

NATIONAL SEARCH PROSPECTUS

Provost



UWA

The UNIVERSITY of
WEST ALABAMA



EXECUTIVE SUMMARY

The University of West Alabama (UWA) invites nominations and applications for its next Provost. This is a pivotal leadership role at one of Alabama's most historic and student-centered institutions. Founded in 1835, UWA has grown from its origins as Livingston Female Academy into a comprehensive regional university offering associate's, bachelor's, master's, education specialist, and doctoral degrees. With over 190 years of proud tradition, academic excellence, and innovation, the University continues to serve as a beacon of opportunity for students and communities across the Southeast and beyond.

As the University's chief academic officer, reporting directly to the President, the Provost provides strategic leadership and oversight for all academic affairs, encompassing UWA's colleges and academic support units. This collaborative and visionary leader will guide the academic enterprise in advancing educational quality, faculty excellence, and student success, while fostering innovation, strengthening community partnerships, and promoting a culture of shared governance and continuous improvement.

The next Provost will join an institution with a mission deeply rooted in access, service, and transformation. This is a distinctive opportunity for a student-centered, forward-thinking academic leader to help shape the next chapter in UWA's history, honoring its heritage while leading bold innovation for the future.

THE POSITION

In addition to serving as the University's chief academic officer, the Provost will also work with the President on academic matters pertaining to the teaching, scholarship, and public service programs of the University, as well as matters related to student success, accreditation, educational policies, budgets, academic integrity, and excellence. The Provost is a key member of the President's Cabinet

and is expected to be a presence on and off campus, interacting with a broad array of constituencies and representing UWA in the community.

The Provost will develop and build a high-functioning team, maintain strong relationships of trust with the President, members of the President's Cabinet, and with senior leaders in areas across the University. The Provost creates a working environment that is marked by professionalism, collaboration, trust, collegiality, respect, action, and innovation.

Major Responsibilities

- Advancing the vision, mission, and core values of UWA, including being an enthusiastic representative for UWA with internal and external constituencies.
- Working with the President in executing the strategic plan for UWA and creating and executing strategic plans specific to academics, administration, and fiscal management under the Provost's purview.
- Working with college deans to create and implement data-informed academic strategic plans for academic program development and review to increase enrollment, meet the needs of students, and build a highly qualified workforce.
- Leading college deans in promoting academic excellence through degree programs, student success, and faculty teaching, scholarship, and service.
- Working with college deans to create and ensure seamless educational pathways for students in all degree programs.
- Leading college deans in academic student success, ensuring an environment that is student-centered, is focused on continual improvement and best practices in curriculum, teaching, support services, policies, and processes to support students in achieving educational goals.
- Providing overall administrative and budget oversight for all of UWA's academic areas and programs.
- Building meaningful relationships with regional K-12 school districts, community organizations, business and industry leaders, donors, and alumni, to best serve our students and the community.
- Supporting scholarly, creative, and service activities of faculty and students.
- Ensuring transparency in key decision-making, including with the President's Cabinet, deans, the faculty senate, and the broader campus constituencies, as all work together to set and meet UWA's mission, support students' success, and achieve strategic goals.
- Working in collaboration with the President, deans, and UWA leaders to develop and expand community, regional, and workforce partnerships.

Required Qualifications

- Earned doctorate or appropriate terminal degree and qualifications and experiences meriting appointment in an academic discipline at UWA.
- Record of progressively advancing higher education leadership responsibilities, positions, and success.

- Demonstrated ability to manage financial resources, complex budgets, and personnel.
- Demonstrated ability to administratively lead at the higher education level.
- Demonstrated ability to successfully lead faculty and staff through times of change.
- Commitment to shared governance in a higher education setting.
- Commitment to serving the educational needs of an economically and demographically diverse population.
- Proven success in collaborative leadership and innovation.
- An academic portfolio architect, steward, and visionary – able to lead innovation in content and modality.
- Evidence of the ability to communicate effectively with internal and external groups.
- Willingness to live and participate in the area/community and attend after-hours events.

Desired Qualifications

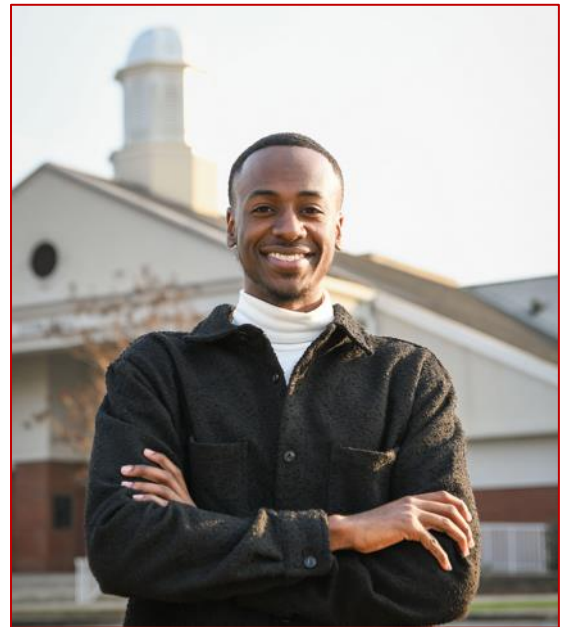
- An excellent academic record of teaching excellence, scholarship, and service.
- Experience in improving academic excellence and student success through graduation.
- Experience with developing innovative academic programs at the undergraduate and graduate level.
- Evidence of using a systems approach in analysis and problem solving.
- Experience with budget models that reward productivity, effectiveness, and innovation.
- Demonstrated knowledge of critical issues in higher education, including shared governance, and university and program accreditation.
- Evidence of outstanding organizational, interpersonal, and advocacy skills.
- Appreciation for the higher education landscape, including the role of a public regional comprehensive university.
- Commitment to evidence-based, data-informed decision-making processes.
- Evidence and commitment to open and transparent governance that includes actively sharing information with the campus community as well as implementing processes that ensure transparency.
- Demonstrated understanding of complexities involved with student-centered technological innovation, online learning, and delivery across multiple learning modalities.
- Ability to balance entrepreneurial approaches to educational markets with academic rigor and student satisfaction.

Traits and Abilities Key to the Success of the Provost

- Student-centered with a deep passion for student success and the student experience.
- A self-starter with a “builder” mentality, bringing a diverse strategy that encompasses inventive academic and student success models.
- Strategic, forward thinking, and future-oriented mindset.
- An individual who thrives in a dynamic team environment.
- Commitment to and ability to reach across divisions and create cross-divisional,

interdisciplinary teams.

- Commitment to shared governance and constructive interactions through transparent and collaborative leadership.
- Open and transparent communication style with excellent interpersonal communication skills.
- A well-grounded, service-oriented personality.
- High emotional intelligence. One who inspires commitment rather than driving compliance.
- A visible and accessible approach to leadership.
- A strong moral compass with personal and professional integrity beyond reproach.
- Politically astute. Able to communicate a position in a non-polarizing manner.
- A bias for action; a record of setting and surpassing objectives; and a proven “can do” drive to execute strategies and produce results beyond expectations.
- A critical/strategic thinker and problem solver.
- Ability to positively influence people, be a catalyst for progress, and make a decisive impact.
- An appreciation for the full range of academic disciplines and lifelong educational programs represented on campus and online.



THE UNIVERSITY

Founded in 1835, the University of West Alabama is one of state’s oldest public universities. UWA is a state-supported, coeducational institution of higher learning governed by a Board of Trustees appointed by the Governor. Its vision is to offer quality education and effective services while establishing a model for leadership in the region and beyond.

The primary mission of the University is to deliver innovative, accessible, and affordable education that fosters profound student experiences, cultivates personal growth and professional success, and builds

an engaged community of learners committed to lifelong learning, meaningful impact, and embracing the unique opportunities of the region. At UWA, students receive a quality education through associate, baccalaureate, master's, education specialist, and doctoral degrees in liberal arts, natural sciences and mathematics, nursing, technology, business, and education. As a regional institution, the University's primary commitment is to meet the educational needs of the State and particularly of the west Alabama region. The University, however, also welcomes students with a wide range of backgrounds and experiences from throughout the United States and from other countries.

Through the total educational experience that it provides and its encouragement of the free exchange of ideas among faculty, administration, and students, the University attempts to assist its students in developing the important qualities of independent thinking and respect for the ideas of others and in building firm foundations of personal integrity and character in order to realize their quests for a philosophy of life and self-fulfillment.



At the University of West Alabama, the emphasis is on the traditional learner, but the institution is also committed to furthering the concept of lifelong learning and serving non-traditional students. Among its clientele are high schools, businesses and industries, governmental agencies, and professional workers. In serving these diverse sectors, the institution employs both traditional means of delivery and innovative technologies, including distance learning and networking with other educational institutions and agencies to more comprehensively address the needs of its region.

In fulfilling its mission, the University seeks to employ a vibrant, talented, and diverse faculty. In the recruitment and retention of this faculty, as with all members of the University community, the institution, consistent with its academic heritage, maintains an openness to all qualified persons. Excellence in teaching and advising are paramount to the faculty, but they also are committed to providing leadership and fostering growth throughout west Alabama through research and public service, with primary emphasis on activities that meet the educational, social, cultural, and economic needs of the region.

Mission

Our mission is to deliver innovative, accessible, and affordable education that fosters profound student experiences, cultivates personal growth and professional success, and builds an engaged community of learners committed to lifelong learning, meaningful impact, and embracing the unique opportunities of the region.

Vision

To be an innovative and transformative leader in rural, regional public higher education by empowering students, enriching communities, and advancing knowledge.



Strategic Plan

UWA has recently developed its [2026-2035 Strategic Plan](#). This plan honors who the University is and sets an ambitious path forward. It also allows each person to “find themselves” in it and take ownership for bringing it to life.

Importantly, this plan moves the University from centrally managed planning to distributed ownership – where every unit defines continuous, measurable goals that align to University-wide priorities, tracks progress, and tells a shared story of improvement. It is designed to create a cultural shift that empowers initiative, builds capacity, and makes impact visible.

This approach is about shared purpose and real results. It invites everyone – faculty and staff across all divisions – to lead within their programs, to measure what matters, and to celebrate tangible progress for the University’s students, partners, and region.

Quick Facts and Points of Interest

Quick Facts:

- Founded in 1835
- Total enrollment of 7,167 students*
- 1,260 On-Campus Students*
- 5,907 Online Students*

- 17:1 On-Campus Student-Faculty Ratio
- Over 100 international students on-campus from 41 different countries

Points of Interest:

- Opportunity Colleges and Universities designation by Carnegie Classification of Institutions of Higher Education in Student Access and Earnings classification
- #1 Best Master's in Communications in Alabama
- #2 in Alabama for Education Programs
- #5 Best M.Ed. in Learning, Design & Technology Nationwide
- Top 10 most popular programs: elementary education, instructional leadership, clinical mental health counseling, early childhood/elementary education, interdisciplinary studies, teacher leader, psychology, physical education, business administration, and nursing
- Governor's Seal of Excellence in Work-Based Learning for its Integrated Marketing Communications Program



Academics

College of Business - UWA's College of Business is dedicated to producing innovative and productive business professionals capable of changing their own lives and the lives of others. For generations, UWA's business graduates have secured major positions across our state, nation, and our world, and continue to do something that matters on a daily basis. The College of Business offers numerous undergraduate programs, a master's in business administration, and doctor of business administration. Departments include:

- Accounting, Finance & Economics
- Business Administration, Management & Marketing

Julia Tutwiler College of Education - Education is essential, not just to the success of the individual, but to the success of our community, our state, and our country. And the key to education is, without question, in the hands of our teachers. Teaching is more than a job - it's a calling. And more than ever, we need smart, compassionate, and motivated teachers. That is the College of Education's mission,

and our graduates have been doing with distinction the work that matters for generations. Departments include:

- Teaching & Learning
- Instructional Leadership & Support

College of Liberal Arts - Companies and organizations of every type want people who can analyze data, work in creative teams, think critically, interpret messages, and communicate ideas. They want contributors who can solve the kinds of problems that can't be fixed with rote thinking. And that is exactly the kind of person that a degree in one of the liberal arts from UWA can help one become.

Departments include:

- Psychology & Sociology
- English & History
- Communications & Creative Arts

College of Natural Sciences and Mathematics - The universe is a mystery - a vast, sweeping, unending stream of questions. It is up to the scientists and the mathematicians to pursue the answers. UWA helps students join the inquiry. UWA's offerings will complement one's passion for knowledge with the skills and experiences one needs to pursue their love of science and math to the limits. Departments include:

- Biological & Environmental Sciences/Physical Sciences
- Mathematics
- School of Health Sciences and Human Performance (Department of Kinesiology)

College of Nursing - The degree options in the College of Nursing are designed to provide students with the knowledge, skills, and abilities to seek a career in nursing. Programs in the College of Nursing are granted approval by the Alabama Board of Nursing and accreditation by the Accreditation Commission for Education in Nursing (ACEN).

Division of Engineering Technology - Some people identify problems and others thrive on solving problems. UWA degrees in engineering and technology provide the specialized knowledge and skills needed to identify needs in a wide range of industries and fields and develop the systems or equipment to meet those needs.

School of Graduate Studies - The mission of the School of Graduate Studies is to provide a platform for advanced academic exploration and professional development. We are committed to fostering a dynamic learning environment that empowers individuals to excel in their chosen fields through rigorous research, innovative thinking, and specialized expertise.

Student Life

At the University of West Alabama, there are over 60 student clubs and organizations, providing opportunities for students of every interest. A college education starts in the classroom, but the opportunities students seek out in their spare time can balance their academics, serve as a means for

connecting with other students, provide leadership development and opportunities, encourage civic engagement, and enhance the college experience. Some organizations are organized to meet the interest of a few students, while others are established to fulfill a long-term role with the University.

At UWA, there are countless opportunities to be a part of something great — from service organizations and Greek Life to clubs and organizations. Students can also choose to lead their fellow students, cheer the Tigers along, make music, sing, dance, and more. The more involved a student becomes, the richer and more rewarding their college experience will be.

Campus activities strive to provide meaningful experiences through programs and services to the campus community. From group fitness classes and outdoor adventures and aquatics to intramural sports, there's something for every student no matter their level of ability or expertise. Students are encouraged to invest in themselves and take advantage of what campus recreation offers.

THE LOCAL COMMUNITY



The University of West Alabama is located in Livingston, Alabama, which is the county seat of Sumter County. Livingston is a city with a rich history, poised for a vibrant future. Historically known for its natural resources and beauty, Sumter County offers scenic riverfront views at tourist attractions such as Mimosa Ridge and hiking along the Sumter County Nature Trails surrounding Lake LU, on UWA's campus. Growing downtown and community initiatives support civic engagement and leadership opportunities. The University has played a lead role in the growth and development of the area, supporting the recruitment of business and industry, and collaborating with civic and community groups and agencies for program development. The University celebrates the region's attributes and plays a lead role in the sustained growth and enrichment opportunities. In the spirit of continued success, the University models the theme of its new strategic plan, "Bridging Tradition, Igniting Transformation," to celebrate the area's people and places in a way that will sustain its next generation of leaders.

Livingston is halfway between Atlanta and New Orleans, Jackson and Birmingham, and Dallas and Charlotte. Over 5 million people live within a two-hour radius of Livingston.

KEY ATTRACTORS TO THE ROLE

- An opportunity to lead at a distinctive university and have a meaningful impact on the lives of students, their families, employees, the greater community, the region, the state of Alabama, and beyond.
- Talented, caring, and cooperative faculty and staff who understand the need for continuous improvement and change.
- A diverse campus community where students feel seen and heard by faculty, staff, and peers; a community where there is a palpable sense of optimism and goodwill.
- A supportive President who appreciates the Provost's role.
- An involved and caring community that welcomes collaboration and supports the University and student success.
- A great place to live, work, and raise a family with a relatively low cost of living.



NOMINATIONS & APPLICATIONS

The Search Committee invites letters of interest and nominations to be submitted directly to the search firm, Anthem Executive. Correspondence should include a curriculum vitae and a letter of interest describing relevant experience and interest in the position. Submit materials to Michael Ballew, Scott Watson, JR Wheless, or Florene Stawowy at: UWAProvost@AnthemExecutive.com

While applications and nominations will be accepted until a provost is selected, interested parties are strongly encouraged to submit their materials as soon as possible to assure consideration. Expressing interest is the first step in receiving consideration and does not make one an applicant for the position.



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