



Senior Vice President for Academic Affairs & Provost Position Profile

The University of Arizona (U of A) seeks inquiries, nominations, and applications for the position of Senior Vice President for Academic Affairs & Provost (Provost). Reporting directly to the President, the Provost will serve as the university's chief academic officer and help forge a new direction for one of the world's [distinguished public research universities](#). With the arrival of our new [President Suresh Garimella](#), the U of A is positioned for a strong financial future with an accelerated focus on its mission of excellence in educating students, conducting outstanding research, and delivering on its land-grant mission. This is a preeminent opportunity for a forward-focused leader, experienced with the changes occurring in higher education, and eager to work in close partnership with President Garimella and senior leadership colleagues to guide the University of Arizona through this time of critical change.

The University

Established in 1885, the U of A is Arizona's flagship, land-grant university and a member of the prestigious Association of American Universities. Recognized as a global leader in higher education and classified as a Carnegie R1 institution and a Hispanic Serving Institution, the U of A conducts more than \$1 billion in research and development activities each year and is currently [ranked in the top 25 among American public universities](#). Advancing the frontiers of interdisciplinary scholarship and entrepreneurial partnerships, the university benefits the state with an estimated economic impact of \$8.3 billion annually. With over 3,300 faculty, the U of A currently serves more than 45,000 undergraduate students and over 11,000 graduate and professional students. The U of A offers more than 300 majors and provides undergraduate, graduate, and professional programs in its [22 colleges](#).

The university is also closing in on its \$3 billion Fuel Wonder fundraising campaign. Fuel Wonder harnesses the power of philanthropy to enhance the student experience and inspire the next generation of changemakers. Supporting scholarships for students and endowed professorships and chairs for faculty, Fuel Wonder helps the U of A continue to transform lives and conduct world-changing research.

Position Summary

The Provost will serve as the academic and scholarly leader for the university, with oversight over all academic programs, operations, and initiatives. The Provost will have primary responsibility for all the university's academic operations, including faculty promotion and tenure, administrative structures of colleges and schools, and advancement of international and online initiatives. The Provost also oversees all aspects of the student experience and campus life, including enrollment management, student affairs, and student success and retention.

The Provost will partner closely with the President on creating and executing on a strategic plan for the university. The Provost will guide the colleges in highly collaborative initiatives throughout the U of A campus community and promote the institutional values of integrity, compassion, exploration, adaptation, inclusion, and determination. Under President Garimella's leadership and his [focus](#) on student success and experience, the power of research, and our land-grant mission, the U of A has embarked on a process of reinvention, drawing on our

historic academic strengths and innovative thinking about the future. The Provost will enhance student performance, standing of institutional scholarly programs in their respective communities, and external support for these programs. In addition, the Provost will also work with the Chief Financial Officer, the Senior Vice President for Health Sciences, and the newly appointed Senior Vice President for Research and Innovation, [Tomás Díaz de la Rubia](#), to develop a collaborative vision for the University's academic and research enterprise.

More information about the Office of the Provost is available at:

<https://provost.arizona.edu/reporting-units>

UA's administrative organization is detailed at: <https://www.arizona.edu/university-administration-governance>.

Challenges and Opportunities

The Provost will play a key leadership role in guiding the advancement of strategic priorities that exemplify the university's mission of education, research, and engagement. The Provost will also engage with a wide range of community members across the university and serve as a champion and active participant in facilitating the success of faculty, staff, and students. The Provost will be well-positioned to address the following opportunities and challenges:

- **Leading Through a Significant Period of Transition** – The Provost will join the U of A at a crucial juncture in its history and must be prepared to lead the Office of the Provost in supporting the campus community as it navigates current and future challenges. In doing so, the Provost will be critically and uniquely situated to guide the U of A's continued evolution in meeting the needs and expectations of the campus community and an increasingly diverse student body. To capitalize on this opportunity, the Provost must actively collaborate with campus stakeholders to develop a thoughtful, comprehensive, and efficient plan for securing the U of A's success today while maintaining an eye toward its future success.
- **Unifying, Supporting, and Guiding the U of A Community** – The Provost will play a key role in unifying, guiding, and supporting the university community to fulfill the U of A's land-grant mission in furtherance of growing and deepening its impact. The Provost will champion and steward the enhancement of the university's education, research, and engagement mission. This includes building institutional capacity to support interdisciplinary and cross-campus partnerships, fostering an environment that promotes belonging and inclusion, and encouraging new pedagogical methods and innovative teaching.
- **Communication and Transparency** – The Provost will be expected to foster a culture committed to effectively and proactively communicating with the wide range of internal and external constituents the university serves. The Provost will be able to take advantage of the full breadth of the university's comprehensive academic enterprise and the perspectives provided by faculty within these areas in enhancing an environment that recognizes and appreciates all its current colleges, and its unique blend of programs and opportunities for impact regionally, nationally, and internationally. The Provost must possess strong listening skills that lead to measured action, engage stakeholders in meaningful discussions, and openly provide information about the decision-making process and how decisions will affect campus stakeholders as the university addresses challenges and works collaboratively to achieve its goals.
- **Commitment to Shared Governance** – The Provost will lead a diverse and engaged faculty and staff from many academic disciplines with a strong commitment to shared governance. The Provost must demonstrate a high level of intellectual curiosity; a

collaborative spirit; a strong commitment to promote all colleges; and a willingness to learn about the strengths and needs of the U of A's academic units, honor the past, and envision the future of higher education. The Provost must be committed to fostering a transparent and inclusive environment that exemplifies the principles of shared governance. Critical actions that demonstrate this commitment include listening to and acknowledging faculty, staff, and student perspectives on the university's direction and the issues that impact them and their communities, and using this feedback to guide opportunities and decisions that support the U of A's continued academic and research excellence. The Provost must also engage actively and productively with University of Arizona Health Sciences to understand and advance the unique needs of faculty, staff, and students within a large and complex academic health-sciences enterprise.

- **Developing a Long-Term Plan for Financial Stability** – As the national higher-education landscape continues to evolve and become more competitive, the Provost will be charged with strategically managing resources and balancing competing priorities to support current and future academic programs, while investing in forward-thinking innovations in education. As chief academic officer, the Provost must work in close collaboration with stakeholders across the university, including the chief financial officer, deans, other senior administrators, faculty, staff, and students, to chart a course for the future that promotes lean administrative organizations and incorporates the prioritization of resources, measured risk-taking, and strategic investment in developing a long-term plan for the U of A's future financial stability.
- **Leading a Large and Diverse Organization** – The Provost will oversee an organization comprising a broad and diverse range of academic and administrative units within the Office of the Provost. This will require the ability to lead, partner, delegate, inspire, and empower staff within the office. The Provost will provide the leadership necessary to foster an environment that encourages innovation, values collegiality, promotes collaboration, and rewards success. The Provost must be committed to supporting the professional development of the U of A's faculty and staff and creating pathways and opportunities for them to become leaders in their respective fields.
- **Fostering a Dynamic and Collaborative Environment** – The Provost must foster an institutional culture built on trust, collaboration, collegiality, and accountability, and must be adept at empowering others and effectively delegating responsibility to senior leadership team members. By fostering an environment that promotes open communication and collaboration in addressing the university's needs and pursuing its goals, the Provost will be a visible and highly interactive figure in setting the standard for leadership and collegiality.
- **Supporting Student Learning and Success** – In close partnership with the U of A's senior leadership and campus community, the Provost will build upon the university's foundational efforts toward ensuring student success and amplifying its commitment to providing an education that prepares a diverse student body consisting of undergraduate, transfer, graduate, professional, first-generation, veteran and online students from the state of Arizona, across the nation, and around the world. The Provost will also strengthen efforts to recruit, retain, guide, and support students who study across disciplines, locations, and teaching modalities (e.g., in-person, hybrid, and online). To advance the U of A's work toward these important goals, the Provost must have a deep, personal commitment to supporting student success.
- **Supporting Student Development and Evolving Needs** – Student behaviors and dynamics are continually changing. Since the COVID-19 pandemic, students report feeling less prepared for university life and report more issues with mental health. The

Provost, in collaboration with faculty and key student affairs and student services colleagues, should cultivate a campus climate, inside and outside the classroom, which is developmentally appropriate and supportive of and responsive to students' changing needs.

- **Supporting Teaching, Learning, Research, and Community Engagement** – The Provost, in concert with the Senior Vice President for Research and Innovation, will assume a key leadership role in further accelerating excellence in the university's research efforts, creative activity, and community impact through fostering a culture of curiosity, collaboration, and ambition. The Provost must be prepared to capitalize on the university's historical successes in these activities. The Provost must identify and implement strategies that guide the U of A's journey toward further addressing the future of teaching, learning, research, and engagement and expand upon its existing strengths while creating new and ambitious opportunities to increase its service to the greater good.
- **Advancing Inclusion and Belonging** – The Provost will leverage the U of A's status as a Hispanic-Serving Institution, Minority-Serving Institution, and multilingual institution with a significant number of Native American students and strong partnerships with Native Nations in supporting members of underrepresented populations to achieve their personal and professional goals while creating opportunities to further intellectual and emotional growth. By serving students from low-income backgrounds and first-generation college students, the Office of the Provost will work toward providing equitable outcomes for all, facilitating the next generation of leaders for our nation's workforce.
- **Working with a Dynamic Leadership Group** – The Provost must be a creative problem-solver who is genuinely enthusiastic about joining an environment that promotes innovation, access, multilingualism, international impact, and collaborations across the disciplines, including the arts, humanities, and social sciences. The senior leadership team in the Office of the Provost is a strong, dynamic, and collaborative group of administrators deeply dedicated to supporting the U of A's myriad stakeholders in a highly collaborative, research-intensive university environment. The Provost will lead this group of skilled administrators seeking to break through silos and embrace collaboration, wisely allocate resources, and identify new opportunities for success.
- **Promoting the University's Role in Arizona** – As one of the U of A's most ardent champions, the Provost will bring to the position an understanding of its land-grant mission and its regional, national, and international impacts, and a deep commitment to advancing the university's endeavors in teaching, research, engagement. The Provost must serve as an advocate and spokesperson for the university in further defining its role as an academic, social, and economic driver in the region, bringing clarity to the university's unique role within the state as its land-grant institution and inspiring enthusiasm and confidence in the U of A's efforts and contributions toward improving the lives of all Arizonans.

Qualities and Characteristics

The University of Arizona seeks a Provost with exceptional interpersonal skills who will contribute to elevating the university's culture of excellence and service, build strong teams within academic administration and among the faculty, while also forming strategic ties to alumni, donors, Arizona Board of Regents, and local, national, and international communities to advance the university's commitment to academic excellence. The university seeks an individual who shares its commitment to further advancing its position among the ranks of the nation's globally oriented universities. The Provost must nurture quality throughout the

academic enterprise, facilitate continued cross-college and interdisciplinary collaboration, empower and inspire faculty to create new campus initiatives, and be able to communicate the value of a multicultural and multilingual campus and how it contributes to the overall excellence and attractiveness of the university.

In addition, the ideal candidate will demonstrate the following qualities:

- A passion for the university's public mission, vision, and values as demonstrated through an authentic and collaborative leadership style rooted in individual excellence that also inspires others to the same level of achievement.
- The tireless energy and tenacity, along with the commitment, ability, and temperament, needed to serve in the high-profile and critical leadership role of guiding the university's academic vision and supporting enterprise, including through strategic resource allocation.
- The intellectual curiosity and breadth to work across diverse academic domains, interests, and constituencies represented at the U of A, and the concomitant ability to champion disciplines and interdisciplinary programs across every school and college.
- Superior diplomatic and people skills, including intercultural competence, an ability to listen, solve problems, handle conflict and ambiguity, and make and explain complex decisions.
- The ability to earn respect and trust across constituencies and levels of the organization.
- A deep commitment to fostering an academic environment that values, promotes, and champions excellence and appreciates the diverse array of scholarly research and creative activities across the campus.
- The ability to work productively, collaboratively and efficiently with the president, chief financial officer, deans, vice presidents, vice provosts, heads and directors, faculty senate, and other academic leadership to promote the University of Arizona's academic vision.
- The ability to be a collegial, effective, and supportive developer of talent that promotes and supports innovation across the university.
- The perspective and experience to advance the success of underrepresented and underserved students, particularly by working with Hispanic-Serving Institution initiatives, Native American student services, and Native American Advancement and Tribal Engagement to build institutional capacity and partnerships that support these priorities.
- The ability to develop, strengthen, and leverage new and existing internal and external relationships and partnerships that result in a network of productive and high-impact collaborations.
- The ability to communicate effectively and persuasively, as well as strong collaborative skills.
- The ability to promote and strengthen the University of Arizona's identity by fostering a shared sense of mission and culture among all university constituents, particularly during a period of cultural change, while sustaining appreciation of the three-part mission of a preeminent land-grant public research university.
- The ability to integrate various university strengths and resources to determine creative strategies for increasing the University of Arizona's impact, profile, and academic standing.
- A commitment to promoting excellence in teaching and scholarship.

Qualifications

The University of Arizona seeks a Provost with exemplary academic achievements and a record of success creating and driving strategic initiatives, including establishing strategic partnerships. The Provost must also have a record of managing large and dynamic academic organizations and providing leadership through effective communication and a focus on institutional culture and capacity building. The successful candidate must exhibit the following skills and record:

- Demonstrated integrity, emotional intelligence, and ethical values.
- Substantial administrative leadership experience at a research university (e.g., academic dean, vice president for research, vice provost).
- Strong academic and scholarly record as a faculty member that merits appointment at the rank of full professor with tenure at the University of Arizona.
- Demonstrated experience and excellence in teaching and mentorship.
- Strong record of strategic leadership in academic planning and development, including envisioning, articulating, and implementing strategic goals; establishing assessment mechanisms; budgeting; re-aligning resources as necessary to maximize support of excellence and innovation.
- Skilled in use of institutional data to inform strategy and change.
- Record of promoting interdisciplinary programs and research as well as identifying and eliminating impediments to effective interdisciplinary initiatives.
- Demonstrated commitment to advancing inclusive excellence across all levels of the institution, including a record of achievement in growing and working effectively with a diverse academic community serving a multilingual and multicultural population with a priority on access that aligns with the U of A's commitment to, and investment in, its status as an HSI and with its large population of Native-American students.
- Deep commitment to and proven record for fostering an academic environment that appreciates the diverse array of scholarship of a major research university with large and vibrant health sciences and healthcare divisions.
- Record of engaging shared governance partners and engaging directly in shared governance processes and bodies.
- Record of recruiting, developing, and retaining world-class scholars and facilitating their success.
- Good familiarity with, and strategic awareness of, online and distance education, and the ability to seize opportunities and address challenges in the evolving landscape of professional and continuing education, as well as leveraging those modalities to advance the university's commitment to access for nontraditional students.
- Record of success working with partners in local, regional, and national government, community organizations, and industry to identify community needs and provide programming to meet those needs and to create opportunities for faculty and students.
- Demonstrated commitment to international students and scholars, research/study abroad, and to advancing internationalization.

Tucson, Arizona

A vibrant hub for recreation, gastronomy, the outdoors, arts and culture.

Tucson is a vibrant and multifaceted city that embodies the rich cultural tapestry and natural beauty of the American Southwest. Known for its lively atmosphere, the city combines the amenities of a major university town, stunning desert and mountain landscapes, and a climate that is ideal for year-round outdoor activities.

Shaped by a history of continuous settlement over 12,000 years, the region reflects a blend of Native American, Mexican, and Spanish influences evident in its art, architecture, and other traditions. Nestled in the lush Sonoran Desert and surrounded by mountain ranges, Tucson offers extraordinary ecological diversity. A 60-minute drive from the valley floor to Mt. Lemmon's

summit at 9,157 feet traverses seven of the world's nine life zones. Averaging 350 days of sunshine each year, this setting provides endless opportunities for hiking, mountain biking, road cycling, and exploration of national and state parks. The city also boasts over 40 public and private golf courses and over 800 miles of bike paths, making it a top-ranked cycling destination.

The region also is a renowned “foodie” destination. Designated as the first UNESCO City of Gastronomy in the United States in 2015, Tucson celebrates its culinary heritage through a vibrant and diverse food scene that holds its own even among larger cities. Many highly acclaimed restaurants feature local ingredients showcasing unique regional culinary traditions.

Tucson’s cultural richness also extends to established professional arts organizations in symphony, ballet, theater, and opera, as well as vibrant arts, literature, and music communities. The city hosts numerous prestigious events and institutions such as its annual folklife festival, Tucson Meet Yourself, as well as the Tucson Rodeo, the International Mariachi Conference, and the Tucson Festival of Books. World-class museums like the Arizona-Sonora Desert Museum and the University’s Center for Creative Photography enrich the local cultural landscape.

Not only a popular tourist destination, Tucson is also a thriving economic center enviably located near Phoenix, Mexico, California, and other major West Coast markets. The city hosts world-renowned medical and research centers and serves as a significant site for high-technology industries, particularly in optics and film. A designated dark-sky city, Tucson lends itself to innovation in astronomy and exploration.

Fast Facts

- Oldest city in Arizona (established in 1877)
- Tucson metropolitan area population: ~1 million
- Elevation: 2,389 feet above sea level
- Area: 242 square miles
- Annual visitors: 7 million
- Average annual temperature: low 50°F and high 84°F

More than just a city – Tucson and southern Arizona are a living ecosystem of culture, nature, innovation and tradition, offering visitors and residents an unparalleled experience of the American Southwest.

Application / Nomination Process

Confidential review of applications, nominations, and expressions of interest will begin in January and will continue until an appointment is made. Applicants must submit a current curriculum vitae and a letter of interest describing relevant experience. Nomination letters should include the name and contact information of the nominee. All nominations and applications will be handled in confidence.

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



Alberto Pimentel, Managing Partner
Matthew Herrera, Senior Associate
Email: apsearch@spaexec.com

Refer to code “UofA Provost” in the subject line
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