

The Provost's Perspective

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***Developing Leadership and Administrative Excellence:
A Workshop for New Academic Administrators***

Aug. 8, 2017

Bolder by Design

- Enhance the student experience
- Enrich community, economic, and family life
- Expand international reach
- Increase research opportunities
- Strengthen stewardship
- Advance our culture of high performance

Priorities

- Preeminence in scholarship and research
- Student success
- Innovative and effective teaching
- Healthier work environment
- Equitable environment

Your role

Characteristics of effective administrators

- Manage resources effectively
- Lead and develop leaders
- Support and facilitate significant research, scholarship, and innovation
- Collaborate to achieve outcomes
- Contribute to University priorities
- Attract external support
- Articulate a vision and plan for your future

Support and facilitate significant research, scholarship, and innovation

- Establish research/scholarship priorities
- Commit to areas of distinction
- Identify new areas of innovation
- Assure curriculum alignment with research/scholarship
- Recruit and retain key faculty

Manage resources effectively

- Space
- Personnel
- Financial resources
- Strategies that promote high performance
- Compliance

Attract external support

- Lead progress toward Capital Campaign goals
- Provide infrastructure support for externally funded research, innovation, and scholarship

Collaborate

- Work with key partners (internal and external) to promote success
- Leverage resources

Lead and develop leaders/ Guide units

- Develop a strong leadership team in your unit
- Anticipate and prepare for leadership changes
- Champion diversity
- Align all units with mission
- Assure integrity of effort and outcomes

Contribute to University priorities

- Lead change to support undergraduate student success
- Lead change to support graduate education, graduate recruitment, and graduate student support
- Promote, facilitate, and reward excellence in teaching
- Engage in and contribute to our international activities
- Recruit a diverse faculty, staff, and student body
- Create an environment where faculty succeed at a level commensurate with AAU peers

Successful MSU administrators lead with

- **A goal to make an impact.** What difference does this make? What real change does it bring about?
- **A sense of purpose.** What matters? What's the greater cause?
- **Integrity.** In standards, in decision making, the creation of the work environment, allocation of resources, judgments, and in our expectations of others.
- **Discernment about differentiation.** What could or should we be doing? How do we set ourselves apart?

My role

My Work

- Articulate directions for change
- Hold up examples of best practice
- Create planning frameworks for moving forward
- Identify and communicate relevant challenges and opportunities
- Align budget and fundraising with future directions
- Create and maintain systems and structures that support your work
- Support you in problem solving