



M
FLINT

UNIVERSITY OF
MICHIGAN-FLINT

**PROVOST AND VICE CHANCELLOR
FOR ACADEMIC AFFAIRS**

LEADERSHIP PROFILE AND OPPORTUNITY

The University of Michigan-Flint invites dynamic and innovative individuals to apply for the esteemed position of Provost and Vice Chancellor for Academic Affairs. Join a highly regarded and notable institution where your forward-thinking ideas and strategic expertise will drive academic excellence and nurture a diverse, inclusive, and vibrant intellectual community. Embark on this unparalleled opportunity to influence the lives of students, faculty, and staff, fostering a culture of curiosity, discovery, and societal impact. If you are ready to lead with purpose and inspire transformative change, we encourage you to make your mark at UM-Flint.

UM-Flint's academic portfolio reflects its identity as an urban institution as well as the needs of the region to develop professionals in areas including, but not limited to: healthcare, technology, business, arts, education and human services. These programs have been designed to provide professional training supported by a well-rounded general education curriculum encouraging students to develop the knowledge, intellectual skills, values and attitudes which will help them make thoughtful and informed judgments about their experiences.



ABOUT THE UNIVERSITY OF MICHIGAN-FLINT

UM-Flint is a comprehensive urban university of diverse learners and scholars committed to advancing our local and global communities. In the University of Michigan tradition, we value excellence in teaching, learning, scholarship, student-centeredness, and engaged citizenship. Through personal attention and dedicated faculty and staff, our students become leaders and the best in their fields, professions and communities.

Offering a wide array of educational opportunities, UM-Flint is a destination for students with concrete career plans while also allowing students to explore their various educational and professional options. It is a university where students can envision their future and then begin to build it. A full listing of available degree programs, including dual degree programs, is available [here](#).

UM-Flint serves approximately 6,500 learners and offers degrees in over 190 areas of study with over 60 graduate programs and certificates, including more than 5 doctoral programs. The academic campus community comprises over 500 faculty members, in addition to over 450 staff. Faculty pour their expertise and creativity into developing research and service-learning projects that match course curricula with the world's most pressing issues. These projects bring learning to life, address community needs and fulfill students' desires to contribute to the common good. This dedication to service has earned UM-Flint many accolades. In 2010 and again in 2019, UM-Flint received the prestigious Carnegie Classification for Civic Engagement. Then, in 2012, UM-Flint was selected as the first recipient of the "Engaged Campus of Year Award" presented by the Michigan Campus Compact.

UM-Flint's development in recent years has paralleled that of its host city. Flint, with a population of approximately 80,000 and located about 60 miles north of Detroit, is amid a similarly profound transformation. Although the city is best known as the birthplace of General Motors, shifts in industry have caused the area to become better known for its educational opportunities, cultural centers, medical facilities, and recreational activities. Visitors who return to the city after several years are amazed at the ongoing transformation and UM-Flint has played a central role in the city's progress.

Each of UM-Flint's five colleges and schools brings a unique learning experience to our students. We invite you to explore each of these areas by visiting our website at <https://www.umflint.edu/academic-programs/>

In 2026, UM-Flint will mark its 70th anniversary, and celebrate its position as one of only three campuses of the world-renowned University of Michigan. Today, the campus continues to transform as it grows academically with new undergraduate and graduate degree offerings, expanding partnerships with local and regional entities and industries and remains committed to the ideals of diversity, equity and inclusion by making an affordable, accessible education possible to the community. Infrastructure investments represent another aspect of the campus transformation highlighted by the \$50+ million Innovation and Technology Complex. The campus recently formulated and finalized a 10-year comprehensive campus master plan which can be viewed here - <https://www.umflint.edu/chancellor/campus-plan/>

The institution has experienced a significant growth in externally funded research in the last fiscal year, growing from \$1.3 million to \$4.6 million. Several sizable new research awards in fiscal year 2025 promise to continue this momentum (with the university already having achieved the previous year's award total in the first half of the current fiscal year). Partnerships with industry and community are important components of this new growth.

HISTORY

In an 1837 letter to family back east, Ann Arbor resident Sarah C. Miles Case wrote, "A branch of the Michigan University at Ann Arbor is to be established in Flint at some future day." That day was Sept. 23, 1956, nearly 120 years after Sarah penned the first recorded mention of a UM-Flint campus. That autumn morning, 167 students began their first day at Flint Senior College, where Mott Community College is today. Owing to the vision, generosity and leadership of community leaders in Flint and Ann Arbor, the school continued to evolve and adapt to the needs of the community it was established to serve.

In 1970, the North Central Association of Colleges and Schools accredited what was then called Flint College. In 1971, the U-M Board of Regents officially changed the institution's name to the University of Michigan-Flint. That same year, University of Michigan President Robben Fleming appointed William E. Moran as the first Chancellor of the UM-Flint.

As a community partner, the university has acquired existing buildings throughout the downtown area and turned them into viable parts of the campus over time. These spaces include the University Pavilion, Northbank Center and the Riverfront Conference Center.

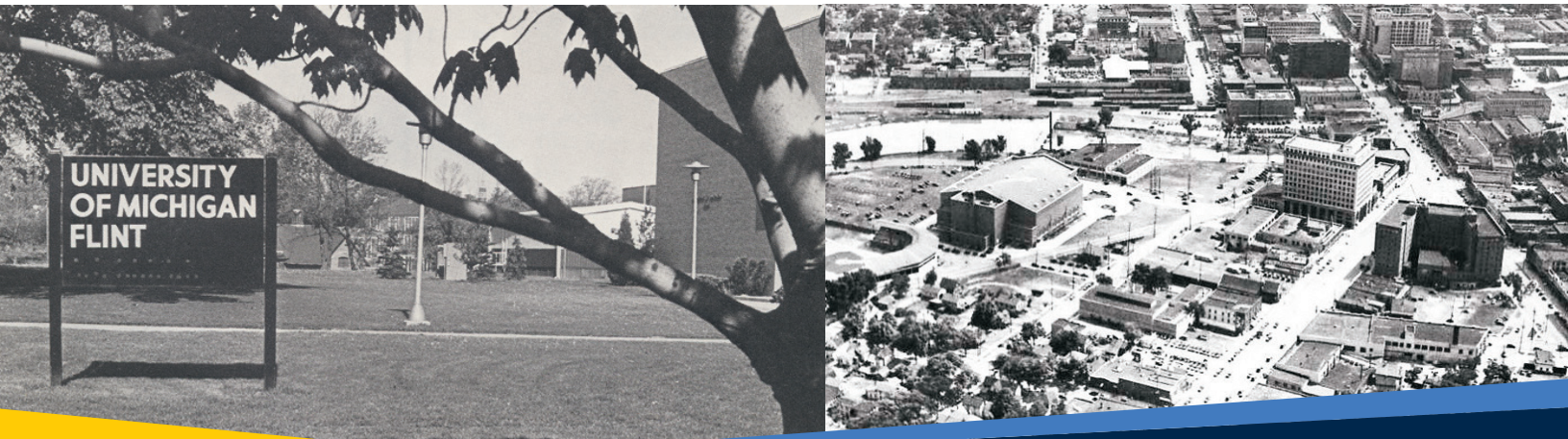
In 2006, UM-Flint celebrated 50 Years of Excellence. The university finally became a residential campus in 2008 when 300 students moved into the First Street Residence Hall and a second residence hall was added, with the addition of the Riverfront Residence Hall in 2015.

There is a rich history about UM-Flint and the Flint community, and we invite you to take a trip through that history at <https://www.umflint.edu/about/history/>

ACCREDITATION AND ASSESSMENT

UM-Flint is accredited by the Higher Learning Commission. As the primary point of contact for accreditation agencies, the provost will foster strong relationships and facilitate clear communication. Collaborating closely with deans and faculty, the provost will have the opportunity to strive to maintain and enhance academic quality, ensuring UM-Flint's programs meet and exceed accreditation requirements.

Grounded in the principles of student-centered learning, our Assessment Program supports the institution's mission to strive for excellence in teaching, learning and scholarship. The program provides concrete evidence of the knowledge, skills, and perspectives students achieve through their education at UM-Flint. Program-level accreditation is maintained by various programs in affiliation with numerous accreditation groups and agencies. Please see this link for more information <https://www.umflint.edu/about/accreditations/>



CHANCELLOR LAURENCE B. ALEXANDER, JD, PH.D.



Laurence B. Alexander was named chancellor of UM-Flint, May 16, 2024 and took office July 1, 2024. Alexander comes to the downtown campus after serving 11 years as chancellor of the University of Arkansas at Pine Bluff. Alexander brings more than 30 years of combined professional and academic experience as a university leader, administrator, distinguished professor, First Amendment scholar, attorney and journalist. Under his leadership, UAPB grew enrollments, achieved remarkable increases in retention and graduation rates, launched new marketable academic programs, received reaffirmation of 10-year university accreditation by the Higher Learning Commission, reached higher levels of research investment and grant funding, acquired funding for new construction and renovation of capital projects, increased engagement of government officials and community leaders and developed new corporate partnerships that led to multiple major-gift donations to the university, raising the endowment by 200%.





UM-FLINT LINKS OF INTEREST

We invite you to explore our campus and the Flint community! Here are some links of interests:

<https://www.umflint.edu/ored/>

<https://www.umflint.edu/about/explore-flint/>

<https://www.umflint.edu/govrelations/>

<https://www.umflint.edu/sustainability/>

RANKINGS AND POINTS OF PRIDE

The University of Michigan-Flint is a regional university that is dedicated to educational excellence and hands-on, engaged learning. Today, the University of Michigan-Flint is a center of excellence in health professions, STEAM careers, and entrepreneurship. Our students represent all walks of life and bring a depth of experience to the classroom. We provide an affordable, world-class education that ensures that our students are prepared to use the knowledge gained in their studies to solve the challenges in the world beyond the classroom walls. Students emerge from our university better prepared to put their degrees to work.

NUMBER OF STUDENTS

6,529

NUMBER OF MERIT SCHOLARS

955

(Fall 2023)

2023 FIRST-TIME STUDENTS

Average GPA

3.48

Average SAT

1,103



STUDENT TO FACULTY RATIO

14:1

(Fall 2023)

ACADEMIC EXCELLENCE

5

Colleges and Schools

179

Areas of Study

43

Graduate Programs

9 doctoral and PhD programs

18 joint bachelor's & graduate degree options

14 dual graduate degrees



Students 25 or Older

43%

(25% Undergrad)

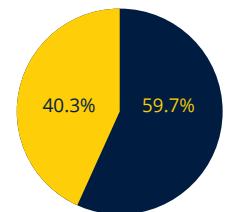
NEW STUDENTS ENTERING UM-FLINT

First Time in College

555

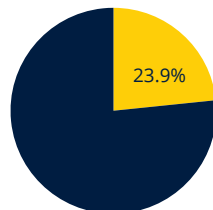
Transfer Students

822



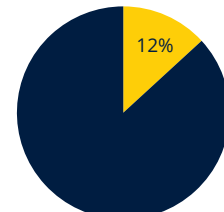
Traditionally Underrepresented Minority Groups

23.9%



First Generation Students

784



(Fall 2024)

92.7%

of our students are from Michigan



TOP MICHIGAN COUNTIES

- Genesee (2,772)
- Oakland (706)
- Wayne (370)
- Livingston (319)
- Lapeer (268)

AFFORDABLE EXCELLENCE



4th most affordable among public universities in Michigan

One of the lowest on-campus housing costs among Michigan's public universities

715

beds available to students

Scholarship Dollars Paid to Students

\$10.7 M

(2023-24)

81%

of aid eligible students (defined as a student who is First Time in Any College, Readmit, Continuing, Transfer, or New Graduate) received financial aid in fall 2024.

48%

of undergraduates received Pell Grants fall 2024.

ONLINE EDUCATION

FULLY ONLINE DEGREES



16 Bachelor's Degree Programs

15 Master's Degree Programs

3 Doctoral Degree Programs

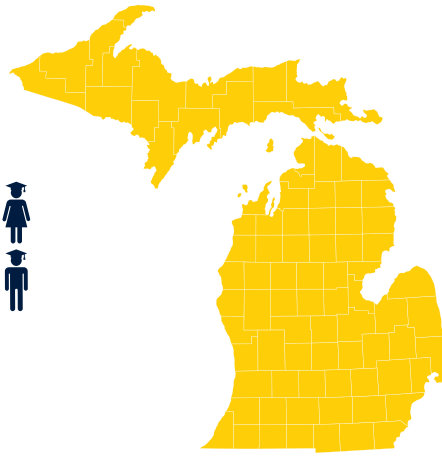
26 Certificate Programs

AWARDS & ACCOLADES

- Honored for our online bachelor's degree programs, general business program and master's degree program in education for 2024 by U.S. News & World Report.
- Named one of the state's best online schools for 2024 by Forbes Advisor.
- Numerous programs earned top 25 rankings from University HQ, including:
 - Online bachelor's in international business, No. 9.
 - Best Online Colleges in Michigan, No. 10.
 - Online master's in health care management, No. 14.
 - Online bachelor's in supply chain management, No. 14.
 - Online bachelor's in finance, No. 17.
 - Online bachelor's in social work, No. 19.
 - Online master's in international business, No. 25.

MICHIGAN IMPACT

More than
50,000
Alumni



COMMUNITY IMPACT

COMMUNITY IMPACT OF UNIVERSITY OF MICHIGAN-FLINT

\$53.5 M

Institutional Spend on Genesee County

through UM-Flint's commitment to creating
opportunity for our students & our community. (FY 24)

RECOGNITION AND RANKINGS



UM-Flint was named a **“Best National University-Regional,”** a **“Top Public School”** and a **“Top Performer on Social Mobility”** according to U.S. News & World Report's 2025 Best College rankings.



UM-Flint received the **“Best in Class Award for the Highest Voting Rate at a Public Four-year Institution;”** secured recognition for the highest student voter registration and student voting rate of any four-year institution in Michigan; and designated a Platinum Campus, recognizing the university's 50-59% student voting rate via the All In Campus Democracy Challenge for the 2022 midterm elections.



UM-Flint has received the **highest designation** from the Michigan Veterans Affairs Agency, for 10 straight years, as a gold-level veteran-friendly school.



UM-Flint was selected by the Carnegie Foundation as one of the 119 U.S. colleges and universities to receive the **Carnegie Community Engagement Classification in 2020**, an elective designation that indicates an institutional commitment to community engagement.



POSITION SUMMARY

THE OPPORTUNITY

The university's new provost will have the opportunity to contribute to the continuing development of an outstanding educational institution and to the renewal of the city and the region.

Accomplishing this will require a leader with unimpeachable academic credentials, an entrepreneurial spirit, a compelling leadership style that inspires collaboration and a track record for getting things done. Reporting to the Chancellor and serving as the institution's Chief Academic Officer, the Provost will play a central role in enhancing academic excellence and aligning our priorities with the university's strategic transformation plan.

The Provost serves as a member of the cabinet and senior leadership team. They will work closely with the Chancellor, other executive officers and faculty in formulating the university's academic goals and policies. As Chief Academic Officer, the Provost is responsible for the articulation of the university's vision of academic distinction; the development and administration of academic programs; policies relating to instruction, curriculum, extended learning and information technology; faculty and academic staff appointments and performance assessments; and scholarship and community service initiatives among faculty.

PROVOST RESPONSIBILITIES

- Advancing the vision, mission and core values of the university, including being an enthusiastic spokesperson for UM-Flint with internal and external constituencies.
- Promoting academic excellence in degree programs and teaching, research and service.
- Promoting excellence through a commitment to an environment of inclusion and transparency, involving the campus community as partners in decision-making processes.
- Fostering a positive and transparent relationship with faculty, staff and students.
- Encouraging student success and involvement by creating an environment that cultivates student success, holistic development and involvement.
- Demonstrating strategic thinking, effective administration and fiscal management.
- Inspiring leadership and effective management.
- Valuing a vibrant and diverse faculty, administration and staff.
- Nurturing relationships and entrepreneurship, including participation on boards and service organizations, developing partnerships and fostering positive relations with foundations, granting agencies, university alums and legislative representatives at local, state, national and/or international levels.
- Serve on the Cabinet and Senior Leadership team and collaborate with the Chancellor and Vice Chancellors in identifying strategic opportunities and initiatives.
- Work closely with the Vice Chancellor for University Advancement's office to strategize and implement fundraising initiatives, including understanding current efforts and identifying areas for potential growth.

REQUIRED QUALIFICATIONS

Candidates should be passionate advocates promoting excellence, academic leaders with a track record of effective academic and administrative experiences and visionary and strategic thinkers who can demonstrate collaboration and administrative accomplishment.

UM-Flint seeks candidates with an earned doctorate or equivalent terminal degree from an accredited institution and a record as a faculty member and scholar commensurate with a tenured appointment at the rank of full professor in one of the departments at UM-Flint. Successful experience as a dean or senior academic administrator will be expected.

POSITION SUMMARY

EXPECTED EXPERIENCE

Successful candidates will bring the following experiences:

- Evidence of successful, senior-level academic administrative experience, including demonstrated success in strategic planning, enrollment management, faculty development and enhancing academic programs
- Experience working collaboratively with faculty, staff and students in an environment of shared governance—a team player
- Experience with principles of inclusive excellence, affirmative action and equal opportunity
- An appreciation for the integral role of admissions, advisement, retention, grants, research and graduation rates as they relate to the fiscal strength of the university
- Interpersonal skills that lead to effective interactions both inside and outside the university, including demonstrated understanding of and appreciation for, the full range of academic disciplines and lifelong educational programs represented on campus
- Experience creating innovative approaches to provide faculty and staff with the resources and support to maintain and enhance excellence in teaching, scholarship and student services
- Working knowledge and experience with academic entrepreneurship and creativity, including interdisciplinary collaborations across schools, departments and programs
- An appreciation for the distinctive qualities of UM-Flint and a commitment to build on those qualities to ensure further excellence and academic success
- Experience working closely and collaboratively with senior leadership and establishing strong working relationships with university and legislative governing bodies
- An ability to work with other academic and community leaders to further develop collaborative academic initiatives
- Experience with both undergraduate and graduate program administration. A record of sound budgetary management with good financial acumen
- Experience with the accreditation processes (institutional accreditation, general education and/or specialized programs)
- Proven effective written and oral communication skills and the ability to serve as an effective spokesperson for the faculty, the students and the university as a whole

STRATEGIC PRIORITIES FOR THE PROVOST

- ▶ **Proven Leader** — Demonstrated skills in leading a complex institution will be essential; collaborating effectively with the Chancellor and deans; building and nurturing a strong academic affairs' leadership team; possessing a strong commitment to integrity and ethics; fostering a shared vision, continue to develop an ambitious yet pragmatic academic plan and build a sense of excitement and commitment among the various academic units; build upon the strong community partnerships and relationships with Flint and Genesee and neighboring counties.
- ▶ **Prioritizes Higher Education, Academic and Research Excellence** — Understands, appreciates and prioritizes excellence in higher education, academics and research and its importance to students, staff, faculty, the city of Flint and the surrounding region; has a general understanding and support of all UM-Flint's academic disciplines and research areas. The provost will also continue to assess and address campus needs in developing or attracting new leadership across colleges, schools and departments; the provost should embrace AI and develop a strong technology plan.
- ▶ **Prioritizing Enrollment and Retention** — Enrollment and retention will be central to the present and future of UM-Flint. Based on experience, the provost should be able to mobilize the forces necessary to monitor institutional success in these areas.
- ▶ **Strategic Transformation Plan** — Under the direction of the chancellor, the provost will lead the effort to shape and implement the Strategic Transformation Plan's goals and continue to attract energetic and innovative leadership to UM-Flint's colleges, schools and departments, which can provide impetus in establishing and monitoring elements of the Plan.
- ▶ **Accreditation** — UM-Flint has myriad programmatic and institutional accreditation requirements; prior experience in these areas will be essential

POSITION SUMMARY

- ▶ **Hiring Outstanding Faculty** — As UM-Flint further develops as an institution of exceptional academic quality and reputation, it will be necessary for the provost to work with the deans, chairs and university leadership to attract individuals who are out-of-the-box thinkers who demonstrate the ability to manage evolving instructional modalities, develop new connections among disciplines, share fresh perspectives and inspire fellow faculty and students to cutting edge teaching, research and service.
- ▶ **Becoming a More Diverse Institution** — The provost will continue guiding institutional impetus toward the university's diversity, equity and inclusion initiatives.
- ▶ **Strategic and Visionary Thinker** — Demonstrated ability to articulate a shared vision and lead strategic plan implementation to ensure a bright future for UM-Flint; a person who takes the time to understand UM-Flint's distinctive qualities and build upon them.
- ▶ **Strong Budget Acumen** — Although UM-Flint has been in a stable budget trajectory, there will be a need for continuing leadership in securing and monitoring fiscal resources; experience with financial planning and resource allocation will be vital
- ▶ **Student Engagement and Success** — Understanding the importance of working with students, hearing their concerns and valuing the inclusion of students in various university decision-making and advisory bodies will be essential for UM-Flint, as the university exemplifies a distinctive blend of student attendees within varied learning modalities, marshaling the forces needed to address student success will be an essential priority
- ▶ **Shared Governance/Union Relations** — Genuinely values and is committed to a robust shared governance and union model that engages students, staff and faculty in shared decision-making at all levels; as establishing a new contract is in process, experience in negotiating and maintaining union contracts and relations will be valued highly; in this area as well as others, a detail-oriented approach along with experience as a high-level communicator and listener will be vital.

POSITION SUMMARY

NOMINATIONS AND APPLICATIONS

Representing AGB Search, Senior Executive Search Consultants Garry W. Owens and Sally Mason and Executive Search Consultant Sarah Dirksen will assist the UM-Flint Provost Search Committee. Should prospective nominators or potential candidates have questions or wish to seek additional information, they are encouraged to email Dr. Owens (garry.owens@agbsearch.com), Dr. Mason (sally.mason@agbsearch.com), or Ms. Dirksen (sarah.dirksen@agbsearch.com) to arrange time for a confidential conversation before submitting materials.

Applicants are requested to submit the following materials:

1. A letter of interest, which addresses specifically how the candidate's experiences and qualifications intersect with UM-Flint's listed responsibilities, required qualifications, expected experience and Strategic Priorities as outlined in the **Leadership Profile**;
2. A current **curriculum vitae** and
3. A list of **five professional references** with email addresses, telephone numbers and a brief explanation of your professional relationship. (References will only be contacted with prior authorization from the applicant. Candidate confidentiality will be respected to the highest degree allowable under the laws of the State of Michigan.

For full consideration, application materials should be submitted through the AGB Search portal system accessible [via this link](#) by **January 27, 2025**. Please direct any questions regarding the application process to UMFlint-Provost@agbsearch.com.

Nominations and expressions of interest are encouraged and should be directed to

UMFlint-Provost@agbsearch.com or to the AGB search consultants listed above. All candidate names will remain confidential throughout the search.

*The University of Michigan, including the Ann Arbor, Dearborn and Flint campuses and Michigan Medicine, as an **equal opportunity/affirmative action employer**, complies with all applicable federal and state laws regarding nondiscrimination and affirmative action. The University of Michigan is committed to a policy of equal opportunity for all persons and does not discriminate based on race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status in employment, educational programs and activities and admissions.*

The University of Michigan-Flint exhibits its commitment to diversity, equity, and inclusion through enacting fair practices, policies, and procedures particularly in support of the equitable participation of the historically underserved. UM-Flint recognizes the value of diversity in our efforts to provide equitable access and opportunities to all regardless of individual identities in support of a climate where everyone feels a sense of belonging, community, and agency.

*The **University of Michigan-Flint's DEI plan** can be found at: <https://www.umflint.edu/dei/>.*

UNIVERSITY OF MICHIGAN-FLINT PROVOST AND VICE CHANCELLOR FOR ACADEMIC AFFAIRS SEARCH ADVISORY COMMITTEE

- Chris Pearson, CIT Dean, Search Advisory Committee Chair
- Kazuko Hiramatsu, Professor, Linguistics
- Stevens Wandmacher, Lecturer IV/Collegiate Lecturer/Teaching Professor, Philosophy
- Deborah Filos, Clinical Assistant Professor, Nursing
- Lisa Graham, Development Director for College of Innovation & Technology
- Lee Cruppenick, University Registrar
- Logan LaPeen, Student Government President
- Julie Snyder, Dean of Students, Student Affairs
- David Luke, Chief Diversity Officer
- Sapna Thwaite, Vice Provost for Academic Affairs
- Ken Sylvester, Interim Office of Research and Economic Development Director
- Jerry Glasco, Interim Vice Chancellor of Business and Finance
- Chad Tiernan, Associate Professor, Physical Therapy
- LaQwana "Q" Dockery, Assistant Director, Intercultural Center
- Elizabeth "Libby" Yost, Clinical Assistant Professor, Occupational Therapy
- Doug Zytko, Associate Professor, Computer Info Systems
- Erin Cavusgil, Professor, School of Management
- Vanessa Ferguson, Alumni and Community Member

AGB
SEARCH

Advancing Higher Education Leadership



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