Duquesne University of the Holy Spirit, one of the nation’s preeminent Catholic universities, seeks a forward-thinking leader and collaborator to serve as Provost and Vice President for Academic Affairs. The search committee invites nominations, expressions of interest, and applications.

Reporting directly to the President, the Provost and Vice President for Academic Affairs (The Provost) will foster academic and research excellence, an environment of open communication and engaged, shared governance, decisive and consistent leadership, interdisciplinary collaboration, and efficient resource management. Building upon the excellent work of outgoing Provost Timothy R. Austin, his successor will further capitalize upon Duquesne’s strengths and seize opportunities to advance the goals and further the success of the University.
DUQUESNE’S CATHOLIC IDENTITY AND SPIRITAN MISSION

As America’s only Catholic and Spiritan university, Duquesne bears a singular responsibility to reflect the distinctive charism of its sponsoring congregation. The Catholic and Spiritan call emphasizes education as a path to empowerment, service to the poor and marginalized, commitment to justice in all forms and expressions, and interreligious understanding that welcomes all and excludes none.

As the priorities of the Catholic and Spiritan tradition evolve in response to a changing world, Duquesne has adapted to embrace more fully those emerging imperatives. Global outreach, including in Africa, as well as the preservation of God’s creations through enhanced environmental stewardship are chief among them. Spiritans serve on six continents in more than 60 countries. Thus, Duquesne has made an institutional commitment to expose students and faculty to rich international and intercultural experiences. In addition, on-campus efforts to support sustainability practices abound as do robust academic programs in environmentally-related studies.

THE UNIVERSITY’S MISSION STATEMENT

Duquesne serves God by serving students through:

- Commitment to excellence in liberal and professional education
- Profound concern for moral and spiritual values
- Maintaining an ecumenical atmosphere open to diversity
- Service to the Church, the community, the nation, and the world
- Attentiveness to global concerns

ABOUT DUQUESNE

Duquesne offers a distinctive Catholic identity and Spiritan mission, nationally-recognized academic programs, a strong financial position, a beautiful urban campus, an entrepreneurial approach to new curricular and co-curricular development, a talented and committed community, a collaborative and exceptional faculty, a close connection to one of the most dynamic cities in the country, and an exceptional record of service to the world. Duquesne’s solid institutional foundation, coupled with its impressive momentum, characterize an outstanding leadership opportunity.
Duquesne was founded by the Spiritans in 1878 as a Catholic college for Pittsburgh’s recent immigrants working in steel mills. In 1911, it became the Commonwealth of Pennsylvania’s first Catholic university. For much of its history, Duquesne was defined by its Pittsburgh campus and retained the character of a locally-focused, primarily undergraduate institution.

Today, Duquesne is recognized on the national stage as a comprehensive institution of excellent quality offering a strong core of liberal arts and sciences combined with a robust array of professional school offerings. Duquesne is ranked in the top tier of schools for the 10th consecutive year in the annual *U.S. News & World Report* Best Colleges rankings at 120th for 2018, which is a four-spot increase from the prior year. It is also ranked 12th among the national Catholic universities within the *U.S. News* 2018 top tier schools. *Money*, *Forbes*, and *U.S. News* consistently rank Duquesne as a best value institution. For a comprehensive listing of recent accolades, please visit www.duq.edu/about/facts-and-rankings.

The University embraces a broad mission and serves a variety of learners in multiple contexts. This private institution with a current total enrollment of nearly 9,500 students (about 6,000 undergraduate and 3,500 graduate and professional students) educates traditional and non-traditional students through small classes, innovative instruction, and rigorous coursework. Through its nine schools, the University offers degree programs at the baccalaureate, professional, master’s and doctoral levels while also supporting an ambitious research profile. Utilization of online and hybrid pedagogies is on the rise at Duquesne. Opportunities for community members to benefit from associate campuses in Rome, Italy, and Dublin, Ireland, are also noteworthy. This growth and development is indicative of an institution that is on the move and responsive to evolving enrollment trends yet steadfast in its commitment to offer a fine education grounded in Catholic and Spiritan values.

**LEADERSHIP**

President Kenneth G. Gormley became the 13th President of Duquesne in July 2016. He is an impassioned leader who recognizes and advocates that central to the University’s goals and aspirations is Duquesne’s Catholic, Spiritan mission of serving God by serving students so that they, in turn, can serve others. He and his leadership team have worked diligently to move the University forward as a premier institution of higher education, a transformative community partner, and a place where students, faculty and staff have opportunities to grow and develop in meaningful ways.

President Gormley came to Duquesne in 1994 and was appointed dean of the School of Law in March of 2010. He is an internationally recognized scholar and a highly sought expert on constitutional law. Under his leadership, the law school ascended to the top tier of law schools as ranked by *U.S. News*, climbing more than 25 spots during his tenure as Dean, realized significant gains in fundraising, witnessed a dramatic increase in scholarly output from the faculty, and underwent a curricular transformation. President Gormley is now building on this experience and his expertise in the School of Law and bringing it to the entire academic enterprise at Duquesne.

**ACADEMICS**

Duquesne is on a remarkable trajectory. From its modest beginnings to its current-day identity as a national, comprehensive Catholic university that offers liberal arts, sciences, professional and pre-professional programs, graduate degrees, and adult degree completion, Duquesne has sought to develop graduates who are thoughtful, analytical, and imaginative problem solvers as well as life-long learners eager to make the world a better place. Duquesne strives to provide its students with a practical understanding of life and vocation as well as the ethical approach and service orientation needed to pursue learning beyond the scope of their fields.

Duquesne consists of nine schools offering degree programs at the baccalaureate, professional, master’s and doctoral levels and operates on a semester schedule.
NINE SCHOOLS OF STUDY

- McAnulty College and Graduate School of Liberal Arts
- Bayer School of Natural and Environmental Sciences
- Palumbo Donahue School of Business
- Mary Pappert School of Music
- School of Education
- School of Nursing
- Rangos School of Health Sciences
- School of Law
- School of Pharmacy

Duquesne currently offers 76 undergraduate degree programs; 90 master’s, doctoral, and professional programs; and 20 post-graduate certificate programs. It also offers a new program in Biomedical Engineering that is growing steadily. Minor fields of study include African Studies, Film Studies, Modern Languages, Music, Theater Arts, Web Design, and Women’s and Gender Studies. The University also offers specialized counseling and support for students engaged in Pre-Law and Pre-Medical tracks.

In keeping with its Catholic and Spiritan vision, the University Core Curriculum emphasizes students’ intellectual and ethical development through the liberal arts. Using the modes of inquiry particular to the humanities and the social and natural sciences, students expand their self-understanding and their knowledge of the world.

Duquesne’s national online programs offer a promising stream of additional revenue for the institution while also meeting the institution’s access mission. There are several fully online as well as a number of combined online/on-campus degree and certificate programs offered in nursing, business, leadership, and education. The School of Nursing ranked 16th in U.S. News & World Report for online master’s programs for veterans and 26th for online master’s programs in 2017. Duquesne’s other schools are following this impressive lead, incubating their own new programs.

Nearly 50 centers and institutes serve to expand the University’s academic offerings to provide cross-discipline learning, instructional support for students and faculty, research programs and forums for specialized academic communities, and education and services in leadership, ethics, and organizational growth for organizations and business owners. Included among them are the Center for Environmental Research and Education, the Center for Healthcare Ethics, the Center for African Studies, the Center for the Catholic Intellectual Tradition, the Center for Spiritan Studies, and the Cyril H. Wecht Institute of Forensic Science & Law.

Duquesne’s curriculum reflects the University’s faith-based values and related service orientation through coursework in fields such as nursing, education, pastoral ministry, and social and public policy. All undergraduate students are strongly encouraged to complete a service learning endeavor tied to an academic major while mentored by faculty. Service learning opportunities are woven throughout many majors, as are internship opportunities at service-oriented organizations. The Center for Community-Engaged Teaching and Research seeks to foster the development of new projects and to continue alliances with community institutions.

In keeping with its Catholic and Spiritan vision, the University Core Curriculum emphasizes students’ intellectual and ethical development through the liberal arts. Using the modes of inquiry particular to the humanities and the social and natural sciences, students expand their self-understanding and their knowledge of the world.

The University’s close proximity to downtown Pittsburgh ensures that classroom learning is complemented by real world experience. Nearly 75 percent of Duquesne undergraduates complete an internship or practicum during their time on campus. Bayer, Deloitte, Pittsburgh Public Schools, PNC Financial Services, PPG Industries, and the University of Pittsburgh Medical Center (UPMC) are just a few of the many companies and organizations that routinely hire Duquesne students for internships or full-time employment post-graduation. Career Services works individually with students to identify possible placements and also to help them prepare for graduate or professional school.

An outwardly-focused institution looking to capitalize on its enviable location, Duquesne has developed collaborative partnerships with ten area institutions. Included among them are Carnegie Mellon University, the University of Pittsburgh, and Robert Morris University. The partnerships allow students to transfer with ease course credit into a Duquesne four-year academic program.

Seeking to imbue its students with an interest in the wider world, the University offers a global approach to education as well as a variety of study abroad opportunities. One-third of Duquesne students participate in international experiences of some kind. Its own facilities in Rome and Dublin in addition
to exchange programs offer Duquesne students semester-long and short-term study options in Africa, Asia, Central America, and Europe. Affiliate agreements offer other viable options for study outside of the U.S.

NEW STRATEGIC PLAN

Duquesne University is finalizing the strategic plan for 2018–2023, “Re-Imagining Duquesne’s Spiritan Legacy for A New Era.” The strategic imperatives will advance Duquesne’s historic mission of providing an education for the mind, the heart, and the spirit. The imperatives that will constitute pillars of the new plan are:

Student Success

Duquesne will be a national leader in preparing students for meaningful lives and careers and will

- Make the best interests of the students polestar in decision-making
- Emphasize core values and ethics in creating a transformative, mission-centered student experience
- Create a safe, comfortable, interactive learning environment
- Re-imagine Career Services; alumni will be re-energized as partners
- Provide first-rate internship and career opportunities
- Propel Enrollment Management to national model status with personalized attention to applicants, students, and families
- Provide a great value in higher education and an excellent investment for students and families

Community Engagement Hub

Duquesne will become a community engagement leader for the betterment of the city, the region, the nation and the world and will

- Broaden community engagement initiatives in the Hill District, Uptown, the Mon Valley, and other underserved areas
- Play a central role in the development and sustainability of the Uptown Eco-Innovation District
- Collaborate with the Diocese of Pittsburgh and other dioceses; explore creating “Duquesne Prep” to supply opportunities for Catholic and public high school students
- Ensure all students have an opportunity for intercultural and/or international experiences

Inter-Disciplinary Leader and Healthcare Innovator

Duquesne’s scholars will collaborate across traditional boundaries to create exciting inter-professional and inter-disciplinary programs and will

- Create an innovative center for inter-professional education in healthcare related fields
- Explore building the path-breaking “DU Simulation Hospital” with inter-professional labs and clinics
- Expand existing health science programs and add new specialties
- Explore creating interdisciplinary programs in other
cutting-edge areas including information technology, informatics and data analytics
• Explore creating a “Center for Artificial Intelligence, Technology and Ethics” to build on Duquesne’s strengths and fill a niche in the region
• Create innovative foreign language programs to utilize new technology and equip students for global opportunities

Vibrant Campus Community
Duquesne will lift up and celebrate the achievements of its talented faculty, staff, and students and will
• Attract and retain talented faculty and staff who will enrich and energize the entire campus
• Cultivate a campus culture of diversity; create a robust Diversity and Inclusion Council
• Redefine the Office of Research to create more numerous and varied funding opportunities for faculty research and scholarship
• Create ample opportunities for personal and professional growth for faculty and staff
• Create a new Staff Advisory Council to gain input from non-faculty employees

Entrepreneurial Stewardship for a New Era
Duquesne will ensure its ongoing vitality in a competitive marketplace through innovative academic programs and creative use of institutional resources and will
• Remain on the cutting edge of higher education; pursue initiatives involving ethics, technology, and other areas that allow Duquesne to establish a distinctive niche
• Expand innovative curricular offerings, including online and hybrid courses
• Engage stakeholders, including alumni, to achieve endowment growth
• Monetize non-core assets; fuel ability for endowment growth
• Maintain, enhance, and beautify the physical plant
• Explore educational partnerships beyond campus, including with community colleges
• Utilize athletics and other campus programs to create a renewed sense of institutional spirit
• Utilize Marketing & Communications to broaden public appreciation of Duquesne as the leading Catholic, Spiritan institution

AN ENGAGED FACULTY AND STAFF
Duquesne students are taught and mentored by 514 full-time and 450 part-time talented and award-winning faculty members. The Duquesne community deeply values the teacher-scholar model, and faculty members are committed to achieving excellence in both arenas. Nearly two dozen faculty members have been named fellows or the equivalent by their fields’ respective national academies.

The Carnegie Foundation has classified Duquesne as one of only seven Catholic universities in the nation with a “research university with high research activity” distinction. Duquesne faculty members are active in scholarship and research activity as well as in the supervision of student research.

Grants and contracts from all sources to support research and teaching totaled nearly $11 million for the University
in 2015-2016. Moreover, there has been significant growth in faculty scholarly productivity in recent years, with notable strides made in the number of peer-reviewed publications.


At the same time, a sustained primary commitment to personalized teaching and learning permeates campus culture. Duquesne’s student-to-faculty ratio is 14:1, and the institution prides itself on offering small classes. Lively and frequent interaction between students and faculty is a hallmark of the Duquesne experience.

A staff of 1,089 make up the University’s dedicated workforce. Staff members are partners in the academic enterprise at Duquesne and embrace their roles as co-educators. A number of Duquesne’s own graduates have returned to their alma mater to build their careers, and that sense of institutional history is deeply valued.

THE STUDENT BODY

Nearly 9,500 students are enrolled at Duquesne, including about 6,000 undergraduate and nearly 3,500 graduate and professional students. Duquesne enrolls just over 80 percent of its students from the mid-Atlantic region. National and international outreach is significant. Nearly all 50 states and nearly 80 countries are represented in the student body, with six percent of the students identifying as international. Sixty-three percent of Duquesne students are female and 37 percent are male. Fifty-six percent of undergraduate students who enrolled in fall 2016 graduated in the top 25 percent of their high school classes, and the group’s average SAT combined score was 1,144.

Duquesne’s undergraduate enrollments have remained steady over the last several years with an average pool of candidates totaling around 7,300. The acceptance rate has held at around 73 percent, and the yield rate is at around 30 percent. Graduate enrollments have dipped in recent years, as has been the trend nationally. A healthy graduate matriculation rate of around 52 percent reflects the strength of the University’s graduate offerings.

Ecumenical in spirit and welcoming of all, Duquesne benefits from a diverse student body. Eighteen percent of Duquesne’s undergraduate student population is composed of underrepresented groups. Multiple faiths are also represented on campus. Recognized for its commitment to educating the nation’s servicemen and women, Duquesne has experienced a significant increase in military and veteran students. Duquesne is an eager participant in the Yellow Ribbon GI Education Enhancement Program. First-generation college students have been welcomed and supported for decades on the campus as well. Duquesne has been, and will continue to be, a university of opportunity for many.

Approximately 40 percent of students live in University housing. Affordable and nearby off-campus housing is also available. An 87 percent first-year retention rate and an
overall six-year graduation rate of 79 percent convey a high degree of student satisfaction with the Duquesne experience.

Student outcomes are impressive. In a recent survey of Duquesne graduates, roughly 70 percent were professionally employed, and approximately 30 percent were enrolled in graduate school within a year of commencement. Five undergraduate students were recently named winners of prestigious Goldwater Scholarship Awards. Students in the School of Nursing’s BSN program achieved a 94 percent NCLEX-RN pass rate, and students in the family nurse practitioner program achieved a 94 percent certification pass rate. In 2016, Students in the Rangos School achieved a 100 percent pass rate on the national certifying exam in athletic training, and well over 90 percent in the physician assistant, occupational therapy, and physical therapy exams. The School of Law again achieved solid results on the Pennsylvania Bar Exam, with a first-time pass rate of 92 percent.

Duquesne is truly a student-centered institution. A wide variety of more than 200 co-curricular activities engage students inside and outside of the classroom. Groups related to the arts, the environment, professional endeavors, multiculturalism, and global awareness support the University’s efforts for holistic education as do a student-run television station and a student newspaper. A robust Greek life presence on campus affords students with leadership and social opportunities. An array of club and intramural sports promote health, wellness, and competition.

Duquesne is especially well-known for its community-service initiatives. Sixty-two percent of students are actively engaged in service activities. The University annually contributes 270,000 volunteer hours to the community and wider world. The vibrant Spiritan Campus Ministry Center supports many faith and service-oriented activities.

Duquesne competes at the NCAA Division I level in the Atlantic 10 Conference in all sports with the exception of football which competes in the Northeast Conference. Its 16 sports teams include men’s and women’s basketball, cross-country, soccer, tennis, and track and field teams; men’s football; and women’s lacrosse, rowing, swimming and diving, bowling, and volleyball teams. The University’s varsity athletes are known as the Dukes.

A reflection of its commitment to its scholar-athlete model, Duquesne’s student athletes achieve highly in the classroom. Nearly two-thirds of Duquesne student-athletes routinely earn GPAs of 3.0 or above. More than a third earn a GPA of 3.5 or higher. The four-year graduation rate for Duquesne athletes is an exceptionally strong 92 percent.

ACCREDITATION, FINANCES, AND PHILANTHROPY

Duquesne is accredited by the Middle States Commission on Higher Education. The University was last reaffirmed in November 2013, and is preparing well for its next evaluation visit in Spring 2018.

The Duquesne community has benefitted from strong fiscal stewardship. Duquesne’s operating budget stands at $295 million; its endowment, inclusive of other long-term investments, is currently valued at $320 million; its bond rating with Moody’s Investor Service is an A2; and Standard & Poor’s Ratings Services recently upgraded Duquesne rating to an A.

The University has an active and ongoing plan for deferred maintenance and maintains a regular schedule for addressing projects. Each year, approximately $25 million is spent on capital projects, mostly renovations.

The University is 87 percent tuition- and fee-driven, with auxiliary enterprises and fundraising serving to augment the revenue stream. Duquesne is committed to keeping its tuition pricing low, and it currently provides one of the lowest private Catholic university tuition rates in its peer group. Financial assistance is available to students through grants, scholarships, awards, loans, or employment.

In a significant move reflective of Duquesne’s commitment to social justice, the University raised its minimum wage to $16 per hour in 2015 while the Pennsylvania and federal minimum wage remain at $7.25 per hour.

The “Advancing Our Legacy” capital campaign raised more than $165 million and concluded a year ahead of schedule in December 2012, exceeding its goal of $150 million. It was the most successful campaign in Duquesne’s history. Notably, more than 400 new
endowed funds for the support of academic programs, student life initiatives, and scholarships were created. In addition, the University grew its number of endowed chairs from two to 24. Nearly 1,100 staff and faculty gave to the campaign, and 100 percent of the Board of Directors participated.

ALUMNI
Duquesne’s 90,000 alumni live in all 50 states and dozens of countries outside of the United States. Prominent alumni are leaders in their fields, such as senior executives at Johnson & Johnson and Walt Disney Corporation, bishops and cardinals in the Roman Catholic Church, nationally-recognized athletes and sports personalities, major political leaders at the state and federal level, and United States ambassadors. Alumni are formally represented by the Duquesne University Alumni Board of Governors. The committed board totals 25 graduates, and it serves as an advisory body on student recruitment and retention, communications, marketing, advancement, and community engagement.

LOCATION
Duquesne is situated in the heart of Pittsburgh, a vibrant metropolitan region of 2.3 million people that has been recognized world-wide for its livability, welcoming atmosphere, and professional opportunity. The campus is a short walk from downtown and only 30 minutes from the Pittsburgh International Airport.

Pittsburgh has long been cited as an exemplar of urban transformation. It has converted its manufacturing-based profile into a diversified economy which features financial services, technology, and distribution offerings. A mix of Fortune 50, 500, and 1000 companies – Alcoa, BNY Mellon, Bayer, Consol Energy, Dick’s Sporting Goods, Federated Investors, H.J. Heinz, Koppers, PNC Financial Services, PPG Industries, and U.S. Steel among them – call the city home. Pittsburgh also lays claim to superlative education and healthcare centers and has a well-earned reputation as a mecca for “eds and meds.” Leading hospital networks such as the Allegheny Health Network and the UPMC as well as a host of more than two dozen colleges and universities are situated in the region.

Pittsburgh was ranked 3rd best city in which to live in the U.S. by Wallet Hub.
In July 2017, Pittsburgh was ranked 3rd best city in which to live in the U.S. by WalletHub. In 2016, Livability.com rated Pittsburgh’s Downtown as 5th on its list of America’s best downtowns for 2016 and Huffington Post ranked Pittsburgh among “The Top 10 Cities Techies Should Consider Moving To.” Pittsburgh was rated by Travel + Leisure as one of the best places to travel, and the city is ranked 8th among U.S. metros in Site Selection’s 2016 Sustainability Rankings. In 2014, The Economist again named Pittsburgh the most livable city in the contiguous U.S. MSN Money cites Pittsburgh’s stable housing market, influx of technology companies such as Google, “up-and-coming” neighborhoods, startup culture, and role in the oil industry as some of the many factors that make it one of the “hottest” American cities.

World-class museums, orchestras, theatre, and dance troupes add to the richness of the region’s offerings. Pittsburgh is also recognized as a “sports center” because of its successful professional franchises including the NFL’s Steelers, MLB’s Pirates, and the NHL’s Penguins. The PPG Paints Arena, immediately adjacent to Duquesne’s campus, is the Penguins’ home rink. Pittsburgh was recently ranked 5th on USA Today’s “The 10 Best American Riverfronts” list and has set a global standard for best practices in riverfront development and utilization.

Lastly, Pittsburgh has become a destination city for young professionals. The Travel Channel recently identified Pittsburgh as “…bubbling over with young people helping to redefine the city.” Duquesne students are an important part of the emerging energetic, entrepreneurial, and progressive nature of the University’s home.

All of these factors contribute to the extraordinary quality of life from which Duquesne’s students, faculty, staff, and alumni benefit.

THE CAMPUS
Duquesne’s urban campus of striking beauty lays claim to nearly 50 acres on a bluff with spectacular views of the city’s skyline, famous three rivers, and Mount Washington. It is composed of 49 structures totaling nearly four million square feet and well-maintained grounds dotted with trees, flowers, and wrought-iron gates. Small groves tucked in between buildings, many featuring beautiful religiously-themed sculptures and murals, grace the landscape and allow space for quiet meditation.

Since 2001, Duquesne has invested more than $350 million in new facilities and improvements to the campus. The University has strategically increased its footprint, purchasing properties near campus on Forbes Avenue, to accommodate growth. A $15 million renovation coupled with upgrades to infrastructure and technology was recently completed in Rockwell Hall, home to the Palumbo-Donahue School of Business. The Genesius Theater, a $6.3 million project, was completed in 2015, creating the campus’s first stand-alone performing arts venue. The $27 million Power Center, a 137,000-square-foot building, was completed in early 2008 and is the first stage of a development that aims to serve both the campus community and the surrounding neighborhood. Its multipurpose recreation facility complements the other student fitness facilities on campus. Its additional offerings include a Barnes & Noble bookstore containing a Starbucks café, restaurants, and a conference center.
and ballroom. Duquesne is also nearing the end of a ten-year, $100 million housing renewal endeavor. Additionally, it constructed a remarkable $35.7 million LEED Gold-certified residence hall in 2012. Plans to modernize thoroughly the existing residence halls are advancing, with an eye to creating ideal spaces for the University’s increased emphasis on “living and learning” programming.

The LEED Gold certification is a reflection of Duquesne’s significant commitment to sustainability, a tenet of the Catholic tradition and Spiritan mission. Indeed, all new campus construction must meet LEED certification thresholds. Moreover, Duquesne has operated a combined heat and power (cogeneration) facility since 1997 that generates electricity and uses the waste heat from the process to heat and cool campus buildings. Annually the natural gas–fired power plant produces approximately 75 percent of the power used for electricity and nearly 100 percent of the heating and cooling of the University’s facilities. In 2015, Duquesne received $2 million, its largest state grant ever, to upgrade the energy center. For these efforts and others, the University is named by the Princeton Review Green Colleges list as one of America’s most environmentally friendly schools.

Duquesne is sound on the technology and information resources front. The campus is fully wireless and lays claim to an array of advanced hardware and software. SMART and FlexTech classrooms are scattered throughout the campus as are computer labs. Moreover, the Gumberg Library, the main campus library, holds extensive print and electronic collections.

For more information on Duquesne and its surrounding region, please visit these websites:

- Duquesne University: www.duq.edu
- Pittsburgh Tourism: www.visitpittsburgh.com and vibrantpittsburgh.org
- City of Pittsburgh: www.pittsburghpa.gov

AGENDA FOR ACADEMIC LEADERSHIP

The Provost will contribute to the next exciting chapter in Duquesne’s history by working closely with the President, a strong leadership team, and a committed faculty and community to establish an environment where Duquesne’s strategic priorities will be achieved. Some of these priorities include:

Implementing the strategic plan: The Provost will work closely with administrative and faculty leaders across the University to coordinate and execute the academic initiatives prioritized in the strategic plan. The Provost will champion the plans to Duquesne’s key constituency groups. In all of these interactions, the Provost will be an articulate, persuasive, and engaging presence and maintain a long-range perspective.

Providing creative and dynamic leadership and policy direction for curriculum development, academic resource planning, and educational technology: The Provost will lead the efforts across the institution to devise a modern core curriculum, taking into account the University’s strong liberal arts tradition and the requirements of the various professional programs at Duquesne. This re-envisioning provides an exciting opportunity to bring Duquesne’s approach of “Education for the Mind, Heart and Spirit” together with the lead tenets of the strategic
plan—student centeredness, deep engagement in the community, and global citizenship and partnership. She or he will work to connect initiatives to current and future resources via the recently implemented incentive-based budgeting model, as well as determine how to best utilize and implement technology in pedagogy and instructional delivery.

**Growing Duquesne’s national and international reputation for academic excellence in research, scholarship, and teaching:** The Provost will build upon the current successes and assist in fostering new paths for Duquesne’s research identity without sacrificing the University’s widely recognized excellence in teaching. Duquesne’s next Provost will build on the research initiatives that have been expanding during recent years by recruiting and retaining strong faculty, enhancing opportunities, incentivizing collaboration and innovation, and securing external funding.

**Identifying new possibilities for interdisciplinary and inter-professional scholarship and programs:** The next Provost will engage and challenge the faculty to think creatively about how to provide unique and transformative educational experiences that are rooted in Duquesne’s strong liberal arts tradition and connected to professional programs and experiences that position graduates for a life of purpose and accomplishment. Reconfigurations of existing programs and the launch of new programs, particularly seeking to take advantage of Pittsburgh’s health-science related sectors, will be of importance.

**Engaging and empowering the faculty, fostering communication, and leading with transparency:** The Provost will have a positive, engaging, and influential presence on campus. Supporting faculty and honoring their central and significant contributions to the University is crucial. The Provost’s capacity to ask thoughtful questions, listen carefully, shape discourse, and foster collegiality is of paramount importance. Modeling and encouraging transparent decision-making will also promote trust and nourish the spirit of mutual respect present on campus.

**DESIRED ATTRIBUTES FOR THE NEXT PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS**

Duquesne’s next Provost will be a servant leader with a distinguished academic record that commands the respect of the scholarly community and merits appointment as a tenured full professor at Duquesne. She or he will bring significant academic administrative experience at the dean or associate provost level that is appropriate to the size and complexity of Duquesne, a highly relational approach, outstanding communication skills, authenticity, self-confidence balanced with humility, integrity of the highest order, a strong work ethic, and a clear understanding of the modern university to her or his work.

The successful candidate must demonstrate:

- an understanding of the higher education landscape and broad experience with the major issues and challenges of academic affairs;
- demonstrated success in leading relevant forward-thinking academic programs;
- deep respect and enthusiasm for the Catholic and Spiritan mission, values, and heritage of the University, and an ability and willingness to contribute actively to the mission;
- an appreciation for student-centered approaches to academic affairs;
- a deep respect and academic connection to the liberal arts and sciences;
- a commitment to the value of interdisciplinary and inter-professional approaches in higher education;
- broad-based experience and leadership in academic administration, preferably at the dean’s level or above;
- exceptional budgetary and financial management skills, including awareness of the near-term interdependencies and long-term implications of financial decisions in a large, complex organization. Experience with incentive-based budgeting will be advantageous;
- intercultural competence and a global perspective with a deep commitment to celebrating and promoting diversity in its many forms;
- an inclusive and transparent leadership approach and record with an understanding of and respect for shared governance;
• the ability to set high standards and empower others and a record of support for teaching excellence, professional development, and scholarly activity;
• an ability to understand and promote a private research university and be committed to growing educational and research aspirations;
• the ability to communicate effectively with the many constituencies whose contributions are required for the success of the University including but not limited to Board members, administrators, faculty, staff, alumni, donors, students, and community partners;
• knowledge of and successful experience with information technology for academic delivery and programming and for administrative purposes;
• experience and comfort using data from multiple sources to inform strategy, policy, and practice; and
• an entrepreneurial spirit.

THE PROCESS OF CANDIDACY
The Search Committee will begin reviewing candidates immediately and will continue until the position is filled. Nominations and applications should be submitted electronically as soon as possible. Applications should include a letter of candidacy that responds to the agenda for leadership and the desired attributes for the new Provost and a complete résumé or vita. All application materials will be considered in full confidence and should be submitted electronically to DuquesneProvostVPAA@storbecksearch.com.

Ms. Julie E. Tea, partner and Ms. Julie Williams-Krishnan, senior associate at Storbeck/Pimentel & Associates, LP are assisting Duquesne University with this search. Nominators and prospective candidates are encouraged to contact them at DuquesneProvostVPAA@storbecksearch.com to arrange confidential conversations.

Duquesne University was founded in 1878 by its sponsoring religious community, the Congregation of the Holy Spirit. Duquesne University is Catholic in its mission and ecumenical in spirit. Motivated by its Catholic identity, Duquesne values equality of opportunity both as an educational institution and as an employer.