

**Provost Qualities/Characteristics**  
**(Developed by Provost Search Committee)**  
**5-22-12**

**Collegial, Collaborative & Comprehensive**

- Ability to relate collaboratively to a wide spectrum of people with sensitivity and a willingness to listen
- One who can build collaborative relationships/consensus among multiple stakeholders
- Demonstrated innovative and collaborative academic/co-curricular leadership
- Collaborative leader – the individual has very broad oversight responsibilities and will need to be effective in ensuring the engagement of each area in developing, supporting and achieving institution level strategies (especially including multidisciplinary programs) in addition to school/college level strategies.
- Ability to lead in an atmosphere that is accepting of other's views
- Transparent; open with information, and accessible to faculty, staff, and students alike
- Effective communicator; able to convey complicated and/or sensitive information to a wide range of audiences
- Skilled communicator capable of breaking through academic and other silos. Works toward the mission with colleagues in other management areas of the university
- Skilled communicator
- A broad knowledge and understanding of academia in both the arts and sciences (to include the health sciences) since the student body will truly represent these disciplines. The University has to maintain academic excellence in all its educational affairs
- Welcomes the input of those that will need to work with this office
- Understands what s/he doesn't know and actively seeks to learn from others
- Experienced, with track record of excellence in research, teaching and service

**Thoughtful and Active Listener**

- Ability to listen actively and work toward creative solutions
- Listener
- Willing to listen to faculty and deans
- Ability to listen and communicate ideas to all of the many groups that this person will collaborate with as Provost\
- Open to hearing out new plans and have the ability to plan for the future of Creighton University
- Gathers and reflects on input from key constituents before making decisions/acting  
Considers the impact of decisions on all constituents.

### **Respectful of Creighton's Jesuit heritage**

- Possess a well-developed understanding of the Jesuit, Catholic mission and how to integrate it within a diverse university
- Knowledge of and thorough understanding of the history and tradition of Jesuit education
- A deep appreciation of the Jesuit educational mission and the experience of implementing that mission as an administrator in a complex Jesuit University
- Commitment to (or to learn) Ignatian pedagogy which develops the whole person
- Honor the true mission of Creighton University and the ideologies on which our great institution has been founded. Stay true to what binds us, and uphold our ideologies
- Dedication to Creighton's mission as Jesuit/Catholic, including a dedication to a transformative liberal arts education for undergraduates

### **Visionary**

- Be capable of working in an organized and systemic way toward achievement of a purpose or vision
- Conceptual
- One who sees challenge as a creative opportunity
- One who believes that innovation is not a threat to transition but an opportunity to build new transitions
- The capacity to form and communicate a vision of the future that is rooted in the history of the institution and the present realities of both the institution and the world in which it exists
- The vision to make the best and informed decisions

### **Proven Fiscal Leadership**

- Ability to grow resources (endowments, research funds, technology)
- Ability to see the way through the financials of an institution such as Creighton University.
- Financial competence – the broad scope of the Provost's oversight responsibilities requires that the individual has the financial skills necessary to ensure limited resources are effectively and efficiently allocated among the areas to achieve strategic objectives. This includes the ability to assess when program elimination and/or resource reallocation are appropriate
- Ability to raise the national profile of the institution
- Experienced

### **Committed to Diversity**

- Appreciation of diversity and the value that diversity adds to academia through student and faculty diversity, a curriculum that adds to the appreciation of diversity and holding senior leadership accountable in their efforts to promote diversity on campus
- Empowering executive with a commitment to diversity and inclusion
- Committed to fostering/nurturing a diverse institution, as diversity is broadly defined.

### **Strategic Thinker**

- One who can analyze complex problems and understand a complex academic organizational structure
- Common sense approach to strategies and policies
- Shrewd planning
- Strategic, innovative thinker it will be important that the Provost maintains a strategic focus to ensure Creighton's academic programs are positioned for long-term success, including the development of new programs and other growth opportunities

### **Inspirational**

- Positive, energetic mindset, sees opportunities instead of only problems, capable of inspiring people
- Calm and welcoming demeanor that inspires trust and confidence
- Ability to engender trust and foster a sense of shared purpose and institutional pride
- Ability to inspire faculty, staff and students to strive for academic excellence (including scholarship, teaching/learning, and service to others) and to modify institutional policies and structures to support these efforts

### **Decisive**

- Ability to make critical decisions in a timely fashion
- Decisive, action-oriented leadership style to ensure progress on identified strategies.

### **Student-Centered**

- High regard for the importance of student life/affairs in the day-to-day activities of the university
- Sensitive to the outcome for each student as well as for the University as a whole

### **Life-long Learner**

- A lifelong learner with a vast spectrum of interests—humanistic, cultural, and scientific