The Provost’s Perspective

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

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Priorities

• Excellence in scholarship and research
• Student success
• Innovative and effective teaching
• Healthier work environment
• Equitable environment
Your role
Characteristics of effective administrators

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

• 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, retain, and support a diverse faculty, staff, and student body
- Create an environment where faculty succeed at a level commensurate with AAU peers
Manage resources effectively

- Space
- Personnel
- Financial resources
- Strategies that promote high performance
- Compliance
Attract external support

• Provide infrastructure support for externally funded research, innovation, and scholarship
• Nurture donor, alumni, and other external relationships
Articulate a vision and plan for your future

• Articulate a strategic direction
• Align resources with direction
• Lead and manage change
• Communicate clearly
Contribute to a University climate of respect, civility, and equity

- Model transparent decision making
- Demonstrate value and implementation of community standards or norms
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? Is it mission driven?

• **Integrity.** In standards, decision making, the creation of the work environment, allocation of resources, judgments, and our expectations of others.

• **Discernment about differentiation.** What could or should we be doing? How do we set ourselves apart? What could we do others could not?
My role
My Work

- Articulate directions for change
- Hold up examples of best practices
- 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
- Model ethical, respectful behavior
- Support you in problem solving