

PROVOST | VICE
PRESIDENT OF
ACADEMIC AFFAIRS
LEADERSHIP PROFILE



EASTERN
CONNECTICUT
STATE UNIVERSITY

ABOUT EASTERN

Serving a diverse community of nearly 4,500 students and home to more than 150 full-time faculty, [Eastern](#) is Connecticut's designated public liberal arts university. Its 184-acre campus is nestled in New England's picturesque "Quiet Corner" and offers a vibrant teaching, learning, and living experience midway between Boston and New York City.

A newly revitalized [liberal arts core](#) curriculum (implemented in Fall 2024) lies at the heart of an Eastern education. This foundation – focused on five key learning outcomes (critical thinking, ethical reasoning, communication, creativity, and quantitative literacy) and emphasizing the importance of the first-year experience and high-impact practices – integrates with a wide range of professional learning opportunities intended to prepare students for meaningful career development and advancement.

With over 40 undergraduate majors and a growing selection of graduate programs in high-demand fields such as health sciences, data analytics, and environmental sustainability, Eastern is well positioned to meet the workforce needs of both today and tomorrow. Moreover, robust strategic partnerships with local businesses, non-profits, and government agencies enhance the University's role in bolstering the economic, social, and cultural vitality of the region.

Eastern values diversity and is committed to fostering an inclusive campus where all voices are respected. The Office of Equity and Diversity, the Academic Success Center, and University Opportunity Programs provide a wide range of services for students from underserved or other unique populations, including those who are academically underprepared, under-resourced, first-generation, and/or undocumented.

Eastern is consistently recognized as a leading regional public university, was ranked a 2024 Top 25 College (North Region) by U.S. News and World Report, and is the recipient of numerous national accolades for its sustainability efforts and enduring commitment to student success. The University prides itself on offering small class sizes; retaining a highly engaged faculty and maintaining a low student-faculty ratio (currently 15:1); providing a strong residential experience with over 85% of first-year students living on campus; and achieving excellent graduation and retention rates within its mission class



PROVOST / VICE PRESIDENT OF ACADEMIC AFFAIRS (VPAA)

ABOUT THE POSITION

The Provost/VPAA serves as the chief academic officer of Eastern Connecticut State University; is the primary architect of its academic strategy; and ensures educational offerings align with its mission as Connecticut's designated public liberal arts university. The successful candidate will provide visionary leadership for all aspects of the academic portfolio, including the development, implementation and oversight of high-quality educational programs, student-success initiatives and research activities.

The incoming Provost/VPAA will join Eastern at a transformative moment and has an excellent opportunity to shape its next chapter. Under the leadership of new [President Karim Ismaili](#), the University is poised for strategic growth and has a clear vision focused on academic excellence, programmatic innovation and inclusivity. The successful candidate will play a pivotal, institution-wide role in realizing the fullest potential of Eastern's exceptional team; champion faculty development; enhance interdisciplinary collaboration; guide the University as it continues to provide a world-class education to students in Connecticut and beyond; and position Eastern as a leader in public liberal arts education, both regionally and nationally.

The Provost/VPAA works collaboratively with faculty, deans, senior administrators and external stakeholders to address emerging challenges and opportunities, drive innovation, and foster a culture of continuous improvement. The position is instrumental in shaping Eastern's strategic direction; advancing Diversity, Equity and Inclusion (DEI) initiatives; and leading efforts to improve student retention, graduation and success. Additionally, the Provost/VPAA plays a critical role in digital transformation, overseeing the integration of advanced learning technologies and expanding educational opportunities to meet the evolving needs of students.

As a member of the senior leadership team, the Provost/VPAA shares responsibility for advancing Eastern's institutional goals; aligning academic priorities with the University's Strategic Plan; and driving initiatives that support the broader vision set by President Ismaili in collaboration with the broader Eastern community.



KEY RESPONSIBILITIES

EXECUTIVE LEADERSHIP OF THE DIVISION OF ACADEMIC AFFAIRS

- In accordance with governing policies and collective bargaining agreements, ensure the timely and proper selection, assignment, evaluation, training and development of reporting administrators, faculty and staff within all academic programs and services. Build strong, supportive links within the Division and across the University.
- Provide direct oversight of academic deans and other direct reports, delegating appropriate authorities as needed and providing team members with the necessary information, feedback and support to fulfill their duties and responsibilities. Model key behaviors and strategies for resolving work issues. Assist team members in defining shared and individual goals, meeting target dates and aligning effort across the Division.
- Offer support and guidance in the recruitment, retention, development, and advancement of outstanding faculty who demonstrate a commitment to the teacher-scholar model that is a hallmark of regional public universities.
- In conjunction with the Vice President for Finance and Administration and in consultation with academic leaders, lead the preparation of the operating and capital budgets for Academic Affairs and ensure expenditures stay within approved budgets.
- Work collaboratively to maintain educational standards by establishing and implementing processes for the development, maintenance and evaluation of programs, courses, curriculum and instructional delivery systems and services.
- Enhance the provision of high-quality programs and academic services for students. Support the development of new courses and programs aligned with the mission of the University, faculty strengths and market needs. Ensure the responsiveness of programs by encouraging innovation that meets the needs of learners, communities and employers.
- Establish a role for and oversee research at the University, especially as it informs and supports teaching and ensures the development of affiliated support services.
- Provide regular reporting to the University Senate and its standing committees on all pertinent academic matters.
- Serve as the primary advisor to the President regarding those areas falling under the purview of the Provost/VPAA. Keep the President informed about any and all sensitive matters within the Division.

OTHER INSTITUTIONAL ROLES

- Act for the President when required. As requested, represent Eastern and advocate for its interests with government agencies, elected officials, civic leaders and other community groups.
- Collaborate with academic leaders across the [Connecticut State College and Universities \(CSCU\)](#) system to achieve system-wide goals. Participate in statewide task forces and special initiatives.
- Contribute to effective employee and labor relations. Provide timely input to management negotiating teams during collective bargaining periods.
- Promote a safe, respectful and inclusive work environment by adhering to University policies and procedures and completing mandatory training programs.
- Establish a high personal standard of service and performance by actively participating in other duties as assigned, educational seminars professional programs, etc.



EDUCATIONAL & PROFESSIONAL REQUIREMENTS

- Doctoral degree
- Earned tenure at the rank of full professor with a minimum of seven years of university faculty experience
- Minimum of seven years in positions of progressively increasing responsibility in academic administration.
- Strong track record of scholarship and service demonstrating impeccable academic credibility

QUALIFICATIONS

- Proven commitment to public higher education and the unique role of regional publics; appreciation for the University's designation as the public liberal arts university of Connecticut; understanding of how this designation energizes a distinctive institutional mission.
- Deep familiarity with academic organizational culture and administration within institutions of higher education; proven track record of experience with human resources management (preferably in a multi-union environment), student success, faculty recruitment, academic advising, policy development, budgeting and resource allocation, engagement with shared governance structures/process and academic planning/implementation.
- Demonstrated ability to lead change, mentor and develop others and engage a broad range of people in the pursuit of strategies and objectives; significant experience leading cross-functional teams for purposes of planning and review, budget development, academic organization and administration.
- Unwavering commitment to students and their holistic learning; experience advocating for high-quality, robust and equitable curricular and co-curricular opportunities.
- Consistent history of understanding inclusive excellence and perspectives as they relate to curriculum and policy; demonstrated inter-cultural understanding and steadfast dedication to equity and diversity.
- Superior knowledge and skills in pedagogy and educational leadership as well as educational practices, issues and trends; attuned to current developments in advanced learning design and technology.
- Solid understanding of the inherent value and supports needed to enhance the level of research activities at a regional public university and/or public liberal arts institution.
- Strong business and financial acumen and an ability to foster a culture of timely and evidence-based decision making, accountability and entrepreneurialism.
- Outstanding written and verbal communication skills, including the ability to engage in the discussion, analysis and development of policy; superior listening skills with an accessible, consultative leadership style.
- High degree of political acuity, diplomacy and tact necessary for dealing with issues in a fair and balanced manner; exceptional levels of integrity, credibility, sound judgment and resourcefulness required for complex decision making.
- Ability to foster a culture of excellence, continuous learning/improvement and innovation.

APPLICATION MATERIALS

Application materials must be submitted electronically and should include:

- A letter of interest that addresses specifically how the candidate's experiences and qualifications align with the position profile;
- A curriculum vitae; and,
- The names, addresses, telephone numbers and email addresses of five references. Please include your professional relationship with each reference listed. References will not be contacted without prior permission granted by the candidate. All candidate names will remain confidential until the finalist stage.

FOR FULL CONSIDERATION, applications should be received by February 7, 2025. The search committee will continue its work until an appointment is made. Application materials should be sent electronically via easternprovost@easternct.edu.

Eastern Connecticut State University does not discriminate on the basis of race, color, religious creed, age, gender, gender identity or expression, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, veteran status, sexual orientation, genetic information or criminal record. The following person has been designated to handle inquiries regarding the [non-discrimination policies](#): LaMar Coleman, Ed.D., Vice President for Equity and Diversity. Dr. Coleman can be reached at (860) 465-5112 or via email at colemanla@easternct.edu.