities in the state of Michigan, Oakland University cultivates the full potential of a diverse and inclusive community. As a doctoral institution, the University is dedicated to impacting Michigan and the world through education, research, scholarship, and creative activity. The University offers more than 140 bachelor's degree programs and 130 doctoral, master's degree, and certificate programs. OU is proud of its strong liberal arts foundation and is currently organized across eight academic units: the College of Arts and Sciences, the School of Business Administration, the School of Education and Human Services, the School of Engineering and Computer Science, the School of Health Sciences, the School of Nursing, the Oakland University William Beaumont School of Medicine, and the University Libraries.

Oakland University's faculty consists of approximately 838 (638 full-time and 200 part-time) faculty who are represented by the American Association of University Professors (AAUP). Within these faculty tracks, 53% are women and 9% are from underrepresented minorities and groups. Faculty are dedicated teacher-scholars with a deep commitment to education and academic discovery. The University has policies, initiatives, and centers to promote and enhance excellence in teaching and research.

The University has developed dynamic private-sector partnerships in the healthcare, automotive manufacturing, engineering, technology, education, and service industries, including key associations with many Fortune 500 companies. In addition, the University has strategic relationships with other higher education institutions, government agencies, and philanthropic organizations in the region.

LOCATION

Oakland University, in Southeast Michigan, is approximately 25 miles north of Detroit in the cities of Auburn Hills and Rochester Hills. The University is connected to Michigan's major center of economic activity and has nearly a \$1-billion economic footprint in a region distinguished as a global hub for automotive research and safety, including the presence nearby of domestic, Japanese, Chinese, and Indian auto manufacturers. In addition, the health care industry in the region has an overall economic impact of \$38 billion annually, with more than 13,000 related businesses and more than 350,000 industry jobs. Metro Detroit has the reputation as the "automotive capital of the world," and southeast Michigan is recognized as a leading innovation and R&D center.

Southeast Michigan offers exciting suburban and urban living, with a wide range of recreational activities, cultural experiences, and many lakes, parks, and nature preserves. In addition to being among the most ethnically and culturally diverse regions in the United States, the Metro Detroit area offers a unique blend of world cultures and traditions that contribute to vibrant local businesses, restaurants, sports, and entertainment venues.

An internationally recognized cultural center that has produced some of the world's greatest musicians and artists, Metro Detroit's engaging profile blends history,

OAKLAND UNIVERSITY: REGIONAL FOCUS. GLOBAL IMPACT. (CONT.)

tradition, and a gritty manufacturing ethic with an eclectic sensibility. Among the cultural attractions are the acclaimed Detroit Institute of Arts, Detroit Symphony Orchestra, Motown Museum, other high-profile venues, and a range of fascinating cultural institutions.

Beyond the Detroit region, Michigan offers breathtaking natural landscapes featuring the Great Lakes, which account for 20% of the world's fresh water, and miles of coastline with beautiful beaches, lakeside communities, and resorts.

OAKLAND UNIVERSITY'S EVOLVING CAMPUS: RESPONSIVE & STRATEGIC DEVELOPMENT

The new Provost will arrive on a campus that in the last decade has added numerous beautiful new buildings and renovations that collectively enhance a 21st century teaching-learning environment. As this [virtual tour](#) shows, there are more than 60 buildings on campus, including six residence hall buildings and two apartment complexes that have the capacity to house 3,300 students on campus.

Key developments include a top-to-bottom renovation and expansion of South Foundation Hall, where nearly every student will have a class; construction of the School of Engineering and Computer Science building (2014); and renovations to the [Oakland Center](#), the central gathering place on campus (2018). In 2022, the University created an [Oakland West Campus](#) facility that includes space for courses in nursing, social work, and physician assistance science. During the past year, major renovations were completed in Varner Hall, home to the University's School of Music, Theatre and Dance, and in May 2024, the University opened the [School](#)

[of Engineering and Computer Science Research and Innovation Center](#). In fall 2024, renovations will be completed at the [OUWB School of Medicine](#), and in the near future, major infrastructure upgrades will transform the University's science complex to support the expanding research portfolio. In the last 10 years, OU also opened two state-of-the-art residence halls.

A critical part of the University's strategic growth reflects a commitment to sustainability. The Human Health building (2012) is the only Leadership in Energy and Environmental Design (LEED) Platinum Building on a university campus in Michigan. In the near future, the University will implement a comprehensive sustainability plan that integrates timely initiatives of the University's strategic plan and [Campus Master Plan](#). Furthermore, the University honors our Native American ancestors whose ways of knowing demonstrated reverence and respect for the land on which Oakland University now stands. The University's Land Acknowledgement Statement reflects a commitment to elevate ways of knowing to better reflect sustainable practices.

STUDENT PROFILE, AFFORDABILITY, & UPWARD MOBILITY

Today, OU serves 12,700 undergraduate and 3,200 graduate students. In Fall 2023, the incoming first-year underrepresented minority (URM) population was 26%; first-generation students made up 36% of the population; incoming first-year student average GPA was 3.50; and the average SAT score was 1036. The University, consistently a top choice in Michigan for transfer students, is popular among adult learners, with 16% of undergraduates and 76% of graduate students aged 25 years or older.



OAKLAND UNIVERSITY: REGIONAL FOCUS. GLOBAL IMPACT. (CONT.)

A primary priority and source of pride is ensuring affordability for Michigan students who wish to study at OU. In that regard, in 2023-24, 25% of first-time-in-any-college (FTIAC) undergraduates had their tuition completely covered. Among FTIACs who entered in Fall 2023, 40% had their tuition completely covered; 88% of students with family incomes under \$70K had their tuition completely covered; 50% of students with family incomes under \$70K and who qualified for the OU Housing grant paid nothing for tuition or housing; and 52% of OU undergraduate students graduate with no debt.

An affirmation of Oakland's effort came in September 2023 with *The Wall Street Journal* ranking OU as the "best value for investment" among its peer institutions and first among public universities in Michigan for enhancing students' social mobility. Thirty three percent of full-time undergraduate students receive a Pell grant.

In addition, OU's [Career and Life Design Center](#) empowers students to design their lives with purpose and strive for their potential. The Center has adapted a "design thinking philosophy," a model that fosters creativity and problem-solving. The innovative approach complements OU's successful internship placement, including 86% of graduating seniors reporting at least one internship during their academic career. In fall 2024,

the University will adopt the "OU Pledge," which provides every student an opportunity for hands-on opportunities through internships, service learning, research, and other forms of experiential learning.

RESEARCH

In the past year, Oakland has risen to #233 in the rankings of 637 U.S. universities federally rated by research expenditures. Oakland is first among its peer state public universities, including Central Michigan University (268), Western Michigan University (259), UM-Dearborn University (371), Eastern Michigan University (372), Grand Valley State University (389), Saginaw Valley State University (509), and Northern Michigan University (568). Oakland supports a number of active Research Centers, including [The Fastening and Joining Research Institute](#) and the internationally recognized [Eye Research Institute](#). Scholarly and Service Centers at OU include the [Center for Cybersecurity](#), the [Center for Autism](#), and the Center for Moral Values in Health and Medicine. The OU Incubator (OU INC) is a SmartZone Business Accelerator, in collaboration with the City of Rochester Hills, Michigan Economic Development Corporation (MEDC), and various industry partners. Currently, Oakland has 12 professors on Stanford University's list of the top two percent of researchers around the world.



UNIVERSITY LEADERSHIP & GOVERNANCE

In July 2017, [Dr. Ora Hirsch Pescovitz, M.D.](#), became Oakland University's seventh president. President Pescovitz has many decades of experience leading change in academic health centers and universities, delivering innovations in bench-to-bedside discovery and facilitating collaborations between academic and community partners. Her past leadership roles include Senior Vice President and U.S. Medical Leader for Eli Lilly and Company, Executive Vice President for Medical Affairs at University of Michigan, and President/CEO of Riley Hospital for Children in Indianapolis, Indiana. A renowned pediatric endocrinologist and researcher who has published more than 190 papers and books, President Pescovitz is a member of the National Academy of Medicine and is a sought-after speaker on a range of topics, including healthcare, leadership, diversity, and women's issues. Dr. Pescovitz has recently accepted the OU Board's offer to extend her contract to 2030, providing stable leadership for the University.

ADVOCATING FOR INCREASING COLLEGE DEGREES

Oakland is a leading higher education institution supporting Michigan's goal for 60% of the population with a degree or certificate by 2030; Oakland County's goal of 80% of the population with a degree or certificate by the end of the decade; and, the metro region's campaign, [Detroit Drives Degrees](#), which aims to close the gap for URM success and encourage residents in the tri-county metro area to complete a college degree. Since her tenure began, President Pescovitz has been a passionate advocate and leader of regional and statewide campaigns to increase college degrees.

IMPACT OF ADVANCEMENT CAMPAIGN

In January, 2024, Oakland exceeded its \$150M funding-

raising goal ahead of schedule in its [comprehensive campaign](#), "Aspire. Advance. Achieve." The campaign has fundamentally transformed the University, allocating \$73M to support student success initiatives and scholarship, with 167 new endowments created, including financial assistance for nursing students working toward a BSN or ASDN, funds for the [Augmented Reality Center](#) in the School of Engineering and Computer Science, support for autism research and education, and funds for the University's sustainability programs and initiatives, to name a few. With investment made possible from the campaign, OU aims to attract and enable students from diverse backgrounds to excel in the classroom and beyond, as well as to improve opportunities to recruit and retain high-achieving scholars.

GOVERNANCE: BOARD OF TRUSTEES

Oakland University is governed by an eight-member Board of Trustees appointed by the Governor to serve eight-year terms. The Board maintains a fiduciary duty, ensuring that the University remains financially sound and capable of fulfilling its educational mission.

UNIVERSITY SENATE

The [Oakland University Senate](#) is an all-university governance body whose membership includes administrative officers, students, and faculty members elected for two-year terms to represent their academic units. The Executive Vice President for Academic Affairs and Provost is its presiding officer. The Senate recommends new degree programs to the President and the Board and must approve the constitutions of colleges and schools. It determines academic policies and provides opportunity for public deliberation on issues of importance to the university.





ACADEMIC SCHOOLS & COLLEGES

The Division of Academic Affairs, overseen by the Provost, includes over 275 undergraduate and graduate degree programs across 8 colleges and schools, as well as the Graduate School, Honors College, and University Libraries. The General Education program includes components of foundations, explorations, and integration in courses across the curriculum; the goal of this program is to develop all students' knowledge and skills as critical thinkers, effective communicators, information-literate citizens, and socially aware citizens.

The College of Arts and Sciences (CAS) comprises 18 departments, including 3 departments in the School of Music, Theatre, and Dance, 4 interdisciplinary programs, and a joint degree program in Bioengineering. The College's dedication to the liberal arts can be seen across the humanities, social sciences, visual and performing arts, mathematics, and laboratory sciences. As the largest academic unit at Oakland University, the College offers bachelor's degrees through the Ph.D., including more than 100 majors and a full array of minors. In addition to teaching majors in the College, the CAS offer 86% of Foundation and Exploration courses in the general education curriculum. Through teaching, research, service, Centers, and programming, the College demonstrates an unyielding commitment to diversity, equity, and inclusion as well as to community engagement.

The School of Business Administration (SBA) sustains more than 50 years of educational excellence by remaining relevant to the ever-changing global business environment and providing students a distinctive educational experience that integrates classroom learning with real-world business experience and research. At OU, students find undergraduate and graduate programs centered on integrating theory, leading-edge research, and real-world experience to give them a true understanding

of how business works, preparing them for immediate success. The SBA, accredited by the prestigious AACSB International, offers 9 undergraduate business majors and 11 minors, 5 master's degree programs, and a wealth of graduate certificates.

The School of Education and Human Services (SEHS) exemplifies excellence in education and human services through clinical practice, innovative, interdisciplinary and international curricula, community engagement, teaching, individual and collaborative research. The School maintains 4 academic departments and offers over 30 academic programs to current undergraduate and graduate students, as well professional development to current teachers and administrators off campus and online. SEHS has transformed its teacher education initial preparation programs given Michigan Department of Education standards review and changes, as well updated its undergraduate Human Resource Development programs to improve student experiences with high-impact practices. Additionally, SEHS Counseling Department faculty have been responsive in its care and outreach, both academically and clinically, during the global pandemic and aftermath from recent tragic community events. Degrees are offered at the bachelor's, master's, and doctoral level in addition to certifications.

The School of Engineering and Computer Science (SECS) offers a comprehensive range of programs leading to bachelor's, master's, and doctoral degrees. SECS programs span 5 departments: Bioengineering, Computer Science and Engineering, Electrical and Computer Engineering, Industrial and Systems Engineering, and Mechanical Engineering. SECS is renowned for its cutting-edge research, state-of-the-art facilities, and strong industry partnerships, making it a hub for innovation and academic excellence in Michigan and beyond.

ACADEMIC SCHOOLS & COLLEGES (CONT.)

The School of Health Sciences (SHS) is building upon the foundations of the natural and behavioral sciences to deliver an impressive array of nationally accredited health career-disciplines, spanning undergraduate and graduate degrees, as well as professional and post-professional certificates, across five distinct themes: Interdisciplinary Health Sciences, Public and Environmental Wellness, Clinical and Diagnostic Sciences, Human Movement Science, and Applied Health Sciences. With a purpose of advancing health, the SHS is passionate about transforming students into leaders, connecting theory to best practices, and impacting the needs of all people and communities. The School promotes professional networking and clinical site connectivity through the comprehensive BOARD (Board Of Advocacy and Resource Development), and it celebrates partnerships and collaborative work annually, through its hallmark community engagement event, the Healthology Symposium.

The Oakland University William Beaumont School of Medicine (OUWB) offers an innovative four-year curriculum that vertically integrates the basic and clinical sciences. The School arose from a partnership between Oakland University and Beaumont Health System. Driven by the vision to lead in promoting, maintaining, and restoring health to individuals and their communities, Oakland and Beaumont initiated the process to create a new allopathic medical school in 2007. As Beaumont expanded to become Corewell Health in 2022, OUWB continued to maintain an interdisciplinary environment that facilitates creation and application of new knowledge for improved health through the integration of data from patients, providers, and communities. The OUWB co-reports to the Provost and the Corewell Health East President.

The School of Nursing (SON) offers 3 undergraduate programs: traditional BSN, accelerated second-degree BSN, and the online RN-to-BSN degree program. The SON is the largest undergraduate program in Michigan. The MSN programs include Clinical Nurse Leader, Forensic Nursing, Nurse Practitioner Programs: Adult Gerontology Acute Care & Primary Care Programs, and Family Nurse Practitioner Program. The doctoral programs are nurse anesthesia DNP, Doctor of Nursing practice, and Doctor of Philosophy in nursing. The programs are accredited by the Commission on Collegiate Nursing Education (CCNE) and the Council on Accreditation of Nurse Anesthesia Programs. The Nurse Anesthesia Program is the highest ranked *U.S. News & World Report* educational program at the university.

The Graduate School seeks to make OU the first choice for graduate students and a national leader in graduate education. The Graduate School recruits, retains, and graduates engaged professionals whose work directly impacts Michigan, the surrounding regions, the nation, and

the world. The Graduate School partners with Oakland University's academic units to provide a rich environment for graduate student success that fosters leaders in discovery, innovation, and creative endeavors.

The Honors College empowers students to thrive and succeed. The College enrolls academically excellent undergraduates who strive for the highest distinction. The College has a unique historical foundation, of national significance, and a class graduating GPA that regularly places an entire class in the nation's top 5%. Honors College students are in every major and every department at OU. Faculty within the University and outside provide distinctive general education and world-class research experiences. The Honors College also empowers students through guided community service, internships, and numerous leadership opportunities. Pursuing national roles in undergraduate research and in DEI in honors education, and offering unique additional scholarships, dedicated housing, small classes and a collaborative environment, the Honors College builds on the core values and distinctive history of Oakland University.

The Libraries of Oakland University, Kresge Library and the OUWB Medical Library, work to integrate teaching, information, and technology to create dynamic and welcoming learning environments. Staff and faculty in the libraries are committed to fostering academic excellence and promoting information literacy within the campus community and beyond.





STEWARDS OF PLACE: COMMUNITY ENGAGEMENT

Oakland's strategic engagement in the surrounding communities is a high priority, and among the University's fundamental strategic goals. The engagement aims to cultivate mutually beneficial relationships with community members, faculty, staff, and students that drive positive and measurable social, cultural, and economic change. In particular, Oakland strives to be a leader and catalyst in serving the needs and aspirations of the local community in the areas of education, college preparedness, economic and workforce development, civic engagement, and public health.

In November 2023, Oakland received the inaugural Excellence and Innovation Award for Stewards of Place from the American Association of State Colleges and Universities; and, in January, the University received the 2024 Carnegie Community Engagement Classification. The highly regarded national designation validates Oakland's efforts in community engagement programs and activities throughout the region, especially in the City of Pontiac.

The OU-Pontiac Initiative is a partnership between Oakland and the City of Pontiac in a broad-reaching collaboration that emphasizes community engagement and mutually beneficial relationships. Launched in 2014, the initiative includes faculty and staff representatives from Oakland University and Pontiac business owners, representatives from non-profit agencies, Pontiac schools, hospitals, civic and business leaders, and residents. Through regular meetings, the community and campus representatives identify community needs and develop ideas to solve pressing issues. Based on intensive discussions, six pillar areas emerged: PK-16 Education, Civic Engagements, Economic and Workforce, Health Care and Wellness, Arts and Culture, and Nonprofits and Neighborhoods. Data-supported outcomes provide evidence of the measurable impact of the initiative. The partnership among OU faculty, staff, and Pontiac community leaders has attracted grants and created a national model for university-community partnerships.

FY2025 BUDGET

The fiscal year 2025 budget for Oakland University is based on serving as stewards of public resources, and maintaining sound fiscal management, reflected in a history of cost containment, controlling education costs, and a balanced general fund budget. Of the revenue in the \$264M FY2025 budget, approximately 77%

comes from tuition and 22% from state appropriations. In FY2024, the all-in undergraduate tuition costs stood at \$16,429, which is approximately average for public universities in Michigan. Oakland University has a Moody's A1 rating.



EXECUTIVE VP FOR ACADEMIC AFFAIRS & PROVOST: THE ROLE

RESPONSIBILITIES

The Executive Vice President for Academic Affairs and Provost is the chief academic officer of the University, responsible for the development, growth, and quality of all academic programs and related support functions. This includes articulating a University academic vision, leading academic strategic planning, overseeing academic assessment and budget development, and advancing excellence in teaching, scholarship, research, and service. Reporting directly to the President, the Provost also serves as acting president in her absence.

Currently, the Provost oversees 19 direct reports, including the Vice President for Research, all academic deans, the Dean of the Graduate School, the Dean of the Honors College, the Dean of University Libraries,

three Associate Provosts (for faculty affairs, academic operations, and undergraduate education, quality assurance, and accreditation), the Associate Vice President for Institutional Research, the Assistant Vice President for Budget and Personnel, the Director of the Eye Research Institute, an Administrative Associate, and academic affairs staff. Additionally, the Provost will oversee the new position of Associate Vice President of Advising.

The Provost acts as a bridge between faculty and other Oakland constituencies, advocating for the value of academic programs and integrating other units and campus communities into the University's mission through best practices, committee structures, advisory groups, unions, and shared governance systems.

LEADERSHIP AGENDA: PRIORITIES

The next Provost will join Oakland at a time of fiscal stability and a prevailing sense of optimism, excitement, and possibility for a significant and timely academic transformation. The successful candidate will embrace the institution's mission and marshal the talents of the faculty and staff to advance the academic enterprise through these key priorities:

ARTICULATING A COLLECTIVE VISION

The Provost will articulate an inclusive vision for Oakland's academic transformation, inspiring collaboration among faculty and staff to build on current strengths and position the University for ongoing success. This includes revising and reforming general education, determining the optimal mix of in-person, hybrid, and online courses, standardizing academic program reviews, and leveraging the benefits of liberal arts and professional programs to enhance the teaching and learning environment. Additionally, the Provost will lead the conversation on aligning the institutional identity with the academic vision.

REFINING AND IMPLEMENTING THE 2030 STRATEGIC PLAN

The Provost will help finalize and implement *Strategic Plan 2030*, focusing on areas such as student success and enrollment. The ultimate goal is to support Oakland's aspiration as a catalyst for education, cultural understanding, economic growth, community engagement, and research that benefits the region and state.

FOCUSING ON STUDENT SUCCESS FOR ALL STUDENT POPULATIONS

The Provost will work with faculty and staff to create an academic experience that meets the needs of all students, addressing equity gaps in student outcomes by focusing on curriculum, course modalities, and experiential and service learning.

PROMOTING AN ENVIRONMENT OF COLLEGIALLY AND COOPERATION

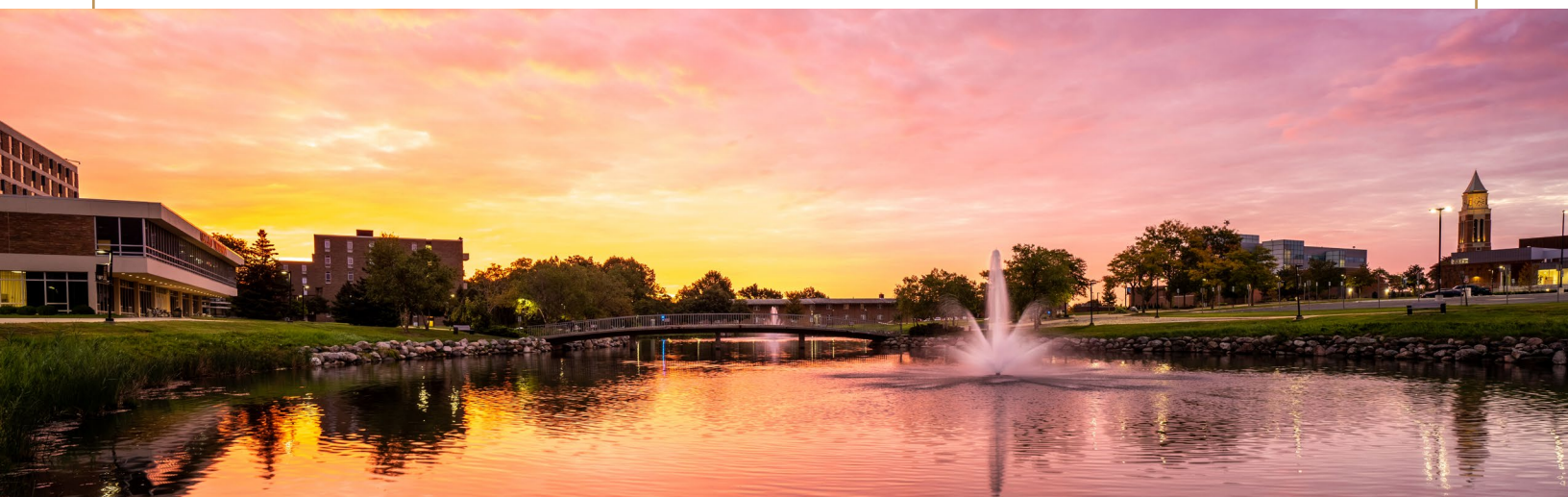
The Provost will foster a collegial and cooperative environment within Academic Affairs and across campus, promoting a healthy organizational culture through consistent and transparent communication, active listening, and decisive action. The Provost will champion shared governance, using formal and informal consultation methods to ensure all voices are heard and decisions are well communicated.

FACILITATING THE CONTINUED GROWTH OF RESEARCH AND SCHOLARSHIP

The Provost will collaborate with the Vice President for Research to build infrastructures and policies that support OU's Carnegie R2 designation, grow external grants, and support research success across all disciplines. This will make OU an even more inspiring place for faculty with ambitious research goals while maintaining a commitment to excellence in teaching and student engagement.

ADVANCING DIVERSITY, EQUITY, AND INCLUSION EFFORTS

The Provost will champion diversity, equity, and inclusion (DEI) initiatives, partnering with the Diversity, Equity, and Inclusion Council and the Senior Vice President for Student Affairs and Chief Diversity Officer to create a welcoming and respectful learning environment. The Provost will also focus on DEI in the recruitment and retention of faculty and Academic Affairs staff, ensuring an inclusive and belonging environment across the University.



QUALITIES EXPECTED IN THE NEXT PROVOST

Based on pre-search listening sessions and conversations about the characteristics of successful candidates for the Executive Vice President for Academic Affairs and Provost, the following are the personal and professional qualities that Oakland University colleagues and stakeholders desire:

- Commitment to shared governance, collegial decision-making, and openness to advice and rigorous debate.
- Natural curiosity about trends in higher education and other areas that might provide opportunities or challenges.
- Passionate advocacy for initiatives that deepen community partnerships and highlight the University's role in regional economic and cultural development.
- Strong written and verbal communication skills, including active listening and two-way communication.
- Emotional intelligence and understanding of personal strengths and areas for improvement.
- Innovative, creative, and entrepreneurial strategic thinking.
- Incisive analytical expertise and technological savvy for data-driven decisions and results.
- Keen political sensibility and ability to facilitate, advocate, mediate, and resolve issues.
- Cultural humility in addressing issues related to diversity, equity, inclusion, and belonging.
- Highly relational, visible, and approachable personal style, present and engaged with the campus community.
- Impeccable character, integrity, and compassion, with an understanding of the "OU experience" for students, faculty, and staff.

REQUIRED AND PREFERRED QUALIFICATIONS

REQUIRED QUALIFICATIONS

To be effective in academic leadership, administrative management, and advocacy, the successful candidate for Executive Vice President for Academic Affairs and Provost must demonstrate **all of the following required qualifications**:

- **Terminal Degree:** Earned from an accredited institution.
- **Academic Excellence:** A proven record of teaching, research/scholarship, and service that qualifies for full professor status in a department or school at Oakland University.
- **Leadership Experience:** At least five completed years of progressively responsible experience overseeing core academic areas, such as curriculum, research, budget, personnel, student learning outcomes/success, and strategic planning.
- **Experience Advancing Diversity, Equity, Inclusion, and Belonging:** A record of concrete actions taken to advance diversity, equity, inclusion, and belonging within an academic community.

PREFERRED QUALIFICATIONS

The successful candidate for Executive Vice President for Academic Affairs and Provost may also demonstrate **some of the following preferred qualifications**, shown here in alphabetical (not priority) order:

- **Broad Administrative Experience:** Experience leading a diverse range of academic programs, including both liberal arts and professional programs.
- **Change Management:** Experience managing significant organizational change within a complex academic institution.
- **Community Engagement:** Leadership in efforts that support the Carnegie Community Engagement classification, with specific examples of initiatives and outcomes.
- **Fundraising:** Experience with advancement and fundraising campaigns, including fostering relationships with individual, corporate, and foundation donors.
- **Medical Education Knowledge:** Demonstrated knowledge of medical and health professions education, including medical school administration and health system realities.
- **Reputation and Impact:** Success in enhancing institutional reputation through research, external grants, and partnerships with business and industry.
- **Union Experience:** Administrative experience within a unionized university environment, demonstrating effective labor relations and collaboration.





APPLICATIONS, NOMINATIONS, AND SEARCH TIMELINE

Academic Search is assisting Oakland University in this search. All inquiries, nominations, and applications will be held in strict confidence. To learn more about this opportunity and discuss your qualifications and interest, potential applicants are welcome to email OaklandProvost@academicsearch.org

To schedule a conversation with either of the Senior Consultants for this search, email your CV to Dr. Ginny Horvath (ginny.horvath@academicsearch.org) or Dr. Maria Thompson (maria.thompson@academicsearch.org).

APPLICATIONS

Applicants should send these documents (three separate PDFs) and only these documents to OaklandProvost@academicsearch.org:

- A detailed **cover letter**, addressed to the search committee, expressing your interest in this position and addressing how you meet the specific qualifications and expectations outlined in this profile.
- A current **curriculum vitae** that includes relevant responsibilities and accomplishments.
- A **list of five professional references**, including their names, titles, organizations, phone numbers, email addresses; indicate the perspective on your work that each reference could provide.

References will not be contacted until later in the search process and only with the candidate's permission. A full background check (including verification of identity, degrees, and employers; criminal background check; and sexual misconduct check) must be completed satisfactorily before any candidate can be offered this position. Finalists may be required to complete a leadership assessment as they advance in the search.

NOMINATIONS

Although nominations are not required to be considered for this position, leaders who know of outstanding candidates are welcome to submit confidential nominations in an email to OaklandProvost@academicsearch.org. Be sure to include the nominee's full name and contact information. Academic Search will notify people of their nomination, provide details about the position, and encourage them to apply.

SEARCH TIMELINE

Although the position remains open until filled, for full consideration by the Search Committee, candidates should submit their applications materials by **September 16, 2024**. Finalists for the position are expected to participate in campus interviews that will include a public presentation.

The search timeline plans for screening and interviews in Fall 2024, with an expected start date for the new Executive Vice President for Academic Affairs and Provost in Summer 2025.

Diversity Statement: *Creating and maintaining a diverse, equitable and inclusive campus is a strategic priority for Oakland University. We encourage all qualified applicants to apply and be assured that there shall be no discrimination on the basis of race, sex, color, gender identity, gender expression, religion, national origin or ancestry, age, height, weight, familial status, marital status, disability, creed, sexual orientation, veteran status or other prohibited factors in employment, admissions, educational programs, or activities.*

Oakland University is an Equal Opportunity/Affirmative Action Employer committed to fostering a diverse, equitable and family-friendly environment in which all faculty and staff can excel and achieve work-life balance.

Land Acknowledgment Statement: *Oakland University resides on the ancestral, traditional, and contemporary lands of the Anishinaabe, known as the Three Fires Confederacy, comprised of the Ojibwe, Odawa, and Potawatomi. The land was ceded in the 1807 Treaty of Detroit and makes up southeast Michigan.*

In recognizing the history and respecting the sovereignty of Michigan's Indian Nations, Oakland University honors the heritage of Indigenous communities and their significant role in shaping the course of this region. Further, we recognize the wrongs done to those forcibly removed from their Homelands and commit to fostering an environment of inclusion that is responsive to the needs of First Peoples through our words, policies, and actions.

The preservation and perpetuation of customs and traditions of Indigenous nations are essential to our shared cultural heritage. A deep understanding of Native peoples' past and present informs the teaching, research, and community engagement of the University in its ongoing effort to elevate the dignity of all people and serve as shared stewards of the land.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Oakland University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

