



University of
Pittsburgh

Confidential Position Specification

**Provost and
Senior Vice Chancellor**

November 2023



KORN FERRY

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The Opportunity



Position

Provost and Senior Vice Chancellor



Location

Pittsburgh, Pennsylvania



Reporting Relationship

Chancellor, Joan Gabel



Website:

<https://www.pitt.edu/>

The University of Pittsburgh (“Pitt”) is seeking an exceptional academic leader to serve as its next Provost and Senior Vice Chancellor (“provost”). As the chief academic officer, the provost will play a pivotal role in shaping the future of this world-class institution. The provost will work closely with the staff, faculty, senior leadership and the chancellor to advance Pitt’s mission of education, research and community engagement. Pitt, a renowned higher education institution, stands at the forefront of academic excellence and innovation. Pitt has had a steadfast commitment to fostering intellectual growth and promoting groundbreaking research, and seeks to nurture an equitable, diverse and inclusive community and position itself to be a global leader in higher education.

The next provost has the opportunity to build on the current excellence of Pitt’s faculty, teaching, research, and academic programs to keep the institution at the leading edge in a rapidly changing educational environment. The provost will join Pitt as it reimagines and implements its strategic plan — the Plan for Pitt — which identifies how and where the University wants to grow and improve. Through the reimagined strategic plan, the University will: drive student success; propel scholarship, creativity and innovation; be welcoming and engaged; promote accountability and trust; and act on the “moonshot” opportunities that are possible at Pitt.

Pitt’s continued success relies on thriving students, pathfinding research and innovation, evidence-based instruction, community-engaged scholarship, institutional partnerships, thoughtful and effective financial stewardship, and a finger on the pulse of trends impacting the current and future landscape of higher education.

The Provost's Role and Responsibilities

Reporting to the chancellor of the University of Pittsburgh, the provost serves as the chief academic officer of the University. With responsibilities spanning a rich array of academic, administrative and leadership functions, the provost is entrusted with the oversight and advancement of the University's educational and research programs, faculty development, student success and the overall vitality of the academic community. This role demands a dedicated commitment to fostering a culture of inclusivity and belonging, scholarship, and innovation, as well as a steadfast focus on enhancing the University's global reputation as a hub of intellectual discovery and educational advancement.

On the Pittsburgh campus, 10 schools and a number of centers and other academic areas [report to the provost](#). The provost also has oversight of Pitt's [regional campuses](#) in Bradford, Greensburg, Johnstown and Titusville, each of which has a distinctive campus culture and is integrally engaged with its local community. The deans of the six [schools of the health sciences](#) report to the Senior Vice Chancellor for the Health Sciences and have a dotted-line reporting relationship to the provost who will continue to enhance collaboration in teaching and research across disciplines in all schools. The provost will recognize and value the unique contributions of each academic unit and support the units' distinct missions as well as advance the collective academic mission of Pitt.

The provost will work within a shared governance structure to leverage transparent decision-making and consensus building to strengthen collaborative engagement, innovation, and buy-in for a shared powerful vision of individual and collective success. The provost provides sound judgment and decision-making skills and will play a key role in University leadership, as well as in forging strategic connections. The provost's central responsibility is the well-being and success of Pitt's academic endeavors, and the provost also serves in a comprehensive leadership role advancing strategic initiatives across the University.

The provost will be a public face of the University for alumni, community leaders, public officials and other valued partners and must be able to develop and articulate a compelling vision that resonates with multiple audiences. The provost will strengthen relationships with the University's alumni and external partners to expand outreach regionally, nationally and internationally, and the provost will articulate the next stage of the University's development efforts with key constituents. The provost also will facilitate meaningful engagement with alumni to deepen their connections to current students and the institution and will work collaboratively to foster philanthropy and build external relationships and support. Enthusiasm to match the energy of highly motivated students, faculty, staff and alumni worldwide will be important.

A commitment to recruiting and retaining outstanding and diverse students, faculty and staff is essential to the future success of the University. The provost will work with regional presidents, deans, and department chairs to recruit, develop and retain strong faculty members who are aligned with the distinctive culture and goals of the University and who have a demonstrated passion for and experience in scholarship, teaching and service. The University strives to lead in equity, diversity, accessibility, inclusion and belonging, and the provost must continue to advance the University's efforts.

The provost is responsible for working with faculty, academic and staff leadership to optimize Pitt's strengths and provide a coherent, compelling vision that builds on the University's success in undergraduate, graduate, professional and doctoral education; community, corporate, national and international partnerships; and cutting-edge research — all within a financially sustainable model. The

provost is expected to have a record of distinguished academic achievement, as well as a demonstrated record of exceptional leadership and the ability to successfully navigate a complex academic enterprise.

More specifically, the key responsibilities of the position include:

- Provide visionary leadership to shape and articulate the academic mission across all disciplines and the strategic direction of the institution, aligning it with academic and research excellence.
- Foster a culture of innovation and academic rigor that promotes research, scholarship and creative activities among students and faculty.
- Champion student success by creating an environment that promotes academic excellence, personal growth, and well-being, and by providing resources and programs that enhance student retention, graduation rates and career opportunities.
- Oversee the recruitment, retention and professional development of world-class faculty members, ensuring they are engaged in impactful teaching, cutting-edge research, and meaningful service.
- Contribute to the recruitment, retention and professional growth of staff members, recognizing the importance of their ideas, insights and engagement to the success of the institution.
- Collaborate with regional presidents, deans, department chairs and academic leaders to establish strategic goals and objectives for academic programs and initiatives.
- Develop and implement policies and practices to maintain and enhance academic quality, ensuring that programs meet accreditation standards and align with institutional goals.
- Manage the allocation of financial resources, budgets, and grants to support teaching, research and other academic activities effectively.
- Promote interdisciplinary collaboration and teaching and research initiatives that advance the institution's position as a Tier 1 research university and leverage that position to broaden and enrich the student experience and contribute positively to the community.
- Enhance equity, diversity, accessibility, inclusion and belonging in all aspects of academic life, from student success to faculty recruitment and curricular development.
- Cultivate strong relationships with external partners, including local communities, government agencies, industry leaders and other universities, to support research, funding and academic partnerships.
- Play an active role in shared governance, working collaboratively with faculty, staff and administrators to ensure transparent decision-making and consensus building in the Pitt community.
- Collaborate with regional campus presidents and academic leaders to ensure the unique contributions and opportunities of each campus are recognized and realized, while also contributing towards a cohesive and integrative academic strategy across the University.
- Develop and implement processes, practices and systems to support staff members and their job functions, which directly impact academic and institutional success.
- Foster collaboration with institutional functional areas outside of academic affairs to advance Pitt's academic mission as well as other institutional priorities.

The Candidate: Experiences and Professional Qualifications

The University of Pittsburgh seeks a visionary and inspirational leader, and compelling candidates will bring progressive and successful experience as a senior-level university administrator.

Successful candidates must have:

- Impactful leadership experience at a distinguished academic institution, or relevant leadership in a commensurate enterprise, illustrated by inclusive and unified internal shared governance;
- Demonstrated commitment to and success with shared governance;
- Proven administrative experience in successfully leading budgets and ensuring fiscal responsibility and organizational sustainability;
- Experience with faculty hiring, evaluation, promotion, and tenure, as well as curriculum development and implementation, particularly at a large, complex academically focused institution fostering innovation and transformational change;
- Dynamic management capabilities, including the capacity to integrate diverse interests and forge a common and compelling vision;
- Strong personal understanding of and appreciation for a broad range of scholarly contributions, encouragement of high academic research standards, and support for both the creation and dissemination of knowledge;
- Ability to work closely and cooperatively with regional presidents, deans, and campus units to further the goals and objectives of the University;
- A demonstrated commitment to enhancing equity, diversity, accessibility, inclusion and belonging;
- Strong interpersonal skills including excellent communication, transparent decision-making, and high integrity;
- Knowledge and awareness of accreditation entities and requirements relevant to Pitt; and
- An earned Ph.D. or other terminal degree and a record of scholarship and accomplishment that merits appointment at the rank of tenured full professor.

Ideal candidates will also have many of these desired experiences, abilities and qualifications:

- Effective management in an academic environment — balancing strong fiscal and business management skills to sustain and improve the fiscal health of the institution, while advocating for teaching, research and service missions to further strengthen academic excellence.
- Facilitation of an environment that ensures the hiring, development and retention of staff and faculty.
- Familiarity with working collaboratively in a unionized environment.
- Global, interdisciplinary outlook, and strong cross-cultural communication skills, with an ability to listen and learn; envision, articulate, mobilize and realize a compelling vision; and translate that vision to diverse stakeholders.
- An entrepreneurial mindset and an interest in enhancing academic offerings, exploring new delivery modalities and expanding academic partnerships, as well as breaking down traditional academic silos.

- Proficiency in leading online education initiatives and adeptness at leveraging technology and digital tools to enhance the learning experience, facilitate remote instruction and achieve educational objectives effectively in both synchronous and asynchronous environments.
- Ability to connect with students in both formal and informal settings to develop world-class leaders and maximize opportunities for students through increased placement opportunities and by furthering innovative program enhancements and new initiatives.
- Capacity to serve as the face of Pitt, the ability to communicate at all levels — with students, faculty, staff, alumni, employers, local and regional partners and the national and international higher education community — and willingness to be a strong presence within and on behalf of Pitt.
- Commitment to constituent engagement and ability to work with a range of individuals to support the mission and vision of Pitt.
- Success in fostering collaboration with institutional functional areas outside of academic affairs to advance the academic mission as well as priorities of broad institutional importance.
- Proven track record of securing financial support through fundraising efforts from various sources.

Procedure for Candidacy

Confidential review of applications, nominations and expressions of interest will begin immediately and will continue until an appointment is made. To ensure full consideration, please email a letter of interest and CV to Korn Ferry at PittProvost@kornferry.com.

The University of Pittsburgh is an Affirmative Action/Equal Opportunity Employer and values equality of opportunity, human dignity and diversity. EOE, including disability/vets.

The University of Pittsburgh and the City of Pittsburgh



Since 1787, Pitt has never stopped pushing the edge of what's possible. From research achievements to the quality of its academic programs, the University of Pittsburgh ranks among the best in higher education. As one of the largest and oldest institutions of higher education in Pennsylvania, the University is a state-related public institution and a member of the Association of American Universities. With an enrollment of over 29,000 students on the Pittsburgh campus, Pitt is internationally respected as a center for learning and research.

Faculty members have made notable advances in the humanities and sciences, earning such prestigious honors as the National Medal of Science, the John D. and Catherine T. MacArthur Foundation "genius grant," the Lasker-DeBaakey Clinical Medical Research Award, and election to the National Academy of Sciences and the National Academy of Medicine. The University ranked in the top three institutions in funded projects from the National Institutes of Health in 2022 and topped \$1.1 billion in external research expenditures in fiscal year 2023. Staff's enthusiasm, talent and dedication to the University's mission ensure smooth and effective institutional operations and an exceptional student experience. Alumni have won Nobel and Pulitzer Prizes, led corporations and universities, served in government and the military, pioneered in areas such as MRI and television, conquered Hollywood and The New York Times bestsellers list, won Super Bowls and NBA championships, and been inducted into Halls of Fame. Students come to Pitt from all 50 states, three territories, the District of Columbia and more than 110 countries.

With four regional campuses in Bradford, Greensburg, Johnstown and Titusville, Pitt offers a vast array of opportunities and more than 650 degree and certificate programs. More than 14,000 faculty members, research associates and postdoctoral associates, and staff members are employed on the Pittsburgh campus, and another 700 work at the University's four regional campuses. Pitt offers generous [benefits](#) and values [work-life balance](#).

The 132-acre Pittsburgh campus, in the vibrant and beautiful Oakland neighborhood, is home to the Cathedral of Learning, a renowned and popular landmark that, at 42 stories, is the tallest academic building in the Western Hemisphere. Affectionally called "Cathy" by the Pitt community, the Cathedral houses 31 Nationality Rooms, each designed to reflect and celebrate the cultures of the diverse communities of Pittsburgh. The Pittsburgh campus is also home to the University's health sciences schools and is co-located with the highly ranked UPMC (formerly University of Pittsburgh Medical

Center). Pitt has served as an integral partner and a key player in driving the growth of the education and health services super sector in the Pittsburgh metropolitan region.

The University views the city as an extension of its campus, and Pittsburgh is no ordinary college town. The city is transforming from an industrial capital to a center of education, research and innovation. Pitt [actively engages](#) with the surrounding community through its [Community Engagement Centers](#), community-driven partnerships and volunteer service. The University received the Carnegie Foundation's Classification for Community Engagement in recognition of its institutional commitment to community engagement.



The city of Pittsburgh hosts a high concentration of influential nonprofits and, as an international center of emerging information technology, is home to companies such as Duolingo, one of Google's national offices, a Facebook Reality Lab and multiple autonomous vehicle development efforts. The city also has a long history in banking and manufacturing and is becoming a leader in advanced manufacturing technologies and nanotechnology.

The city's reinvention since its days as a smoky steel town has received national acclaim and garnered numerous [accolades](#). Pittsburgh is a vibrant, approachable, midsize city with world-class arts and cultural institutions. Wrapped in rivers, intertwined with trails and packed with parks, Pittsburgh is a green and outdoor city with fantastic urban views and a famed downtown skyline. In the eyes of its many visitors, Pittsburgh offers a surprising and unexpected experience, with natural beauty, unique terrain and diverse offerings at every turn.

Rosa Morris

Senior Client Partner
T. 202.955.0952
E. Rosa.Morris@kornferry.com

Vickie Antolini

Senior Client Partner
T. 215.656.5313
E. Vickie.Antolini@kornferry.com

Ken Kring

Senior Client Partner
T. 215.620.9872
E. Ken.Kring@kornferry.com

Charlotte Harris

Senior Associate
T. 513.490.4748
E. Charlotte.Harris@kornferry.com

Lila Wojnarowicz

Research Associate
T. 267.475.5121
E. Lila.Wojnarowicz@kornferry.com

Lindsay Conklin

Project Coordinator
T. 484.844.5429
E. Lindsay.Conklin@kornferry.com

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organization structures, roles and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers. Our 7,000 experts in more than 50 countries deliver on five core areas: Organization Strategy, Assessment and Succession, Talent Acquisition, Leadership Development and Total Rewards.

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