UNT Dallas
UNIVERSITY OF NORTH TEXAS AT DALLAS

Provost
Leadership Profile

The University of North Texas at Dallas (UNT Dallas) invites inquiries, nominations, and applications for the position of Provost. UNT Dallas' next Provost will enter an academic environment focused on the relationship between access, learning and opportunity—placing particular importance on supporting faculty, sustaining academic quality, aligning program development with regional needs, and coordinating the resources students need to complete their education. Connecting these efforts across one university, including the College of Law and Graduate School, will require a vision for UNT Dallas' academic enterprise that sets clear academic priorities and ensures effective collaboration with the University's faculty, deans, and campus community.

The University of North Texas at Dallas

The University of North Texas at Dallas is the only public four-year university in the city of Dallas and a member of the University of North Texas System. Established as an independent university in 2010, UNT Dallas advances educational opportunity through undergraduate, graduate and professional programs that connect academic preparation with careers and community service. From its beginnings as a community campaign to expand higher education in southern Dallas County to the recent ribbon-cutting of its $100 million STEM building, UNT Dallas and its 157 faculty and 304 staff are dedicated to providing students with multiple opportunities to blaze their own trails and supported by a budget of $102.7million.

Accredited by the Southern Association of Colleges and Schools Commission on Colleges, UNT Dallas is home to three colleges, a Graduate School, and a College of Law that offer 37 bachelor's degrees, eight master's programs, and a Juris Doctor. Accessible faculty, small classes, and practical learning experiences define UNT Dallas' approach and the University's 3,658 students, of which 69% are first-generation college students, enjoy a 16:1 student-to-faculty ratio as they pursue more than 36 majors and over 40 minors and certificates.

UNT Dallas' main campus in southern Dallas and College of Law in downtown Dallas connect the University to the educational, professional, and civic needs of North Texas. The University's location plays a key role in advancing its development of an undergraduate educational experience centered around four elements: high-impact practices, employer engagement, enduring human skills, and responsible AI—connecting academic rigor with preparation for professional and civic life. In addition, UNT Dallas' STEM building not only expands laboratory, teaching and research capacity, but creates opportunities for partnerships with entities like UNT Health Fort Worth to offer a 2+2 nursing pathway that allows students to complete foundational coursework at UNT Dallas before continuing their nursing education through UNT Health and a dual degree in nursing and public health.

Mission and Vision

UNT Dallas empowers students, transforms lives, strengthens communities. Its 2030 vision is to become the leading public regional university in the area by delivering a holistic educational experience that integrates career-ready skills, leadership development, and experiential

learning. Its values are Courageous Integrity, Be Curious, We Care, Better Together and Show Your Fire.

New Leadership

Appointed President in 2025, Dr. Warren J. von Eschenbach is a distinguished academic leader and philosopher who oversees UNT Dallas' academic, administrative, and financial operations, sets strategic visions, ensures financial stability, and fosters a robust academic environment. His tenure has seen significant achievements, including the establishment of the University's Inaugural Center for Innovation in Teaching and Learning, the implementation of strategic budgeting processes aligning unit-level budgets with key performance indicators, and doubling the university's endowment.

The new Provost will serve as a core member of President von Eschenbach's senior leadership team and, in collaboration UNT Dallas' senior leadership team, assure the pursuit of academic excellence through oversight of the academic enterprise and amplifying the University's commitment to supporting student success and creating a positive impact in Southern Dallas and the surrounding community.

Prior to his current position, Dr. von Eschenbach served as Vice Chancellor for Academic Affairs at the University of North Texas System, where he supported curricular and programmatic innovation across campuses. Before coming to the UNT System, he spent nearly 14 years at the University of Notre Dame in South Bend, Indiana, as a faculty member and administrator. He served in various leadership roles within the Provost's Office at Notre Dame, including as the Associate Vice President and Assistant Provost responsible for overseeing Notre Dame's 11 international locations and 48 study abroad programs, Academic Director of the Notre Dame London Global Gateway, Senior Advisor to the Provost, and was instrumental in launching the Notre Dame Technology Ethics Center as the Inaugural Managing Director. Dr. von Eschenbach holds a PhD in Philosophy from The University of Texas at Austin, specializing in ethics and 19th and 20th-century European philosophy; an MA in Philosophy from Marquette University; and a BA in Philosophy from Trinity University.

Office of the Provost and Academic Affairs

The Office of the Provost and Academic Affairs guides academic curriculum, planning and strategy and connects the academic colleges and Graduate School with faculty development, academic support, and the systems that help students progress toward a degree. Academic Affairs provides resources for the core curriculum, course and program review, assessment, recommended course sequences, student course evaluations and publicly available syllabi and faculty credentials. UNT Dallas' Academic Council and Faculty Senate provide established forums for academic governance and faculty participation and combined, these activities connect academic standards and program development with the quality of the student experience.

The University's academic programs combine disciplinary knowledge with opportunities to apply learning through research, field placements, internships, and community partnerships, and require close collaboration with deans, faculty governance, and university partners through its colleges and schools:

- College of Business and Technology – Prepares students for business operations, organizational leadership, and technology careers. Its undergraduate offerings include accounting, applied logistics, business analytics, cybersecurity, finance, general business, hospitality management, information technology, management, marketing,

organizational behavior and human resources management, and supply chain and logistics management.

- College of Education and Human Development – Prepares students for careers that support learning, health and well-being across the lifespan. Undergraduate areas include child development and family studies, human services management and leadership, public health, social work, and educator preparation. Teacher education pathways include bilingual education, early childhood through sixth-grade ESL, middle-grades education, Spanish language education, and special education.

- College of Liberal Arts and Sciences – Develops scientific reasoning, communication and an understanding of people and institutions. Undergraduate areas include applied English, applied Spanish, biology, chemistry, communication and digital media, criminal justice, emergency services administration, history, justice and social policy, mathematics, political science, psychology, and sociology.

- College of Law – The UNT Dallas College of Law opened in 2014 to expand access to legal education and prepare graduates for practice and public service. Located in historic Old City Hall in downtown Dallas, it offers full-time and evening Juris Doctor programs near courts, firms, government agencies, and nonprofit organizations. It holds full approval from the American Bar Association's Council of the Section of Legal Education and Admissions to the Bar.

- The Graduate School – Connects the work of UNT Dallas' academic colleges in supporting professionals seeking advanced knowledge and leadership preparation in fields important to North Texas.

Supporting units within the Office of the Provost and Academic Affairs also include:

- Learning Commons – Provides free writing and STEM tutoring, supplemental instruction, and additional online tutoring for enrolled students.

- Library – Supports the academic enterprise, while Digital Learning and Instructional Technology assists with online, hybrid, and technology-supported instruction.

- Registrar – Support students by offering a variety of student services (i.e., registration, degree awarding/verification, commencement, official transcripts, and VA certifications) and maintains the integrity of students' academic records.

- Undergraduate Advising – Supports students on their academic journey and assists in course mapping, registration, and creating a personalized plan toward academic success and graduation.

- Student Success and Testing Services – Fosters the growth and success of both students and community members by providing resources and support services including student outreach, testing services, and coaching from the start of recruitment to graduation.

In addition to its academic colleges and academic support units, three centers help translate UNT Dallas' mission into educational practice:

- Center for Innovation in Teaching and Learning (CITL) – CITL supports faculty in designing engaging, accessible, and student-centered learning experiences.

- Center for Experiential Learning and Career Success (CELCS) – CELCS helps students connect their academic interests with career goals throughout their time at UNT Dallas.

- Center for Socioeconomic Mobility through Education (CSME) – CSME works to improve economic opportunity for individuals and communities with a particular focus on southern Dallas County.

Position Summary

Reporting to the President, UNT Dallas' Provost serves as the University's chief academic leader and is responsible for developing and implementing, in collaboration with faculty, a compelling vision for how the University's academic enterprise can best serve its students and expansive community during a period of significant technological and social change. The evolving educational and economic landscape requires that the Provost be a strategic and forward-thinking leader with the agility to navigate short- and long-term challenges while maintaining a steady focus on UNT Dallas' core mission and values. The Provost must be transparent in their actions, function with integrity, and communicate with clarity, authenticity, and promptness. The Provost must be a proven champion of students, faculty, and staff and passionately communicate the University's priorities to campus stakeholders and beyond.

The Provost will provide overall leadership for the Office of the Provost and Academic Affairs and serve as the leader of the University in the absence of the President. They must partner with their colleagues on the President's Cabinet and the Dean's Council to create a learning environment that places students at the center, inspires creativity and innovation, encourages thoughtful risk-taking, and reinforces a culture that embraces fairness, collaboration, and collegiality.

The Provost, in collaboration with faculty and university leadership, will define the University's academic priorities, align annual goals with the values of the institution, actively participate in annual and long-term University budget planning, and skillfully and effectively leverage the University's revenue streams to derive the maximum benefit and impact. The Provost will be a fierce advocate for the university's academic, research, and teaching mission and will assist the President, academic deans, and others in garnering philanthropic and grant support for strategic initiatives.

Key Institutional Priorities

The Provost will have the extraordinary opportunity to join an ambitious and rapidly ascending university with a clear vision for becoming the area's leading public regional university by empowering its students, transforming lives, and strengthening the communities it serves. UNT Dallas' next Provost will promote and strengthen the University's identity by fostering a shared sense of mission and culture among all University constituents. In doing so, the Provost will partner with the faculty in leading the further development and expansion of UNT Dallas' commitment to academic excellence and student success efforts as well as strengthening existing and developing new partnerships. With this in mind, the Provost will be well-positioned to address the following key institutional priorities:

- **Setting a Long-Term Vision for the Future** — UNT Dallas' next Provost will be a collaborative leader who will guide the University's continued pursuit of academic excellence while maintaining its commitment to a student-centered learning experience and its dedication to student success. To do so, the Provost must partner with the University's various constituencies and stakeholders in developing a shared and inspirational long-term vision for the future of the academic enterprise that enhances existing programs, creates new opportunities for academic excellence, and ensures the continued success of all of UNT Dallas' students. Moreover, in its next Provost, UNT Dallas would benefit from an individual who envisions a long term, personal commitment for themselves as they serve as a visionary, architect, and builder contributing to UNT Dallas' future achievement.

- **Enhancing UNT Dallas' Infrastructure** – UNT Dallas' 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 its commitment to academic excellence, student success, and accessibility. To do so, the Provost must couple thoughtful, collaborative processes and clear-eyed pragmatism 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 Provost must be prepared to assess UNT Dallas' existing infrastructure and aggressively address the need for creating policies, procedures, process, systems, facilities, etc. to support its academic enterprise.

- **Leading through Collaboration and Transparent Communication** – The Provost must be committed to developing effective pathways for communication within and across all levels of the University to build trust amongst all critical university stakeholders through their engagement and follow-through. The Provost must be a visible, active, and genuine participant in the campus and surrounding community and be a dynamic communicator and public speaker when engaging with and supporting all stakeholders internally and externally.

- **Promoting Student Success** – One of UNT Dallas' foundational values is its commitment to ensuring the success of its student body including its first-generation, nontraditional, and historically underserved student populations. In close partnership with other senior UNT Dallas leaders, the Provost will play a significant role in prioritizing student recruitment, retention, and graduation efforts by strengthening the University's existing recruitment initiatives, advising, student support services, and student engagement offerings. Specifically, the Provost must be prepared to personally engage and learn about the needs of UNT Dallas' students, the needs of the Southern Dallas community and surrounding region and serve as a champion for the University's mission overall.

- **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 UNT Dallas, the Provost must be prepared to support academic excellence across the University. The Provost must demonstrate a high level of intellectual curiosity, a collaborative spirit, and the willingness to invest time in learning about the strengths of UNT Dallas' academic units, the needs of its community, and the

University's goals for the future to successfully guide this process and secure the resources necessary to sustain academic quality and promote program growth.

- **Advocate for the Development of the Faculty and Administrative Leaders** – UNT Dallas' dedicated faculty and administrative team and staff are among its central strengths as they bring energy, innovation, and a passion for the mission of the University. The Provost must identify resources for the further development of both faculty and administrative leaders to strengthen efforts in teaching, scholarship, and community engagement that will ultimately enhance students' learning environment and career readiness.

- **Developing and Enhancing Community Relationships** – Serving as a highly-visible and influential leader within Southern Dallas region and surrounding communities, UNT Dallas' next Provost will step into a role that will provide a significant platform for engaging stakeholders in the region, including PK-12 and community college administrators, community leaders, elected officials, and regional employers. The Provost must be prepared to actively participate in discussions with these entities to identify strategies and opportunities for engagement that bring UNT Dallas' strengths to bear in developing programs and offerings that address their needs and secure resources for the University to achieve these goals.

Qualities and Attributes

UNT Dallas 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 history of promoting academic excellence, student success, and community engagement. In addition, the successful candidate will possess:

- The interpersonal strengths of an open-minded, strategic, and creative thinker and active listener who can mediate diverse opinions to address shared needs.
- An appreciation for the wide range of disciplines, interests, and constituencies represented at UNT Dallas.
- The ability to connect with students, staff, faculty, administrators, and community members and to work closely with faculty in collaborative, teamwork-focused environment.
- Effective communication and conflict-resolution skills to effectively navigate difficult conversations, resolve problems, build consensus, and reconcile competing interests.
- Demonstrate a track record of promoting a culture that values collaboration and transparency.
- A commitment to the professional growth and development of staff to maximize their potential and contributions to the University.
- 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 UNT Dallas serves and its mission of service to Southern Dallas and the larger region.
- 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 demonstrates 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 entrepreneurial and nimble mindset to recognize and seize opportunities and adapt to changing circumstances.
- A commitment to the highest ethical and professional standards; personal and professional integrity above reproach; a values-based leader.
- The capacity to lead the academic enterprise through organizational cultural change.
- The ability to work with local governments and community partners to identify specific broad community needs and provide programming to meet those needs.

Qualifications

The successful candidate must possess a demonstrated passion for public service and the tremendous positive contribution institutions like UNT Dallas provide in transforming students' lives. Candidates for the position of Provost at UNT Dallas must possess the following qualifications and experience:

- An earned terminal degree and a strong academic record that merits appointment at the rank of full professor.
- Progressive leadership and management experience over an academic unit on a campus, demonstrating successful experience with budget, personnel/professional development, personnel decisions, as well as program development.
- A strong history of developing programs and creating effective, welcoming teaching and learning environments that have had a positive impact on student and employee success.
- A record of success in building, inspiring, and leading highly effective teams.
- Demonstrated experience with strategic planning and implementation and integrating budget decisions with strategic priorities to ensure institutional efficiency.
- 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.
- A track record of experience in faculty recruitment, development, and retention.
- A record of active participation as a leader in attaining institutional fundraising goals.
- A record of achievement in growing and working effectively with an academically diverse community.
- 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 teaching and scholarly excellence.
- Experience working within a multi-campus public university system is preferred.

Application / Nomination Process

The Search Committee will begin reviewing applications immediately. Applicants must submit a current curriculum vitae and a letter of interest that describes their relevant experience. Submission of materials via email is strongly encouraged. Nomination letters should include the

name and contact information of the nominee. All nominations, applications and related materials will be handled with strict confidence.

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

Alberto Pimentel, Managing Partner
Sal Venegas Jr., Partner
Email: apsearch@spaexec.com
Refer to code “UNTD-Provost” in the subject line

SP&A Executive Search
6512 Painter Avenue
Whittier, CA 90601