

Vice Provost for Academic and Faculty Affairs
November 16, 2023

The mission of the University of Michigan is to serve the people of Michigan and the world through preeminence in creating, communicating, preserving, and applying knowledge, art, and academic values, and in developing leaders and citizens who will challenge the present and enrich the future. Key to accomplishing this aim is sustained attention to the excellence of our faculty, and to policies and programs that support their activity, across all academic disciplines, academic units, and modes of campus activity.

The University of Michigan (U-M) seeks a highly collaborative, experienced, and innovative leader to serve in the role of Vice Provost for Academic and Faculty Affairs (VPFA) for the Ann Arbor campus. We seek a dynamic leadership colleague with a proven commitment to addressing the value, needs, and challenges of faculty in relation to the core academic mission. The VPFA will lead and collaborate on initiatives and programs that support the University's commitment to an outstanding faculty and their success across research, scholarship, creative expression, teaching, engagement, and patient care activities. The VPFA will work collaboratively with the Vice Provost for Academic and Faculty Affairs & Arts and Humanities (VPFA&AH).

Reporting directly to the Provost and Executive Vice President for Academic Affairs, the incoming VPFA will oversee core faculty-centered processes, including the promotion and tenure process, as well as Provost Office funding programs supporting recruiting, hiring, retaining, and promoting faculty. The VPFA's portfolio will encompass all tracks and disciplinary areas in thirteen health science and non-health science academic units. During the current academic year, the incoming VPFA will work jointly with the outgoing VPFA on ongoing and emerging policy needs related to faculty and the campus-wide academic mission (e.g., promotion and tenure, family-friendly, and faculty leave policies), and will work closely with deans of the relevant schools/colleges on faculty-related matters.

Aligned with the University's public mission, U-M is a leader in its commitment to diversity, equity, and inclusion. These values are embedded and integrated throughout the University to ensure an institution that is free from discrimination and welcomes and supports underserved and underrepresented faculty as well as research, scholarship, and creative engagement with challenges of equity and inequity. It is central to the work of Faculty Affairs to ensure that all members of the faculty community have an opportunity to thrive, with the understanding that diversity is key to our research and educational excellence and the University's advancement of knowledge.

The VPFA will develop and oversee initiatives that meet the University's need for an outstanding/world-class faculty to sustain and enhance our academic, research/scholarship, and teaching excellence across the breadth and depth of the U-M campus.

As a member of the Provost's leadership team and Academic Program Group the VPFA will collaborate closely with the Provost, Vice Provosts, deans, and senior leadership to:

- Support a robust, strategic understanding of faculty needs and challenges
- Respond to needs and priorities identified by the provost to address challenges and opportunities in innovative ways (e.g., new hiring initiatives)
- Support programs that enhance U-M's academic excellence, and the university's commitment to diversity, equity, and inclusion in hiring, recruitment, and retention of faculty
- Engage institutional data and research to inform strategy, activity, and planning that promote faculty excellence and success
- Represent faculty-related needs, challenges, and opportunities in provost-level programs impacting faculty, students, and staff

Responsibilities:

- Support the Provost in all faculty-related matters
- Collaborate closely with the President, Provost, and Deans in strategic conversations to enhance faculty excellence
- Collaborate closely with the current VPFA&AH on all matters related to Faculty Affairs
- Promote strong unit-level understanding, in assigned academic units, of University processes, policies, and expectations around hiring, promotion, tenure, appointments, and other matters related to faculty
- Develop and sustain a close working knowledge of both unit-level policies and faculty strengths and challenges in assigned academic units
- Work closely with leadership in those units to support best practices and thoughtful policies
- Manage the promotion and tenure process across ranks, tracks, and disciplinary areas in assigned units thoughtfully and effectively
- Oversee and review proposed hiring authorizations to extend an offer for senior-level faculty candidates
- Attend to new and emerging modes of research and scholarship and to developing robust, equitable practices for evaluating them
- Collaborate with other vice provosts, including the Vice Provost Academic Affairs – Graduate Studies, the Vice Provost for Academic and Budgetary Affairs, and the Vice Provost for Equity and Inclusion and Chief Diversity Officer, to ensure coordination of resource allocation and thoughtful planning for management of faculty and their activity
- Collaborate closely with the Faculty Affairs team, including the Director of Academic Human Resources, the Office of the General Counsel liaison, and the Special Counsel to the Provost, to address matters arising related to faculty
- Work with the University faculty Ombuds to understand emerging faculty concerns across the Ann Arbor campus; manage training for new University and unit-level faculty ombuds

- Represent the Provost and the provost's office in a wide range of University-level committees, working groups, and conversations centered on academic mission, new initiatives, and strategic planning
- Represent the Provost and the provost's office as liaison to the Big Ten Academic Affairs Vice Provost group
- Manage requests for Provost funding to support hiring and retention of faculty in academic units, and work closely with deans on hiring and retention strategies
- Represent the Office of the Provost on research-related matters
- Use and assess institutional data to support best practices around activity in the faculty space, including collaboration with ADVANCE, OBP, ODEI, and other units
- Co-supervise and mentor a small, high-performing Faculty Affairs staff

Qualifications:

- A current tenured faculty member, holding the rank of full professor, at the University of Michigan Ann Arbor
- Demonstrated executive leadership skills including visionary execution, strategic planning, and cross-cutting thinking
- Demonstrated excellence in working collaboratively with multiple stakeholders
- Significant experience of responsibility/leadership in Faculty Affairs work
- In-depth knowledge of faculty experience at UM across academic disciplines, units and programs; deep knowledge of health science units is particularly helpful
- A demonstrated commitment to diversity, equity, and inclusion
- Excellent collaborative and interpersonal skills
- Strong communication skills
- Demonstrated ability to work with leadership, faculty, and staff in the pursuit of shared goals
- Ability to envision and implement faculty-centered initiatives
- Capacity to review and analyze institutional data and to lead and collaborate on data-driven responses to faculty affairs-area challenges
- Ability to pilot initiatives to enhance outcomes in faculty recruitment, hiring, retention, and success
- Ability to co-supervise and mentor Faculty Affairs staff, and attend to opportunities for their professional development

This position is up to 80% time. The Vice Provost for Academic and Faculty Affairs is expected to maintain a reduced effort faculty appointment while serving in this role. The appointment is anticipated to be five years, with the possibility of renewal.