Provost and Vice President of Academic Affairs
The University of Texas at San Antonio

POSITION OVERVIEW
The University of Texas at San Antonio is seeking an energetic, passionate, and visionary Provost and Vice President of Academic Affairs to lead the academic mission of the university.

Reporting directly to the President, the Provost serves as the Chief Academic Officer charged with daily responsibility of the teaching and scholarly activity as essential components of the institution’s mission, providing executive leadership in the implementation of effective planning in academic affairs and in excellence in academic degree programs and support units, collaborating with the Senior Leadership Team, Deans, and faculty to realize strategic initiatives, and representing the academic interests of the university in off-campus activities as designated by the President, particularly at the national level.

The selected Provost will combine character, integrity and trustworthiness of the highest order with an exceptional array of skills and abilities and the vision, initiative, passion and energy to make a decisive impact to ensure the continued success of the institution. Here the chosen leader will find every ingredient needed for success as an integral part of this academic institution, including an outstanding, progressive President and involved Board fully committed to the overall success of the University of Texas at San Antonio.

About the University of Texas at San Antonio. The University of Texas at San Antonio (UTSA) is a leading public Hispanic and urban-serving university specializing in health, cybersecurity, energy sustainability, and human and social development. With nearly 30,000 students, it is the largest university in the San Antonio metropolitan region. UTSA is highly focused on student success, meeting the educational needs of many 1st generation, transfer, DACA, Dreamers, Veteran and international students.

San Antonio is the 7th largest city in the United States with a thriving economy based on New Energy, Bioscience/Healthcare, Aerospace/Aviation, Military, Financial Services, Information Technology and Cyber, and Tourism. It is recognized worldwide as the home of The Alamo and the Riverwalk. The city is celebrating growth and a rich, forward looking culture, and is a place of inclusiveness. In 2018, San Antonio celebrates the 300th anniversary of its founding by Spanish missionaries.

UTSA advances knowledge through research and discovery, teaching and learning, community engagement and public service. A Hispanic Serving Institution (HSI) of learning and discovery, the university embraces multicultural traditions and student success. It serves as a center for intellectual and creative resources as well as a catalyst for socioeconomic development and the commercialization of intellectual property—for Texas, the nation and the world. As part of President Taylor Eighmy’s vision to make UTSA San Antonio’s university of the future, the university is defining and executing strategies
leading to National Research University Fund (NRUF) eligibility and an R1 (highest research activity) classification from the Carnegie Commission.

UTSA is ranked among the top four young universities in the United States and among the top 68 young universities in the world under 50 years old, according to Times Higher Education’s prestigious Young University Rankings. UTSA is named the Number 1 Hispanic Serving Institution in the nation by Bloomberg Businessweek, and has the Number 1 cybersecurity program in the nation according to a survey by Ponemon Institute. UTSA is ranked one of the “Best of the Best” U.S. universities for minorities, veterans, females, people with disabilities and the LGBT population. It is among an elite group of U.S. universities to earn the Carnegie Foundation’s Community Engagement Classification.

Academics. Nine colleges and schools form the academic foundation for UTSA, including:

- College of Architecture, Construction and Planning [http://cacc.utsa.edu/]
- College of Business [http://business.utsa.edu/]
- College of Education and Human Development [http://education.utsa.edu/]
- College of Engineering [http://engineering.utsa.edu/]
- College of Liberal and Fine Arts [http://colfa.utsa.edu/colfa/]
- College of Public Policy [http://copp.utsa.edu/]
- College of Sciences [https://www.utsa.edu/sciences/]
- University College [https://www.utsa.edu/success/]
- Honors College [http://honors.utsa.edu/]

The UTSA Graduate School collaborates with UTSA’s academic colleges to offer more than 100 doctoral, master’s and graduate certificate programs. With a primary goal of increasing the undergraduate-to-graduate ratio and promote student success, the school serves as the central, student-centered resource for graduate education, research and services at the university, and works with faculty, staff, students, administrators and the community to promote and support the success and development of UTSA’s diverse graduate population.

UTSA Strategic Plan. President Eighmy has outlined an aggressive vision for UTSA as San Antonio’s university of the future, producing graduates who tackle the grand challenges of today’s world. A set of Strategic Planning Themes and Initiatives - A Vision for UTSA - form the vision framework. President Eighmy is seeking the collective wisdom of the university community through a series of dialogues around these visionary ideas. To build momentum, several initiatives were launched this fall to address the highest priorities. These metrics-driven initiatives are highly integrated and have broadly representative task forces or committees. The next provost will be deeply involved in helping lead initiatives around the development of the downtown campus, particularly around the creation of new transdisciplinary schools. Moreover, the next provost will be fully involved in the development and implementation of a decentralized budget model and collaboration with the colleges and schools on developing areas of scholarly excellence. Specific near-term focus will be required on (1) SACSCOC re-accreditation in 2019, (2) developing strategies to grow graduate programs, (3) evaluating current academic program offerings.

Recent UTSA Accolades

One of the top 400 universities in the world
One of the top 66 public universities in the nation
One of the top five young universities in the nation
- Times Higher Education

No. 1 Hispanic Serving Institution in the nation and one of the top five programs in Texas.”
- Businessweek’s Best Undergraduate Business Schools

No. 1 cybersecurity program in the nation.
- Hewlett-Packard / Ponemon Institute

One of the 77 U.S. universities ranked ‘Best of the Best’ for Hispanics, African-Americans, veterans and females.
- Hispanic Network Magazine

Among an elite group of U.S. universities to earn the Carnegie Foundation’s Community Engagement Classification
- Carnegie Foundation for the Advancement of Teaching

No.6 in the nation in awarding bachelor’s degrees to Hispanics
- Hispanic Outlook in Higher Education

2016 Best for Vets College.
- Military Times

National Center of Academic Excellence in Information Assurance Education
National Center of Academic Excellence in Information Assurance Research
National Center of Academic Excellence in Information Assurance/Cyber Defense®
**Locale.** Discover an environment where professional satisfaction and career achievement are paired with optimal quality of life in a richly diverse locale in the Texas Hill Country. A city that celebrates its rich heritage, yet is progressive in embracing the future. With areas such as the beautiful Pearl and Southtown, revitalized and revamped for urban space, the city and its residents are quite proud of their forward-thinking views accomplishments, as well as their celebrated historical spaces. This is a city that fosters entrepreneurial growth, co-working spaces, and accelerators/incubators – environments that encourage building foundations for business, and a business-friendly economy.

The Alamo, an 18th-century Spanish mission preserved as a museum, marks an infamous 1836 battle for Texan independence from Mexico. Following the San Antonio River, the miles-long River Walk is a landmark pedestrian promenade lined with cafes and shops. HemisFair Park’s 750-ft. Tower of the Americas overlooks the city. Geography, climate, demographics, and ambiance combine to offer you a truly excellent place to live. Enjoy a community characterized by rich diversity and a large academic base. Benefit from no state income tax. Enjoy scenic pathways across the city to museums and art galleries, history, culture, performing arts, theme parks, family fun, dining and nightlife, festivals and events, shopping, sports and year-round outdoor lifestyle.

Family members of all ages will find every element that contributes to a safe, enjoyable lifestyle. It’s all here for the academic executive professionally prepared to step into and thrive in this vital central role.

**JOB SPECIFICATIONS**

The Provost will be an effective academic and administrative leader with a robust personal record of teaching and research; evidence of a strong commitment to UTSA’s mission and values; an enthusiastic view about the value of UTSA as an HSI and a world-class research enterprise; demonstrated ability to establish new programs and provide leadership in curriculum growth; proven passion for student success and skill in elevating graduation rates; and working knowledge and success in leveraging state funding formulas, especially within the state of Texas.

Specific background/experiences and skills/accomplishments that appear to be the most important for success in the position:

- Leadership presence and collaboration skills to advise the President on relevant matters regarding academics. Ability to lead and work alongside administration, deans, faculty and staff and oversee and evaluate the work of the academic deans. Interacts with University of Texas System Board of Regions. Represents UTSA within local, regional and national academic and professional organizations/associations.

- Demonstrated experience in faculty governance. Track record of commitment to collaborative decision-making and proven experience cultivating and facilitating an atmosphere in which faculty interact directly with administration in a shared decision-making environment that drives institutional innovation.

- Facilitates results-based management, continuous improvement and student/customer service in an environment conducive to teamwork and mutual support.

- Record of elevating faculty morale and engagement, and of supporting tenure-track faculty.

- A proven champion and advocate of the research function, with effective skill sets to support the efforts of the research enterprise. Ability to work closely with key institutional leaders in procuring external funding. Demonstrated effectiveness in recruiting and retaining high quality and high impact faculty in an environment of shrinking federal dollars and high competition for potential students.

- Clear leadership experience in collaboratively designing and implementing programs and cultural change in a complex, multi-constituent environment while fostering transparency, inclusion, and deep buy-in by the institution.

- Career track of progressive, proven accomplishments in increasingly complex leadership roles within an academic setting. Is forward-thinking. Is a visionary with demonstrated leadership experience within a large, diverse, research university environment, with success as a Provost or Dean in administrative oversight of faculty, academic, scholarly, research, student success and related initiatives.

- Possesses strong student orientation and a passion for ensuring student success and exceptional student experience, recognizing that all aspects of the university exist to facilitate learning and student development as its top priority.
- Experience cultivating and implementing innovation in academic programs.
- Proven skill in building a nimble and adaptive institutional and academic culture positioned to achieve research and student goals. Mindfulness to build value in the academic experience and advance a UTSA brand that ensures students have the skill sets and experiences to enter and be successful in a competitive global workforce and marketplace.
- A proven record in advancing diversity and inclusion initiatives, particularly around increasing the diversity within the faculty and implementing meaningful and substantive inclusion practices.
- Ability to develop and inspire strategic relationships to identify needs and critical success factors and to strengthen the overall effectiveness of academic, research and scholarship initiatives across the university footprint.
- Demonstrated leadership proficiency to perform human capital management functions, including the hiring, training and evaluating of deans, faculty and staff.
- Brings business-like and pragmatic sensibility to managing an academic institution. Expertise to develop, format, and manage budgets and to facilitate an approach to fiscal management that is open and transparent.
- Demonstrated proficiency in acquiring additional resources while implementing methodology to contain cost.
- Ensures that curriculum is on point to add value to the education process and understands what both students and employers need in order to meet the demands of the global workforce.
- Proven experience in building enrollment for graduate programs and enhancing a university’s doctoral production.
- Expertise to oversee a comprehensive academic assessment process and recommend the initiation, continuation, and/or termination of academic programs in accordance with overall university mission and strategy and in compliance with federal and state requirements as appropriate.
- Leadership presence and professional expertise to represent UTSA in the education, government, business, and research communities. Ability to serve as a catalyst for collaborative programs with community, business, educational, and other organizations to improve the educational and financial wellbeing of the community. Skill to expand educational career preparation partnerships to align with industry demands locally, nationally, globally.
- Marketing minded, with proven skill to work with marketing, executive leadership, deans and others in the communication of the university’s programs, services, initiatives, achievements, and opportunities to continually advance a positive reputation of the institution.
- Brings an understanding of the importance of fundraising, and encourages academic deans to develop and implement skills in fundraising.
- A strategic planner skilled in developing an executable plan and inspiring alignment and commitment to the plan among all units and departments. Skilled at gathering and analyzing data to measure progress against strategic initiatives and timelines.
- Proven operational and management skill to help an institution become nimble and effective in its decision-making processes based on measurable results.
- The chosen candidate must bring demonstrated skills and proven understanding of the dynamics of working within a multicultural, Hispanic-serving institutional environment. Brings genuine appreciation and enthusiasm for the university’s role in establishing a workplace where deans, faculty, staff, students and administration experience a healthy, diverse, and inclusive atmosphere.
- An earned doctorate or otherwise terminal degree in their discipline and a record meriting appointment as a full professor in a university academic department strongly preferred, along with significant progressive higher education experience, to include administrative experience in academic leadership on behalf of a research-intensive university.
ATTRIBUTES DESIRED
Those human traits and abilities which appear to be most important for the success of this position.

- A mature, highly energetic, well-grounded, service-oriented personality. Ability to foster/engender an environment that promotes teamwork and consensus building while effecting significant change.
- A clear desire to lead dynamic change and own the implementation and assessment of that change; ideally using collaboration, transparency and proactive communication.
- A strong commitment to the multicultural foundation of UTSA. Demonstrates mutual respect for diverse cultures and inclusivity and a commitment to a diverse faculty, staff, and student population.
- Biliterate and bilingual in Spanish and English and an understanding of Hispanic and Mexican-American people and culture is a plus.
- Entrepreneurial, highly innovative self-starter with a “builder” mentality, bringing a diverse strategy that encompasses inventive academic and student success models. Strategic, forward thinking and future-oriented, with robust commitment to the mission, strategic plan and growth strategies of UTSA.
- A trust-builder known for constructive engagement and empowerment of faculty and staff.
- Has high emotional intelligence, strong self-awareness, empathy, and excellent listening skills. Sincere optimism and sense of humor are vital. One who inspires others.
- Brings a calming, level-headed presence in challenging times and aligns all constituents to a focused vision on academic achievement and student success.
- Student-centered focus with a passion for student success. Open door, approachable relational style toward students and their families. Enjoys the daily interactions of campus life. Visible and accessible, with responsive listening skills and active interest in the personal and professional development of others.
- Politically astute, yet apolitical. Ability to communicate a position in a non-polarizing manner.
- A change agent with skills to align the institutional culture to remain student-focused and ensure accountability to accomplish tasks to a high standard of excellence at all levels.
- Coaching and mentoring skills to develop professional, relational, and leadership skill sets among deans, faculty and staff.
- A calculated risk taker with a bias for action, a record of setting and surpassing objectives, and the proven “can-do” conation and drive to execute strategies and produce results beyond expectations.
- A criticalategic thinker and problem solver. Decisive, yet inclusive.
- An inspiring communicator and public speaker who can articulate and communicate the institution’s mission and vision to internal and external constituencies.
- Possesses humility and a servant heart. Advances collaboration, transparency and trust in academic operations and decision-making processes.
- Possesses a strong moral compass along with personal and professional integrity beyond reproach, reflected in accountability, ethical behavior, honesty, and reliability.
- Demonstrated experience and diplomacy to work collaboratively and effectively with and across diverse teams and disparate viewpoints to bring about alignment, affirmative results and positive change.

KEY ATTRACTORS
Key points Administration believes will be strong attractors to top candidates.

- Career making opportunity to lead, enhance, promote and grow academics on behalf of one of the largest Hispanic-serving institutions in the country and a top-tier research university with core strengths in cybersecurity and cloud computing, brain health and biomedicine, social issues, education, advanced materials and sustainability. As the executive leader overseeing academic affairs, serve as a key catalyst in determining the future course and culture of
a institution whose faculty, staff, students and alumni are poised to have a decisive impact locally, nationally and globally.

- Grasp a rare opportunity to build commitment to student success, engaged scholarship, and leading-edge research while advancing an ongoing commitment to community engagement, providing superior facilities and material resources to serve the needs of a diverse region.

- Join a top-tier research university that over the last decade has expanded its research initiatives and created additional research opportunities for students by recruiting faculty members who are highly sought-after in their fields from universities such as Harvard, Yale, Cornell, Stanford, Purdue and MIT. Other UTSA research strengths include international outlook --- its ability to attract students, faculty members and research collaborators from around the world --- and industry income, which is a measure of UTSA’s commercialization activity including innovations, inventions and industry consultancies.

- Enjoy the autonomy to bring your best ideas and create the ideal model within an environment where you will be listened to, heard and affirmed. Make your mark and build a legacy of success and take the institution to the next levels of accomplishment and achievement.

- Grasp the opportunity to work in a collaborative, collegial environment with strong support at the highest levels of administration and influence within the institution and the community.

- Build a team within an institution with competitive retention rates and graduation rates that continually delivers quality instruction and exceptional student experience, and advance an organizational environment of shared challenges, opportunities, solutions and rewards. Enjoy autonomy to identify, recruit, develop and work alongside top-tier faculty.

- With close proximity to Mexico and Latin America, enjoy unique multi-national academic and research opportunities. Grow an already robust cadre of international students, advance successful study-abroad programs, build new multi-cultural alliances and opportunities.

- Geography, climate, demographics, and ambiance combine to offer you a truly excellent place to live. Family members will discover a warm, open community that offers an attractive array of activities, amenities, services and opportunities.

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**UTSA is committed to provide equal employment and educational opportunities for all qualified persons without regard to race, color, national origin, religion, sex, age, veteran status, disability or sexual orientation.**

Send your resume and current bio/profile to: UTSAprovost@WhelessPartners.com

For more information or to discuss this position, contact:

Mike JR Wheless, Division President and Managing Director
Scott Watson, Corporate Officer and Managing Partner
Florene Stawowy, Senior Search Consultant, 941-240-8847