

UNIVERSITY OF CALIFORNIA MERCED

Executive Vice Chancellor and Provost Position Profile

The University of California, Merced (UC Merced) invites inquiries, nominations and applications for a visionary and inspiring leader to serve as the Executive Vice Chancellor and Provost (EVC & Provost).

The University

UC Merced is the newest of the University of California system's 10 campuses and the first American research university built in the 21st century. With over 9,000 undergraduate and graduate students, UC Merced offers an environment that combines a commitment to diversity, inclusive excellence, collaboration and professional development. With bachelor's, master's, and doctoral degree programs, strong research and academic partnerships, and extensive community engagement, UC Merced continues to evolve and requires talented, knowledgeable and dynamic educators, researchers, management, and staff.

UC Merced offers 31 majors, 28 minors, and 18 graduate programs through its three schools – the [School of Engineering](#), the [School of Natural Sciences](#), and the [School of Social Sciences, Humanities, and the Arts](#) – taught by more than 450 faculty members, along with visiting professors and lecturers from many different backgrounds and leading universities across the nation and around the world. Ranked among the best public universities in the nation by U.S. News and World Report, UC Merced is uniquely equipped to provide educational opportunities to highly qualified students from the San Joaquin Valley and throughout California. The University, which is guided by a long-range vision of sustainable construction and design, supports the economic development of Merced and the surrounding region and enjoys a special connection with nearby Yosemite National Park and the Sierra Nevada mountains.

UC Merced's recently completed Merced 2020 Project doubled the physical capacity of the campus by enhancing academic distinction, bolstering student success, and boosting research excellence. In addition, UC Merced's Downtown Campus Center, a \$33 million, three-story administrative building, was constructed in the heart of Merced in 2018. For more detailed information about the campus, visit <https://www.ucmerced.edu/>.

Chancellor Juan Sánchez Muñoz

In May 2020, the University of California Board of Regents appointed a dynamic, capable, and inspiring new leader, Dr. Juan Sánchez Muñoz, as Chancellor of UC Merced. Prior to joining UC Merced as Chancellor, Dr. Muñoz served as President of the University of Houston-Downtown (UHD), a Hispanic Serving Institution that serves more than 15,000 students in Houston, TX.

During his first year at UHD, Dr. Muñoz launched the university's largest capital campaign and led the institution's recovery efforts after Hurricane Harvey. Dr. Muñoz also presided over UHD's increases in enrollment, retention and graduation, in addition to new degree programs including a bachelor's of science in nursing and data science; awards from the Texas Higher Education Coordinating Board for the university's model success programs; and a \$1 million grant from the Howard Hughes Medical Institute — the only university in Texas to receive the award in 2018.

Prior to UHD, Dr. Muñoz served as Senior Vice President and Vice Provost at Texas Tech University.

A California native whose parents immigrated from Mexico and whose father worked in the fields of the San Joaquin Valley, Dr. Juan Sánchez Muñoz has deep roots in the UC System and the Central Valley. To learn more about Chancellor Muñoz, visit <https://chancellor.ucmerced.edu/meet-chancellor/munoz>.

Strategic Plan

Under the leadership of Chancellor Muñoz and with thoughtful engagement by faculty, staff, students, and external partners, UC Merced launched “*Building Our Future*” – the inaugural long-range comprehensive strategic plan for the institution. The plan provides the blueprint that will drive success and momentum into the future as the young campus continues to grow. The plan announces with clarity and conviction what UC Merced values as a community and an institution through the following goals: engaging our world through discovery and the advancement of knowledge; developing future scholars and leaders; and cultivating a culture of dignity and respect for all. By 2031, UC Merced aspires to be a Research 1 university with 15,000 well-supported undergraduate and graduate students while promoting an empowering and equitable place to work and learn. For more information about the plan, visit <https://strategicplan.ucmerced.edu/>.

Position Summary

Reporting directly to the Chancellor and serving as a member of the Chancellor’s senior leadership team, the EVC & Provost is the chief academic officer who provides broad vision and executive leadership to campus-wide policy, planning, initiatives and operations. The EVC & Provost works closely with the Chancellor and his Cabinet in the formulation and implementation of academic and administrative policies, serves as Acting Chancellor in the Chancellor’s absence and is the liaison to the UC Merced Academic Senate. In pursuing these responsibilities, the EVC & Provost collaborates with academic leaders across campus and the University of California system, building on campus strengths, creating synergies and supporting collaboration for the greater benefit of the campus academic enterprise, UC Merced, and the University of California.

The EVC & Provost has broad oversight, policy, and management responsibilities for academic activities at the University. With support from several academic support units, the EVC & Provost is key to setting strategic directions and priorities for UC Merced’s core academic mission. This includes a leadership role in enrollment management, the enhancement of existing and creation of new undergraduate and graduate programs as well as championing and creating an outstanding climate of collaboration and support for UC Merced’s research mission and commitment to the region. The EVC & Provost advances the university’s organizational effectiveness through equity-minded leadership and inclusive practice.

Direct reports to the EVC & Provost include the deans of the School of Engineering, the School of Natural Sciences, and the School of Social Sciences, Humanities, and the Arts; the Vice Provost for Academic Affairs and Strategy; the Dean of Extension, the Vice Provost and Dean of Undergraduate Education; the Vice Provost and Dean of Graduate Education; the Vice Provost of Academic Personnel, the University Librarian and the Director of Medical Education. The EVC & Provost has oversight of more than 450 faculty members and manages a budget of \$158 million.

Opportunities and Challenges

The EVC & Provost is expected to have a significant impact on UC Merced and its campus community. With this in mind, the EVC & Provost will be required to provide leadership and direction in several critical areas, including but not limited to:

- **Implementing the University’s Strategic Plan** – In supporting the implementation of the University’s strategic plan, “[Building Our Future](#)”, the EVC & Provost will serve as a catalyst inspiring university and external stakeholders to focus their collective energy on pursuing a shared vision for academic excellence; engaging in interdisciplinary and transformational research that advances the economic development of the San Joaquin Valley and beyond; and fostering the intellectual and personal development of students as future scholars and leaders. Ultimately, the EVC & Provost will work in collaboration with the faculty and other divisions on campus to achieve R1 status while strengthening the University’s efforts and commitment to student success and access. To that end, the EVC & Provost must possess strong listening skills, the ability to engage stakeholders in meaningful discussions, and an openness in providing information about the decision-making process and how decisions will affect stakeholders as the University makes its vision a reality.
- **Enhancing UC Merced’s Infrastructure** – UC Merced’s next EVC & Provost must be an innovative and entrepreneurial leader capable of guiding the University in addressing campus needs in a shifting higher educational and economic environment while maintaining the University’s commitment to academic excellence, student success, and accessibility. To do so, the EVC & Provost must couple thoughtful, collaborative processes with strategic and decisive action to capitalize on the University’s existing and burgeoning areas of strength. In leading a university with dedicated and hard-working faculty, staff, and students with an ambitious view of the future, the EVC & Provost must be prepared to assess UC Merced’s existing infrastructure and aggressively address the need for creating policies, procedures, process, systems, facilities, etc. to support its academic and research ambitions.
- **Leveraging Resources** – To support the strategic goals of UC Merced, the EVC & Provost will develop and administer the University academic budget, prioritize the allocation of resources, and explore innovative avenues to create new revenue streams to support current and future academic programs, inclusive of large-scale grants, philanthropy, and innovations leading to technology transfer. The EVC & Provost will play a central role in ensuring the efficient use of resources and personnel and promote a culture that enables faculty and staff to contribute their expertise appropriately across the University. The ongoing assessment of campus needs and leveraging of existing infrastructure will also ensure that faculty and staff are operating as a cohesive and impactful team and appropriately supporting all internal and external stakeholders.
- **Fostering a Welcoming Environment** – The EVC & Provost will join an institution that has fostered a strong sense of belonging amongst its campus community and will have the opportunity to further enhance this positive and uplifting work environment. In doing so, they will play a key role in bolstering faculty and staff morale through equity-minded practices, thereby ensuring the continued recruitment and retention of accomplished and diverse faculty and staff. The EVC & Provost will nurture ongoing efforts to advance inclusive excellence and ensure a sense of belonging among all University constituencies. Moreover, the EVC & Provost will develop strategies for connecting the

intellectual assets of UC Merced with a wide array of diverse and external stakeholders and creating opportunities to enhance community outreach and partnerships to increase UC Merced's visibility and reputation as a trusted partner in the Greater San Joaquin Valley.

- **Advancing Academic Programs** – With a strong understanding of emerging trends in higher education and regional needs, and in consultation and collaboration with key stakeholders across UC Merced, the EVC & Provost will lead a data-informed process that will strategically review programs that meet the University's near- and long-term goals and merit long-term strategic investment. The EVC & Provost must demonstrate a high level of intellectual curiosity, a collaborative spirit, and the willingness to invest time in learning about the strengths of UC Merced's academic units, the needs of its community, and the University's goals for the future in order to successfully guide this process. The EVC & Provost will facilitate the advancement of academic programs by establishing systems and governance models that align with the goals and priorities of UC Merced.
- **Promoting Student Success** – UC Merced is proud of its commitment and efforts toward creating an effective and welcoming teaching and learning environments for all students. The next EVC & Provost must be similarly dedicated to these ideals of excellence and access, and, in collaboration with the faculty and key institutional divisions (e.g., Student Affairs; Equity, Justice, & Inclusive Excellence) enthusiastically guide the University's work in improving academic services and student support programs, prioritizing future program development, and expanding existing delivery methods of instruction to further elevate the student experience in meaningful ways.
- **Leading Enrollment Efforts** – The EVC & Provost will play a critical role in creating and implementing strategies that will lead to enrollment growth by working closely with the deans, faculty members, and Student Affairs colleagues to develop and establish new academic programs that will not only enrich student success in the classroom but also through research opportunities and extracurricular experiences at both undergraduate and graduate levels. To further target enrollment growth strategies, the EVC & Provost will develop innovative initiatives that engage potential students, school districts, community colleges, local businesses, and governmental leaders in the San Joaquin Valley, the greater Central Valley region, California, and neighboring states.

Qualities and Characteristics

UC Merced seeks candidates whose perspectives, leadership, and personal as well as professional experiences have together prepared them to serve as an effective, collaborative, and transformative leader with a proven track record of promoting academic excellence, research, and service. In addition, the successful candidate will possess:

- A strong history of developing programs and creating effective and welcoming teaching and learning environments that have had a positive impact on student and employee success;
- The interpersonal strengths of an open-minded, strategic, and creative thinker and active listener who can mediate diverse opinions to address shared needs;
- The knowledge, ability, and a demonstrated track record (and deep commitment to) applying practices of equity and inclusive excellence;

- An excellent track record managing change along with proven experience as an organizational leader and program builder, especially around initiatives that promote student success and advance research productivity;
- Demonstrated experience as a persuasive and articulate communicator with the ability to translate the University's mission and vision in a manner that inspires and engages a broad audience of internal and external stakeholders;
- The ability to connect with students, staff, faculty, administrators, and community members and to work closely with faculty in an environment of shared governance;
- Strong communication skills and conflict-resolution skills to effectively navigate politically charged situations, resolve problems, build consensus, and reconcile competing interests;
- The ability to set clear goals and milestones and to maintain regular assessment and accountability for achieving them;
- An appreciation for the context and geographic region which UC Merced serves and its particular mission in the Central Valley and beyond;
- An understanding of, and commitment to, UC's priority for ensuring our student and employee demographics map on to those of the state of California;
- The ability to understand the University's needs and expectations by collaborating with students, faculty, staff, administrators, community partners and other stakeholders;
- A demonstrated commitment and proven record of supporting a diverse student body that includes many first-generation college students;
- A compassionate and approachable leadership style that invites collaboration and demonstrate transparency in decision making;
- An evidence-informed decision-making style and experience collecting and using data to assess programs and increase shared accountability with a focus on continued improvement;
- The ability to manage up and down the chain of command and establish clear processes/methods for executing the university's business;
- An action-oriented, collaborative leadership style that seeks consensus while effectively managing sensitive issues as well as diverse opinions and perspectives;
- The ability to lead with comfort and composure in a fast-paced, dynamic environment;
- The ability to make effective decisions in the context of challenges and complexities;
- An appreciation for the role of athletics in the life of the University and as a gateway to community outreach and interactions;
- Enthusiasm to build on the deep, community, cultural wealth present within the UC System.

Qualifications

The successful candidate will be a strategic, innovative, and visionary leader with proven experience in leading a complex academic unit. Candidates should also have:

- A strong academic record that merit appointment at the rank of full professor;
- Substantial administrative leadership experience in a research university, preferably in a public setting;
- A strong record of strategic leadership in academic planning and development;
- A demonstrated commitment to advancing inclusive excellence across all levels of the institution;
- A strong commitment to shared governance;
- A record of achievement in growing and working effectively with a diverse academic community;
- A proven success in strategic planning, budgeting and resource management;

- A track record experience in faculty recruitment, development and retention;
- A record of active participation as a leader in attaining institutional fundraising goals;
- An appreciation of the education, research, and service mission of a major research university;
- The capacity to lead the academic enterprise through cultural change;
- Ability to work with local governments and community partners to identify specific broad community needs and provide programming to meet those needs;
- Sensitivity to a wide range of disciplines, interests and constituencies represented at UC Merced and a deep commitment to diversity as part of its public mission;
- Ability to communicate effectively and persuasively, as well as strong collaborative skills.

Application and Nomination Process

The Search Advisory Committee will begin reviewing applications immediately and continue to accept applications and nominations until the position is filled. Applicants must submit: a current resume or curriculum vitae, a cover letter describing relevant experience and interest in the position, and a statement of contributions to promoting equity, diversity and inclusion in their professional careers. Nomination letters should include the name, position, address, and telephone number of the nominee. All applications and nominations will be handled in confidence.

Applications and letters of nomination should be submitted by email to:



Alberto Pimentel, Managing Partner

Emy Cruz, Partner

Email: apsearch@spaexec.com

Refer to code "UCM-EVCPProvost" in the subject line

SP&A Executive Search

6512 Painter Avenue, Whittier, CA 90601

The University of California, Merced is an Equal Opportunity/Affirmative Action employer advancing inclusive excellence. All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, citizenship, sex, age, marital status, sexual orientation, gender identity or expression, disability, pregnancy, or status as a disabled veteran or Vietnam-era veteran, or other protected categories covered by the [UC Nondiscrimination and Affirmative Action Policy](#). UC Merced intentionally promotes and maintains a discrimination- and harassment-free workplace by demonstrating it neither condones nor tolerates employment practices that discriminate against or harass any person or specific group of persons on the basis listed above. We seek candidates who will support our vision to cultivate a vibrant, equity-minded, inclusive excellence university community. When applying to UC Merced, we strongly encourage you to reflect on our [Principles of Community](#) and our 2021 strategic plan.