

Associate Provost for Faculty Development and Success

Leadership Profile

January 2026



Executive Summary

The University of Tampa (UTampa) seeks a visionary and strategic academic leader to develop, implement, and advance a comprehensive strategy for faculty success, serving as the inaugural associate provost for faculty development and success.

Since 1931, the University of Tampa has been dedicated to delivering exceptional, globally informed learning experiences. Ideally situated on a beautiful 110-acre residential campus along the Hillsborough River, adjacent to Tampa's dynamic downtown business and medical districts, UTampa benefits from its location in a vibrant, diverse, and rapidly growing metropolitan area. The University reflects this energy through a distinguished faculty of approximately 900; a talented student body of 11,500 undergraduate, graduate, and professional students drawn from all 50 states and most of the world's countries; a dedicated staff of 540; and top-tier rankings in U.S. News & World Report, Forbes, and The Princeton Review.

UTampa is a highly sought-after destination for students seeking a distinctive, high-quality education rooted in the liberal arts and enriched by experiential learning opportunities including internships, community engagement, and outstanding recreational offerings. Its four-college model – the College of Arts and Letters, Sykes College of Business, College of Natural and Health Sciences, and College of Social Sciences, Mathematics, and Education – has enabled UTampa to maintain its close-knit academic community while sustaining a trajectory of significant growth and institutional strength.

The associate provost will unify, elevate, and expand faculty development initiatives across UTampa, ensuring faculty have the resources, recognition, and support necessary to thrive in teaching, research, and service. This leader will oversee faculty mentoring and professional development while facilitating promotion and tenure processes, sabbaticals, and internal grants. The Center for Teaching and Learning will report to the associate provost. Key priorities include designing structured onboarding and career development pathways, amplifying faculty achievements nationally, and strengthening recruitment and retention strategies. The associate provost will play a pivotal role in shaping UTampa's academic identity and positioning the University as a destination for outstanding scholars.

UTampa seeks a dynamic and accomplished academic leader with a record of success in faculty development and academic affairs. The ideal candidate will demonstrate visionary leadership, strategic and operational expertise, and a deep commitment to faculty excellence. Required qualifications include an earned doctorate or equivalent terminal degree, scholarly achievement meriting appointment as a full professor at the University, and experience designing programs that advance teaching, research, and interdisciplinary collaboration. Strong interpersonal skills, data-driven decision-making, and the ability to foster inclusive, collaborative environments are essential. The successful candidate will bring integrity, adaptability, and a collegial spirit to this transformative role.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy at the end of this document.

Role of the Associate Provost for Faculty Development and Success

The associate provost for faculty development and success at The University of Tampa will serve as a key academic leader within the Office of the Provost, reporting directly to Provost Michael T. Stephenson. This inaugural position offers the opportunity to unify, elevate, and expand faculty development initiatives across the institution, ensuring UTampa's faculty have the resources, recognition, and support needed to excel in teaching, research, service/student involvement.

The associate provost will oversee a comprehensive portfolio that includes faculty mentoring and professional development, promotion and tenure processes, sabbaticals, internal grant programs, and the [Center for Teaching and Learning](#) (CTL). Acting as a central advocate for faculty success, this leader will work collaboratively across all four colleges to create a cohesive, strategic, and University-wide approach that reflects UTampa's commitment to academic excellence and innovation.

Charged with advancing a comprehensive vision for faculty success, the associate provost will:

- Establish consistent mentoring programs across disciplines.
- Promote faculty achievements at regional and national levels.
- Lead efforts to strengthen recruitment and retention.

This includes developing structured onboarding and career development pathways, implementing best practices for search committees, and fostering a culture of recognition through awards and fellowships. The associate provost will also play a pivotal role in modernizing systems and processes, leveraging data to measure outcomes, and ensuring transparency in policies and practices.

By building strong partnerships with faculty, deans, and other academic leaders, the associate provost will help position UTampa as a premier destination for outstanding scholars and educators, supporting the University's aspirations for continued growth and national prominence.

Primary Responsibilities

- **Faculty Development and Mentoring**
Design and implement a unified framework for faculty mentoring and professional development across all colleges and career stages. Oversee CTL and expand its role to include robust programming that supports teaching excellence, leadership development, and interdisciplinary collaboration.
- **Recognition and Success**
Develop strategies to identify and nominate faculty for prestigious awards, fellowships, and grants. Maintain a faculty expertise database to promote scholarly achievements internally and externally.
- **Recruitment and Retention**
Establish best practices for faculty recruitment, including search committee training and candidate engagement strategies. Collaborate with leadership to address competitiveness, workload balance, and career advancement opportunities.
- **Data-Driven Decision Making**
Create systems to track faculty success metrics, recruitment outcomes, and retention trends. Use analytics to inform policy, allocate resources, and measure the impact of development initiatives.

- **Collaboration and Shared Governance**

Foster strong partnerships with faculty and ensure alignment with UTampa's strategic priorities. Serve as a visible, accessible partner to elevate the reputation of the faculty and the institution.

Opportunities and Expectations for Leadership

The associate provost for faculty development and success will serve as a key member of the provost's leadership team, helping to shape and advance a comprehensive vision for faculty success for the University. As a senior leader within Academic Affairs, the associate provost will play a unifying role, serving as a thought partner to the provost and vice provost, fostering alignment among the provost's team, and ensuring responsiveness across the campus community.

This individual will lead efforts to strengthen UTampa's faculty support infrastructure, integrate faculty development initiatives, and build a cohesive, University-wide approach to faculty success. Central to this work is the goal of achieving a highly effective, cross-institutional faculty success strategy that enhances the faculty experience, aligns support services with institutional priorities, and helps define a distinctive academic identity that reflects both the University's strengths and its aspirations for the future.

In addition, the associate provost will be expected to:

Establish consistent mentoring and faculty development across all schools and disciplines

The associate provost will design and implement a unified, comprehensive approach to faculty mentoring and professional development across all colleges and career stages. Currently, mentoring varies widely by department and college. The associate provost will ensure that faculty at all ranks - assistant, associate, and full professors as well as non-tenure track faculty - receive tailored support.

Key initiatives include structured onboarding for new faculty, training for department chairs, and leadership development for faculty moving into leadership roles. Additionally, the associate provost will oversee and expand the Center for Teaching and Learning (CTL) to deliver robust programming that fosters collaboration across colleges and reduces silos.

Beyond mentoring, the associate provost will implement systems to incentivize participation in professional development activities. They will streamline processes to reduce administrative burdens and create mechanisms to recognize mentoring and advising contributions. By formalizing these programs and ensuring transparency, the associate provost will cultivate a culture of continuous growth and collaboration, positioning faculty for success in teaching, research, and service.

Promote faculty success

A key responsibility will be to elevate faculty visibility and recognition at regional and national levels. While UTampa has significant opportunities to nominate faculty for prestigious awards, fellowships, and grants, these efforts have been sporadic and decentralized. The associate provost will develop a proactive strategy to identify and promote faculty achievements, including maintaining a faculty expertise database for media engagement and external partnerships. Internally, the associate provost will work with campus partners to review and enhance resources that support faculty success, such as internal grant funding, sabbaticals, and promotion incentives. By creating transparent systems for tracking and celebrating faculty accomplishments, the associate provost will foster a culture where outstanding work is acknowledged and rewarded, reinforcing UTampa's commitment to faculty excellence.

Drive faculty recruitment and retention efforts

The associate provost will play a pivotal role in improving faculty recruitment and retention, areas currently marked by inconsistent practices and challenges related to compensation and workload. They will establish best practices for search committees, including training and guidance to ensure equitable and effective hiring processes. Additionally, the associate provost will introduce innovative approaches to recruitment, such as personalized candidate experiences that showcase the University's and the greater Tampa community's strengths - helping attract top talent.

They will also implement mechanisms to track faculty departures and identify interventions to improve retention. By aligning recruitment and retention with faculty development initiatives, the associate provost will ensure UTampa remains a desirable and supportive environment for faculty to build long-term careers.

Professional Qualifications and Personal Qualities

The University of Tampa seeks in its inaugural associate provost for faculty development and success a dynamic, strategic academic leader with the experience, vision, and collaborative spirit to advance faculty success across the institution. The ideal candidate will possess most or all of the following qualifications and attributes:

Leadership and Vision

- Proven record of leadership in faculty development, mentoring, and academic affairs, ideally at the level of department chair, associate dean, or higher.
- Intellectual stature and professional gravitas to inspire confidence among faculty and staff, coupled with the ability to articulate and implement a bold vision for faculty success.
- Demonstrated capacity to lead through change, foster innovation, and build consensus across diverse academic units.

Commitment to Faculty Excellence

- Deep understanding of the faculty lifecycle, including promotion and tenure, sabbaticals, and professional development needs at all career stages.
- Experience designing and implementing programs that advance teaching excellence, research productivity, and interdisciplinary collaboration.

Strategic and Operational Expertise

- Success in developing and executing strategic plans for faculty development and retention.
- Ability to manage complex portfolios, align resources with institutional priorities, and deliver measurable outcomes.
- Familiarity with best practices in faculty recruitment, search committee training, and retention strategies.

Data-Driven Decision Making

- Experience leveraging data and analytics to assess program effectiveness, track faculty success metrics, and inform policy decisions.
- Capacity to modernize systems and processes to improve efficiency, transparency, and accountability.

Interpersonal and Collaborative Skills

- Exceptional ability to build relationships across colleges, departments, and administrative units.
- History of fostering inclusive, collaborative environments and engaging faculty in shared governance.
- Strong communication and listening skills, marked by clarity, empathy, and accessibility.

Personal Qualities

- Intellectual curiosity, integrity, and high standards for professional achievement.
- Resilience, adaptability, and creativity in navigating ambiguity and institutional change.
- A collegial and approachable demeanor, with a genuine commitment to supporting faculty success.

Academic Credentials

- An earned doctorate or equivalent terminal degree is required.

- A record of scholarly achievement and teaching experience that merits appointment as a full professor at the University.

About the Office of the Provost

Overview

The [Office of the Provost](#) is led by Provost and Vice President for Academic Affairs Michael T. Stephenson, who works in close partnership with President Teresa Dahlberg. The provost and his team are responsible for visioning, developing, and executing an academic strategy that aligns with the University's strategic priorities. This strategy reflects and extends UTampa's existing areas of strength, responds to high-demand academic programs, and supports economic and workforce development priorities.

The provost – working closely with a talented academic affairs team – champions the University's teaching, learning, and research enterprise with the highest standards of integrity and academic excellence, while affirming UTampa's commitment to a foundational liberal arts-based general education.

Reporting to the provost are the deans of each of UTampa's four colleges, as well as the library, honors program, and other academic program areas. A chart of organization will be shared with semi-finalists.

About The University of Tampa

Overview



From the gleaming minarets of Plant Hall – Tampa's signature National Historic Landmark – to the \$1.06 billion in new facilities and technology, the University of Tampa's globally-connected campus is at the heart of a vibrant urban oasis. A distinguished faculty and approximately 11,500 students from all 50 states and most of the world's countries are joined in a University ranked among the best by U.S. News & World Report, Forbes, and The Princeton Review.

UTampa is a comprehensive, independent University that delivers challenging and high-quality educational experiences to a diverse group of learners. Four colleges offer more than 200 programs of study through a core curriculum rooted in a liberal arts tradition. Beginning with an innovative first-year student experience, UTampa students explore global issues, examine career possibilities, and refine communication and critical-thinking skills. Graduate programs in each college, as well as a continuing studies program for adult learners, exemplify the University's commitment to the professions and to the community.

The University's 110-acre residential campus in downtown Tampa provides a historical and cultural setting for learning both on and off campus. Valuing the community's global heritage, UTampa attracts students, faculty, and staff from around the country and around the world.

Visit UTampa's beautiful, urban campus through a [virtual tour](#).

History

Founded by community leaders in 1931 as Tampa Junior College, its purpose was to provide local students with access to higher education. Leading the new institution was Frederic H. Spaulding, the former principal of Tampa's Hillsborough High School and the man who had been the motivating force behind establishing the first local college for Tampa's high school graduates.

In 1933, the institution expanded to offer bachelor's degrees and was renamed the University of Tampa. Its campus moved from Hillsborough High School to what is now known as Plant Hall. Plant Hall, the main academic and administrative building for the University, already had an extraordinary history. Formerly the Tampa Bay Hotel, the building still remains a symbol of the city and its history.

Built between 1888 and 1891 by railroad and shipping magnate Henry B. Plant, the Tampa Bay Hotel was designed to surpass all other grand winter resorts. At a cost of \$86 million (in today's dollars), the 511-room giant rose to a flamboyant height of five stories, surrounded by ornate Victorian gingerbread trim and topped by Moorish minarets, domes, and cupolas.

Today, the University of Tampa is seeing its original mission realized as it has been transformed into a comprehensive, metropolitan university. What was once a campus of one iconic building now brims with 72 modern and renovated buildings and 12 residence halls.

Mission

The University of Tampa is a comprehensive, independent university that delivers challenging and high-quality educational experiences to a diverse group of learners. Four colleges offer about 200 areas of graduate and undergraduate study. The Spartan Studies general education curriculum helps to prepare students to be successful, contributing members of the global community. Graduate and continuing studies programs exemplify our commitment to the professions and community.

The University's 110-acre residential campus in downtown Tampa provides an exceptional setting for learning both on and off campus. Valuing the community's international heritage, the University attracts students, faculty, and staff from around the world with diverse backgrounds to facilitate intercultural learning.

UT is committed to the development of each student to become a productive and responsible citizen. The University conducts classes in personalized settings in which learning is enhanced through application by balancing "learning by thinking" with "learning by doing." Students are taught by highly qualified faculty members dedicated to teaching, scholarship, advising, and continued intellectual growth. Students participate in learning partnerships with faculty and the community through clinical and consulting assignments, internships, and research experiences. Academic services and co-curricular activities support individual well-being and development, and provide leadership opportunities. UT strives to provide a rich and inclusive learning environment for all students to prepare them for careers and lifelong learning.

Core Curriculum

Spartan Studies is UTampa's general education program that is completed by all undergraduate students at the University except for students in the Honors Program or those earning their Bachelor of Liberal Studies. The mission of Spartan Studies is to prepare students to be successful, contributing members of the global community by providing a strong, liberal arts curriculum. The 14-course curriculum is spread over four years, culminating in a multimodal senior-year project that ties together the general education experience and acquired expertise in a major area of study.

Academics

UTampa offers over 200 programs, 22 master's degrees, including four MBA programs (ten concentrations), 13 certificates, three doctorates, and [4+1 programs](#) in the MBA, M.Ed., M.A. in Social and Emerging Media, and M.S. in Accounting, Criminology and Criminal Justice, Cybersecurity, Instructional Design and Technology, and Marketing programs.

The University is comprised of four colleges:

- [College of Arts and Letters](#)
- [College of Natural and Health Sciences](#)
- [College of Social Science, Mathematics and Education](#)
- [Sykes College of Business](#)

In addition to the four colleges, UTampa has four major interdisciplinary areas that draw students, faculty, and resources from across the University and curriculum:

- [Continuing Studies](#) coordinates all-University programs for adult and part-time learners.
- [Spartan Studies](#) supports the general education program that is the liberal arts core required of all undergraduate students not participating in the Honors Program.
- [International Programs](#) oversees study abroad programs, international majors and certificates, and international student services.
- [Honors Program](#) offers an innovative curriculum, a close-knit community and undergraduate research experiences for high-achieving UTampa students (*note that the Honors Program is slated to become an Honors College*).

The University of Tampa has approximately 900 faculty (tenure line and adjunct), a 1:17 faculty-to-student ratio, and an average class size of 21.



Facts and Figures

- Approximately 11,500 students enrolled for Fall 2025
- 22 years of record enrollment since 1995
- Approximately 22% of undergraduates from Florida
- Students from 50 states and most of the world's countries
- About 1,200 international students
- A residential campus with 12 residence halls
- Over 2,700 degrees conferred annually

Cost and Financial Aid

- Average cost for full-time undergraduate students for the 2025-26 academic year: \$50,688.
- 90% of students receive financial [aid](#)
- \$124 million in institutional aid
- About \$275 million in total aid (includes grants, loans, and campus employment)

Financial Facts

- Projected annual revenue: \$429.5 million and \$1.08 billion in current assets
- The University has operated in the black since 1995, and employees have enjoyed annual pay increases without interruption by the Great Recession or the COVID-19 pandemic
- Approximately 900 faculty
- 540 full- and part-time staff
- 1,700 [students employed](#) on campus
- Fundraising: \$22.7 million (2024-2025)
- Endowment: \$90 million (May 2025)
- \$1.06 billion in [construction](#) completed since 1998

Additional facts on the University of Tampa may be viewed [here](#).

Leadership

Teresa Abi-Nader Dahlberg, Ph.D., President



Teresa Abi-Nader Dahlberg is the 11th president of the University of Tampa. Dahlberg came to UTampa from Texas Christian University (TCU), where she served as provost and vice chancellor for academic affairs. In addition to being TCU's chief academic officer, Dahlberg was also a professor of both computer science and engineering. She has 30 years of experience in higher education as a faculty member and an administrator and is known especially as an advocate for student success, innovative academic programs, and inclusivity initiatives. At TCU, she oversaw the start-up of the Burnett School of Medicine, increased faculty diversity, and served as chief fundraiser for college donors.

Prior to joining TCU in 2019, Dahlberg served as dean of the College of Engineering and Computer Science at Syracuse University (NY), where she launched strategic and advancement plans that focused on students' experience, research, and diversity and inclusion. She also created and led the college fundraising campaign, which meaningfully contributed to Syracuse's \$1.5 billion Forever Orange capital campaign.

Before her position at Syracuse, Dahlberg served as chief academic officer and dean of the Albert Nerken School of Engineering at Cooper Union for the Advancement of Science and Art (NY), and associate dean of the College of Computing and Informatics at the University of North Carolina Charlotte. At Charlotte, Dahlberg co-founded and directed the STARS Computing Corps, a National Science Foundation Alliance that engaged over 50 colleges and universities in service-learning, and led the Diversity in Information Technology Institute, an action research center that strengthened the STEM pipeline from K-12 to the professoriate.

In her academic career, Dahlberg has been the principal investigator for over \$20 million in external funding for projects in areas of computer education, broadening participation in computing and wireless networking research.

Dahlberg began her professional career with the IBM Corporation in North Carolina. She has a bachelor's degree from the University of Pittsburgh and earned both a master's degree and a Ph.D. from North Carolina State University, where she is a member of the Alumni Hall of Fame.

Michael T. Stephenson, Ph.D., Provost and Vice President for Academic Affairs



Michael T. Stephenson is provost and vice president for academic affairs and professor of communication at the University of Tampa. Previously, he served as provost at Sam Houston State University and as vice provost at Texas A&M University. Stephenson earned his Ph.D. in Communication from the University of Kentucky and began his academic career at the University of Missouri.

Stephenson's primary research focuses on the media's role in changing or reinforcing health behavior. His research was recognized in seven "Top Paper" awards at national and international communication conferences. He has authored or co-authored over 40 peer-reviewed publications and book chapters. His research has been funded by the Centers for Disease Control and Prevention and the Division of Transplantation, and he has consulted on research projects funded by the National Institute on Drug Abuse.



Tampa, Florida

The connection between UTampa and the Tampa community is especially strong. With 3.4 million people, the Tampa Bay area is West Central Florida's center of government, commerce, communications, business, health care, scientific research, sports, culture, and entertainment. It is also home to beautiful beaches and pleasant year-round temperatures.

Tampa has experienced rapid urban growth in recent years, with major new developments downtown, including the Water Street neighborhood, the Heights District, Armature Works, and the Tampa Riverwalk, a 2.6-mile waterfront walkway linking downtown neighborhoods. Historic Ybor City, connected to downtown by a street trolley, is well known for its vibrant nightlife, dining, and entertainment.

The David A. Straz, Jr. Center for Performing Arts, Tampa Museum of Art, the Glazer Children's Museum, and the Benchmark International Arena are just five minutes from campus. Busch Gardens, ZooTampa, and the Florida Aquarium are also popular Tampa attractions. Students are only a 30-minute drive from the beaches and cultural attractions of St. Petersburg including the Salvador Dali Museum, the St. Petersburg Museum of Fine Arts, the James Museum of Western and Wildlife Art, the Chihuly Collection, the Florida Holocaust Museum, and others.

With plenty of sunshine, Tampa residents enjoy sports activities year-round. Bayshore Boulevard offers a 4.5-mile continuous waterfront sidewalk for walking, running, and cycling. Fans root for Tampa Bay Buccaneers football, Lightning hockey, Rowdies soccer, and Rays baseball teams. The area has long been home to many major league baseball teams' spring training facilities, with Tampa serving as host for the New York Yankees.



Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting The University of Tampa in this search. For fullest consideration, candidate materials should be received by **March 9, 2026**.

Applications, nominations, and inquiries can be directed to:

Robin Mamlet, Lauren Bruce-Stets, and Tyler Workman

UTampa-APFDS@wittkieffer.com

The University of Tampa embraces diversity in its many forms, including but not limited to sex, race, color, national origin, disability, gender identity or expression, sexual orientation, age, military or veteran status, marital status, genetic information, ethnicity, religion, spiritual belief, geographic origin, socio-economic status, language, political beliefs, and first-generation status. UTampa seeks to enhance the diversity of its students, faculty, and staff in the belief that doing so contributes to a more impactful learning environment for everyone in the UTampa community.