

Becoming a Provost  
**ACADEMY**

**2021-2022 ACADEMIC YEAR**

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

**NOMINATION DEADLINE**

Monday, March 22, 2021

**OPENING SEMINAR**

**SUMMER 2021**

August 1—3, 2021  
Portland, OR

**CLOSING SEMINAR**

**SUMMER 2022**

July 21—23, 2022  
Location TBD

## BECOMING A PROVOST ACADEMY 2021-2022

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.



*2018-2019 Becoming A Provost Academy Cohort*

**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 campuses rapidly near retirement.

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 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.

Provost Age	% Overall
Younger than 30	0
30 to 39	2
40 to 49	17
50 to 59	46
60 to 69	32
70 and older	3

*\*Inside Higher Ed 2019 Survey of College and University Chief Academic Officers*

## PROGRAM DESCRIPTION

The BAPA is a year-long program designed to assist 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. Through guidance by both an on-campus mentor and the program director, the program focuses 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.

## PROGRAM COMPONENTS

### PARTICIPANTS

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

### NATIONAL SEMINARS

Two national seminars led by current and former CAOs, presidents, and chancellors as well as content and area experts will be held in conjunction with the AASCU Academic Affairs Summer Meetings. The Summer 2022 meeting registration is included in the BAPA program fee.

### READINGS AND CONTENT AREAS

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.

### 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.” 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. 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. 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.

## NOMINATION PROCESS

Candidates should 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 <https://aaliaascu.wufoo.com/forms/becoming-a-provost-academy-20212022/>.

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 or President 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.

## PROGRAM FEE

The program fee for the 2021-2022 academic year is **\$2,750 per applicant** inclusive of registration to attend the 2022 AASCU Academic Affairs Summer Meeting. The American Academic Leadership Institute (AALI) and Academic Search provide financial support to enable this program fee to be kept at this level.

## FELLOWSHIP FUNDS AVAILABLE

With generous support from AALI, AASCU will offer a limited number of fellowships to enhance the gender, racial, and ethnic diversity of well-prepared leaders of colleges and universities. Preference will be given to nominees from under-resourced institutions that otherwise might be unable to support a participant. Nominators should check the box on the nomination form if they wish their nominee to be considered for a fellowship.

## NOMINATION DEADLINE

Nominations are due

**Monday, March 22, 2021**

Selection of participants will be announced by April 12, 2021.

## ADDITIONAL INFORMATION

For questions or additional information, please contact Linda Bleicken, president, AALI, at [Linda@americanali.org](mailto:Linda@americanali.org) or (912) 656-8035.