

Graduate Council Survey Findings

“Our Next Provost Survey”

Requested Input on the following Questions posed by Senate Officers in collaboration with SU President :

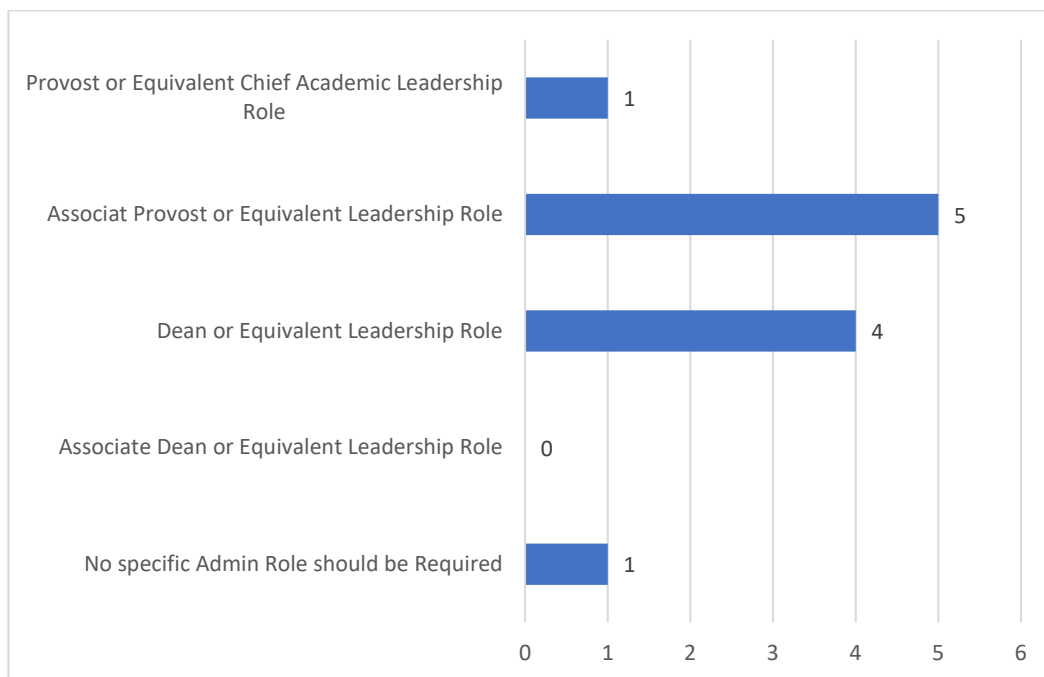
1. How should the search committee be structured? How large should it be? What fraction of it should be faculty?
 2. What qualifications should be necessary? For example, must the new Provost have been a department chair or a dean? Must the new Provost be a Full Professor, or would Associate Professor suffice?
 3. What personal characteristics do faculty want the new Provost to have, and how can we tailor the search or the interviews to find out if the candidates embody those characteristics?
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Survey Findings:

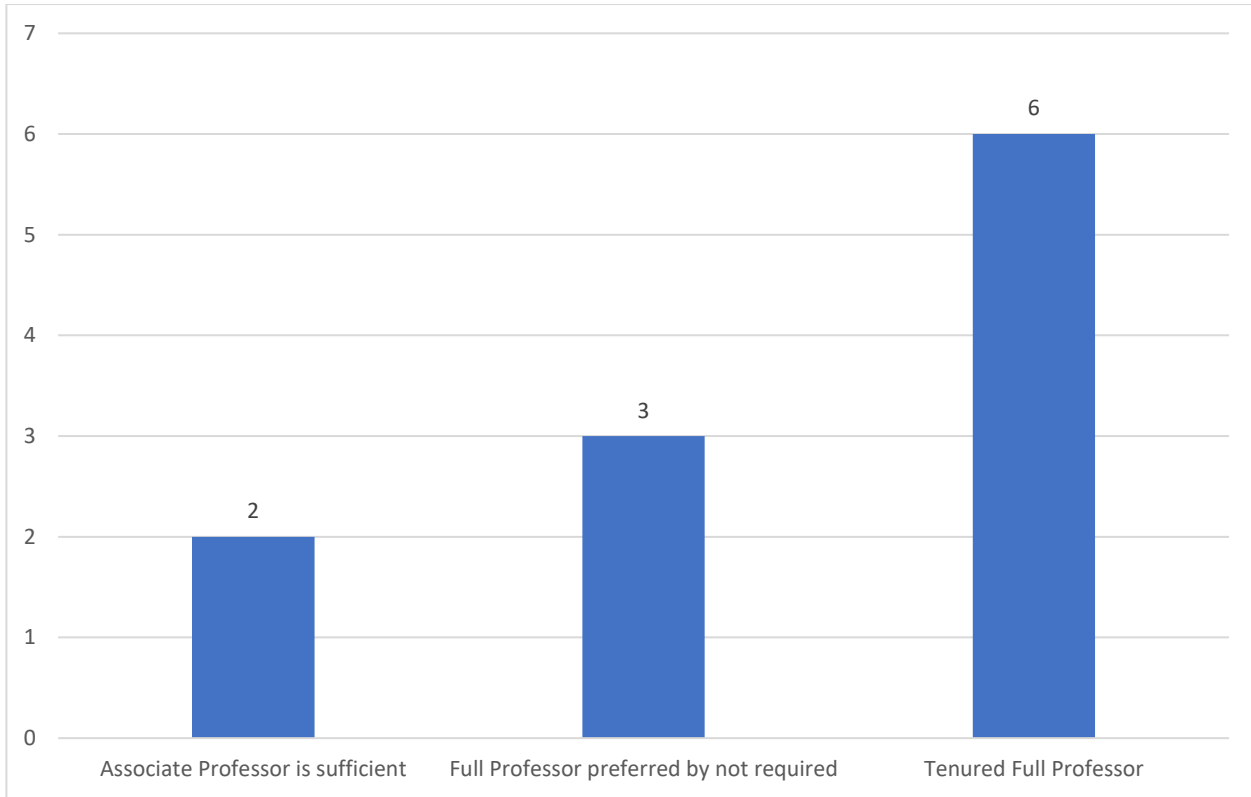
Q1 How important is it that the Provost Search Committee include a *substantial faculty majority*?

Responses indicate overwhelming consensus on the importance of strong faculty representation on the Provost Search Committee. All respondents rated this issue at the highest levels of importance: six indicated it is **Very Important** and five indicated it is **Essential**, with no responses in any lower category. This suggests a clear expectation among respondents that the committee should include a **substantial faculty majority** to ensure meaningful faculty voice and participation in the selection of the next provost.

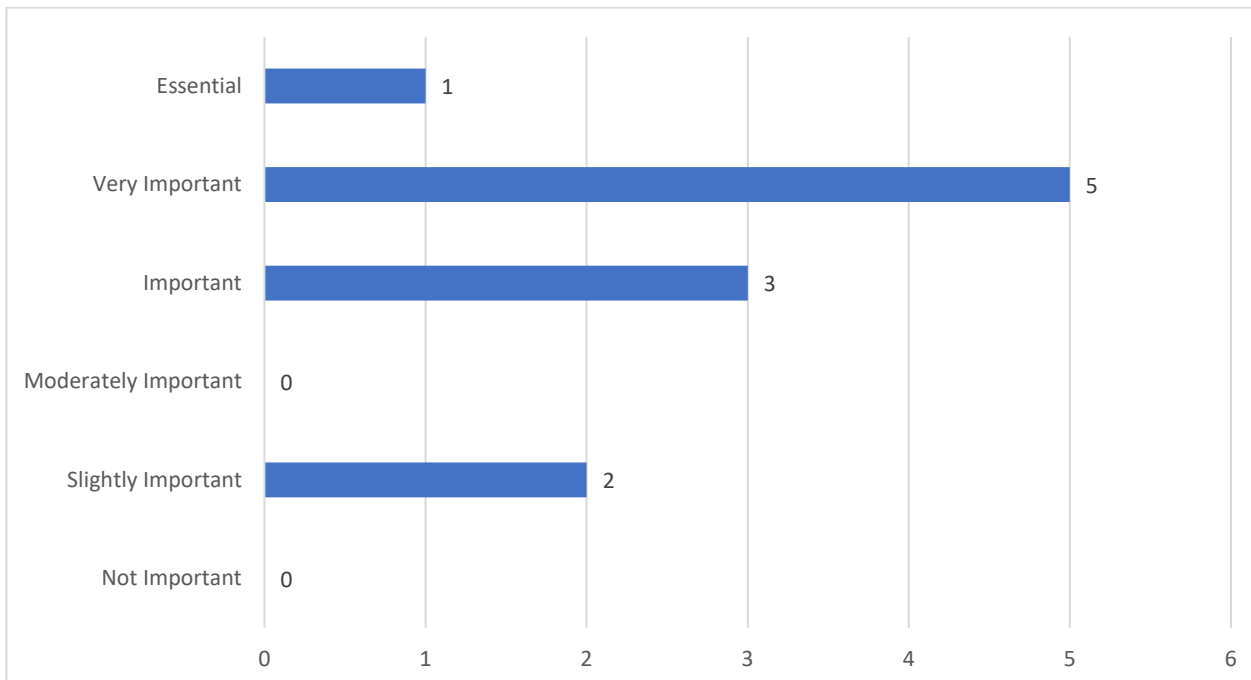
Q2 Which prior administrative experience should be expected of a Provost candidate at SU?



Q3 What academic rank should be required for the next Provost?



Q4 How important is it that the Provost have direct experience with graduate education (e.g. supervising theses/dissertations, overseeing graduate programs, assistantships, or graduate accreditation)?



Q5 Rating the importance of the following qualities in the next Provost: (1 = Not Important and 5 = Essential)

Qualities	Ranked	M	SD
Prioritizing academic quality alongside enrollment growth	1	4.73	0.47
Protecting time for research and graduate mentoring	2	4.55	0.52
Supporting graduate assistantships and research funding	3	4.36	0.67
Understanding disciplinary differences in scholarship expectations	4	4.36	0.81
Promoting the benefits of graduate education	5	4.27	0.79

Q6 Most important leadership characteristics the next Provost should demonstrate (multi-rated by participants).

Leadership & Personal Characteristics (<i>n=11</i>)*	n	%
Willingness to advocate for faculty to senior administration	7	64%
Collaborative leadership style	7	64%
Strong communication with faculty governance	6	55%
Strategic vision for graduate programs	5	45%
Transparency in decision-making	3	27%
Ability to manage institutional budget pressures	2	18%
Support for academic freedom	2	18%
Conflict mediation skills	1	9%

***Note:** Participants could select up to three.

Q7 What you most hope the next Provost will do for graduate education at Salisbury University:

1. Graduate Student Financial Support

- Advocate for Living-wage TA stipends
- Expansion of TA cohort
- Elimination of grad student fees
- Innovative in supporting more assistantship

2. Resources & Program Capacity

- Strong grad curriculum w/ small classes
- Reconciling graduate enrollment growth with limited resources
- Fund programs for high performance

3. Institutional Value of Graduate Education

- Deeply value graduate education
- Voice of advocacy for all Graduate programs
- Affirm graduate education's institutional importance
- Elevate graduate education institutionally

4. Shared Governance & Faculty Trust

- Respect and trust Grad Faculty scholar community
- Include graduate program perspectives in Univ decision-making

5. Academic Mission Over Revenue

- Prioritize academics over revenue