



EAST TEXAS A&M

Provost Fellows 2026-2027

Division of Academic Affairs Core Values and Competencies

Results-Based Accountability: Assures Accountability
Empowerment: Drives Engagement
Excellence: Drives Vision and Purpose
Access: Customer Focus

Overview of the Fellowship

The Provost Fellowship provides leadership development for faculty interested in honing their leadership skills while learning more about administrative responsibilities throughout the Division of Academic Affairs and across the institution. In addition to providing an opportunity for faculty members to serve in an institutional leadership role, goals include leveraging faculty expertise and insight, addressing impactful areas identified for change, and continuing to build and sustain close relationships among the colleges, departments, and programs throughout the division. Integrating faculty perspectives with an overall institutional viewpoint enriches the university and contributes to transformational change for all students, faculty, and staff at East Texas A&M University.

Expectations

To ensure an immersive leadership development experience, Fellows are expected to have a presence in the Provost Office, dedicating an average of 15 to 20 hours per week to the fellowship. In consultation with the department head, college dean, and the Provost Office, Fellows receive course releases throughout the academic year.

While learning more about leadership styles and competencies as they hone their leadership approach, Fellows lead university-wide initiatives, represent the Provost and Senior Vice Provost as needed on behalf of the Provost Office, and collaborate with identified stakeholders, both internal and external to the university. Fellows are expected



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to work together as a cohort, addressing identified collaborative responsibilities in areas such as policies and procedures, new faculty programs, and other duties as assigned.

Examples of expectations and opportunities include:

- 15-20 hours/week in the Provost Office
- Work in partnership with the Provost, the Senior Vice Provost, Deans, and other administrative leaders
- In collaboration with the Provost and Senior Vice Provost, develop and implement actions tied to a project identified within priority areas (see below)
- Attendance at the President's Administrative Council meetings
- Attendance at Provost Office meetings
- Attendance at required Provost Fellows meetings (every other week)
- Attendance at Deans Council (as scheduled)
- 1:1 meetings with the Provost (as scheduled)
- 1:1 meetings with the Senior Vice Provost (as scheduled)

Additional opportunities for Fellows to learn about leadership include:

- Shadowing university administrators, including the President, Vice Presidents, Provost and Senior Vice Provost, Deans and Department Heads
- Participating in individual and group executive coaching
- Attending leadership and higher education-focused conferences

Identified Areas of Focus

Fellows are expected to design and implement a project contributing to one of the identified areas below. Although collaborative projects involving the current Fellows are encouraged, individual projects may also be approved. The extent of projects tends to be fairly broad, with a negotiable timeline, but must entail measurable outcomes, ensuring a path for evaluation and sustainability.



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Current identified priorities of possible focus include:

- Student Success
- Building a Community of Scholars
- Teaching Excellence
- Career Preparedness
- Faculty Wellness

Qualifications

Required

- Tenured and at the rank of Associate or Full faculty member currently employed at ETAMU
- Unencumbered by current disciplinary actions, probationary status, or performance management measures

Preferred

- Demonstrated interest in contributing to the university
- Leadership potential
- Innovative, creative, and forward leaning
- Excellent communication skills
- Ability to work individually and in a group
- Comfortable with receiving constructive feedback

Application deadline: 3/31/2026

Completed and signed applications should be submitted electronically to Cynthia Rhodes at Cynthia.Rhodes@tamuc.edu