PROVOST & VICE CHANCELLOR FOR ACADEMIC AFFAIRS

University of Missouri–St. Louis
One University Boulevard
St. Louis, Missouri 63121
The University of Missouri–St. Louis (UMSL) invites nominations and applications for the position of Provost and Vice Chancellor for Academic Affairs (Provost and VCAA). Reporting to Chancellor Kristin Sobolik, the Provost and VCAA has broad authority and responsibility for oversight of all aspects of the academic endeavors of the university.

The Provost and VCAA serves as the university’s chief academic officer as well as the chief executive officer of the university in the absence of the Chancellor. The Provost and VCAA directs all aspects of the university’s teaching and research missions, advises the Chancellor on plans, policies and operations relating to academic programs and units, and leads strategies focused on ensuring student success. The Provost and VCAA also assists the Chancellor in developing and implementing the strategic plan for the university.

Working in close collaboration with the Chancellor, vice chancellors for Finance and Administration/CFO; Research and Economic and Community Development; Strategic Enrollment; Diversity, Equity and Inclusion; and Advancement, the Provost and VCAA will oversee and align academic and budgetary policy and priorities, ensure the overall quality of the faculty and student body, enhance UMSL’s position as the premier educator of the workforce of St. Louis, and extend the university’s reputation for research innovation and education quality within and beyond the region.

As one of the most culturally and ethnically diverse campuses in Missouri, UMSL is committed to maintaining a climate where all students, faculty, staff and visitors can explore their interests, refine their talents and flourish. Inclusive excellence is embedded in our strategic plan which focuses on actions to recruit and retain diverse students and employees and promote activities that encourage civil and constructive discourse, reasoned thought, and sustained dialogue in an environment of inclusion, respect, and appreciation.
ABOUT THE UNIVERSITY OF MISSOURI–ST. LOUIS

Established in 1963 and soon to celebrate its 60th anniversary, the University of Missouri–St. Louis is the region’s premier public university in eastern Missouri and comes with a storied history. UMSL is a metropolitan, public research and teaching institution consistently recognized for its strong academic programs across disciplines and is considered a primary driver of the St. Louis economy. Supported by nearly 700 faculty across nine schools and colleges, UMSL offers an array of degree options including doctoral and graduate degree programs, numerous bachelor and certificate programs, and is home to the only professional optometry school in Missouri.

With an ambitious goal to become the nation’s premier metropolitan public research university, UMSL is a Tier 1 public research institution that prides itself on creating greater access to higher education and is an institution on the move. In two years, the university has risen 53 spots in the U.S. News & World Report rankings, and now is now ranked No. 107 among all public universities in the nation. UMSL scored even higher on the 2023 list of “Top Performers on Social Mobility” and ranks No. 1 in Missouri and No. 75 nationally, an improvement of 25 places from last year’s rankings.

As a long-time recipient of the Insight Into Diversity Higher Education Excellence in Diversity Award, UMSL is focused on advancing inclusive prosperity for all of its students. UMSL is also proud to be ranked for the first time by U.S. News among the nation’s Best Colleges for Veterans.
UMSL serves more than 15,000 students annually and is committed to meeting the diverse needs of students in the state’s largest metropolitan community, and as such, is focused on educating both traditional and nontraditional students. Because of our focus on student retention and academic supports open to all students, UMSL graduates the most diverse college-educated workforce of any university in the state.

UMSL provides excellent learning experiences and outcomes to thousands of students annually whose influence on the region upon graduation is immense. While UMSL's more than 110,000 graduates can be found in all 50 states and throughout world, their greatest impact is felt in the St. Louis region where more than 75% remain to live, work, lead and contribute to the state's most diverse and economically important region. Moreover, UMSL boasts the largest alumni network in the St. Louis region and our alumni contribute $13.4 billion annually in overall economic impact to the state of Missouri.

UMSL enjoys collaborative partnerships with civic, business and other regional and national organizations to provide tremendous opportunities for collaboration, research, knowledge creation and to build a thriving workforce pipeline. Many UMSL alumni find tremendous opportunity for their careers in St. Louis, close to their alma mater, as members of the regional workforce. Chief among those that employ UMSL graduates are the region’s 14 Fortune 1000 companies and large private organizations. For example, the UMSL campus houses the headquarters of Express Scripts, a subsidiary of CIGNA, one of the nation’s leading corporations, and we maintain strong ties to significant manufacturers and industry leaders in the St. Louis region such as Ameren, Anheuser-Busch InBev, Boeing, Edward Jones Investments, Enterprise, Emerson, Nidec and Wells Fargo Advisors, just to name a few.
THE FUTURE OF UMSL

The next Provost and VCAA will help UMSL transform lives across the important region of Missouri and throughout the nation and world. As outlined in the UMSL Strategic Plan, The University of Missouri–St. Louis intends to fulfill its vision to become:

...a beacon of hope, a force for good, and a leader in the pursuit of excellence in education, impactful research and community service. We boldly assert that education is for everyone who is willing and able to seek it out. We honor the duties inherent in our land-grant beginnings by positioning ourselves as partners in the search for knowledge, progress and positive change for ourselves, our communities, our world.
Built on a foundation of **TRUST**, a guiding principle of **INCLUSION**, the transformative pursuit of **INNOVATION**, the promise of **ACCESS**, the commitment to **SUCCESS**, and the steadfast action towards **ENGAGEMENT**, UMSL lives these six core values every day.

The new Provost and VCAA will work closely with the chancellor and serve on the **Chancellor’s Cabinet** to lead the university in its efforts to further build its reputation as a premier metropolitan public research university. In order to help implement this vision, the Provost and VCAA must have great leadership and communication skills to interact with campus constituency groups, including academic, staff, student, athletic and organizational leaders, as well as alumni throughout the region, state and nation.

*This is an exciting time for an academic leader to join UMSL and help us make transformational impact!*
ABOUT THE CAMPUS

Spread across 350 acres in metropolitan St. Louis, UMSL is a classically-built campus complete with a physical infrastructure to support student needs, modern teaching and learning, and cutting-edge research. As the university approaches its 60th anniversary next year, the campus is setting a course toward a renewed and reimagined campus that will serve both students and faculty, and surrounding communities for decades to come. UMSL will establish a cohesive academic core, including comprehensive renovations of classrooms, laboratories and community spaces. This transformation of the university’s academic core paves the way for UMSL to redevelop 35-acres to create a North St. Louis County Workforce and Business District that will benefit students as well as surrounding communities.

A world-class recreation and wellness center, comfortable residence halls and the inviting Millennium Student Center appeal broadly to UMSL’s student interests and offer our diverse student body the ability to engage in safe and engaging physical spaces.

The infrastructure for learning and teaching has seen great physical advances over recent years with Anheuser-Busch Hall (College of Business Administration), a state-of-the-art College of Optometry Patient Care Center, and a Science Learning Building. These capital projects represent the greater emphasis being placed on UMSL’s investment in creating modern spaces for learning and teaching that provide direct impact to our faculty, staff, students and the greater St. Louis community.
The University of Missouri–St. Louis has many guiding principles – none more important than inclusive excellence. As one of the most culturally and ethnically diverse campuses in Missouri, UMSL is committed to maintaining a climate where all students, faculty, staff and visitors can explore their interests, refine their talents and flourish. This philosophy has helped UMSL develop into a world-class teaching and research institution that reflects the community in which it exists and serves.

ABOUT THE COMMUNITY
UMSL’s faculty includes a diverse intersection of scholars with a shared goal to provide a high-quality education, lead innovative research, and elevate community engagement and service. Our more than 700 full- and part-time faculty are at the core of our efforts to become the nation’s top urban, metropolitan research university and lead in key areas like physical and mental health, literacy, geospatial, business administration, criminal justice, ecology, public policy, supply chain, nursing, education, social work and much more.

UMSL has a long-standing commitment to shared governance. The UMSL Faculty Senate, for example, meets monthly to discuss various topics that concern the faculty and the campus community. The senate recommends and implements educational policy, particularly in areas of curriculum, degree requirements, methods of instruction, research, requirements for admission, student affairs and faculty status. The University Assembly works in conjunction with the Faculty Senate as part of the shared governance process at UMSL and brings the faculty, staff, students, and administrators together to discuss a wide range of topics and exchange information about the campus community.

Together, UMSL’s nearly 1,000 full- and part-time staff are focused on supporting the academic experience of our students and lead in their respective areas to ensure that the university continues to carry out its mission to transform lives through higher education. This includes staff who lead our instructional support services, information technology, university libraries, business and fiscal operations, enrollment management, marketing and communications, facilities and much, much more.

The UMSL Staff Association fosters a spirit of unity and cooperation among all employees at UMSL and serves as a conduit to university administration to bring forward ideas and recommendations related to support staff in their work. The UMSL Staff Association is comprised of all benefits-eligible administrative, service and support staff at UMSL and is led by the Staff Council comprised of 25 representatives elected from eligible campus staff.
UMSL STUDENTS

UMSL students are as diverse as they are driven to pursue their education. This fall, UMSL saw a 67% increase in full-time first-time in college students and realized an 18% increase in full-time transfer students. Overall, the UMSL student body consists of more than 15,000 students, the majority of which are from the St. Louis metropolitan area. However, we have a growing number of non-resident students and this we welcomed more than 130 international students from 28 different countries this fall.

UMSL is committed to ensuring the success of our students, and we are proud to have one of the most culturally and ethnically diverse campuses in the entire state of Missouri. Our students enjoy a close-knit campus community that welcomes all students. Our dedicated Student Affairs and Student Involvement teams engage students through more than 1,300 campus events annually and oversee the more than 100 recognized student organizations. Student Academic Support Services provides students with a wide range of academic supports so they can persist to graduation and our Career Services team guides students to internships and job placements.

UMSL ALUMNI

With more than 75% of our 110,000 alumni living in the area, UMSL is the primary supplier of the St. Louis region’s workforce. The success of UMSL’s alumni is paramount to our regional and state success. We also have a growing network of more than 30,000 engaged alumni across the nation and globe. Our alumni are driven and compassionate citizens, and understand the challenge of balancing work and sometimes family life with seeking educational excellence. The Office of Alumni Engagement and UMSL Alumni Association work diligently to advance the priorities of campus units and to produce engagement, volunteer and giving opportunities for alumni at all stages of their careers and lives, from new alumni celebrations, to Advocacy Days in Jefferson City, to Golden 50th reunions.

There clearly exists a rich network of successful alumni with which the next Provost and VCAA will engage and partner to ensure long-standing success for the campus and its students and programs.
For over 250 years, St. Louis, and its history, have been tied to the American vision of growth and prosperity. As a port city defined by its access to the western territories and the mighty Mississippi River, St. Louis grew as a crossing point between eastern states and western territories. Today the Gateway City is an exciting metropolitan region with 2.9 million people, 14 Fortune 1000 companies and some of the largest private firms in the U.S.

UMSL takes an active role in supporting the St. Louis region through a focus on providing an accessible and high-quality education, leading community engaged research and engaging with key partners to advance the region. For example, UMSL and Edward Jones are co-leading the St. Louis Anchor Action Network to bring together institutions, businesses, community leaders and other stakeholders to address longstanding racial, economic and spatial inequities in the St. Louis region to build inclusive prosperity. This effort is the cornerstone of Greater St. Louis Inc’s 2030 Jobs Plan to build inclusive economic growth in the region and focuses on leveraging our collective economic and organizational resources to advance intentional hiring, local spending and career development in North St. Louis County and St. Louis City.

Additionally, St. Louis City is home to the National Geospatial Intelligence Agency’s West Headquarters where UMSL is leading a partnership with to develop effective K-16 educational geospatial programs and is one of only four universities in the U.S. to have an Educational Partnership Agreement with the NGA to create a geospatial career pipeline. UMSL is also co-leading research and development for the new St. Louis Regional Advanced Manufacturing Innovation Center, supported with a $25 million federal Build Back Better Regional Challenge grant.

UMSL committed to meeting the workforce integration needs of the region. For example, we share partnerships with Amazon, Coca Cola, Nestle, Boeing, Edward Jones and Verizon that allow employees to seek degrees, certifications and upskilling to benefit not only the individual and the corporation, but our region and state.
THE POSITION

The academic mission is central to the university and as the chief academic officer, the Provost and VCAA serves a pivotal role within the university’s administration. The Provost and VCAA will work closely with academic deans and faculty to develop, implement and promote research, educational and scholarship goals, and provide leadership to ensure excellence in the university’s academic mission. In addition, the Provost and VCAA will be responsible for all aspects of professional and academic accreditation, allocation of teaching and research facilities, faculty development and academic personnel.

DIRECT REPORTS

The Provost and VCAA’s direct reports include:

- Dean, College of Arts and Sciences
- Dean, College of Business Administration
- Dean, College of Education
- Dean, College of Nursing
- Dean, College of Optometry
- Dean, Pierre Laclede Honors College
- Dean, School of Social Work
- Dean, UMSL/WU Joint Undergraduate Engineering Program
- Dean, University Libraries
- Vice Provost, Access, Academic Support and Workforce Integration
- Vice Provost, Student Affairs
- Associate Provost, Academic Affairs
- Associate Provost, Faculty Affairs
- Associate Provost, Student Success and Academic Innovation
- Assistant Vice Provost for Academic Innovation and Director, Center for Teaching and Learning
- Executive Director, UMSL Global
- Senior Director, Graduate School

The Provost and VCAA also has extensive interactions with University of Missouri System-level administrators as well as peer Provost and VCAAs from other universities within the system.
UMSL’s next Provost and VCAA will be an accomplished academic administrator and will possess exceptional leadership qualities such as integrity, optimism, innovation, dynamism, collegiality, inclusiveness and sound judgment.

An earned doctorate or equivalent terminal degree and qualifications for appointment as a tenured full professor in an academic unit on campus is required.

The successful candidate will be an individual capable of engaging community stakeholders in the academic mission of the university and must be passionate about UMSL’s mission, vision and the success of its students. In addition, leading candidates will preferably possess:

• significant academic administrative experience;
• a record of distinguished research, scholarly activities and teaching;
• evidence of encouraging and facilitating external funding of fundamental and interdisciplinary research;
• experience with budgets and university financing mechanisms;
• a history of effectiveness in the creation and implementation of strategic plans;
• a track record in attracting external resources;
• a vision for addressing the current challenges facing higher education;
• the ability to work in a diverse environment and a commitment to further enhancing the diversity of the faculty, staff and student body;
• a commitment to improving the quality of the overall student experience; and
• strong interpersonal skills and experience in working with students, staff, faculty, administrators, and community leaders.

Preferred qualifications include a minimum of three years administrative experience at the level of dean or above; experience consistent with managing a complex academic organization; the demonstrated ability to work effectively with colleagues inside and outside the university; and an understanding of issues associated with a multi-campus system of public higher education.
The University of Missouri–St. Louis is well positioned to lead the St. Louis region forward in the areas of economic growth, as well as workforce readiness and development. UMSL desires a Provost and VCAA that will build and maintain faculty and student engagement. The next Provost and VCAA will possess a leadership style that is attentive to the ideas of shared governance and respects the viewpoints and contributions of all members of the UMSL community to affect transformational change.

We seek someone who exhibits genuine appreciation for the value of research and engages and creates partnerships with academic leaders and deans as well as the surrounding St. Louis region and beyond.

Overall, UMSL needs a **collaborative, authentic** and **purpose-driven leader** as Provost and VCAA, someone who holds a deep commitment to embracing UMSL’s commitment to inclusive prosperity, as well as creating an environment that promotes and values diversity and inclusion. UMSL’s mission is to transform lives, which is the foundation for how we move forward in everything we do.

Additionally, the next Provost and VCAA should be:
- able to make difficult executive decisions regarding personnel, programs, and budget and fiscal matters;
- committed to a sound and stable leadership style;
- one who instills trust and builds collaboration into the approaches and strategies of those managed;
- able to lead in a manner that gains respect, raises expectations for performance and deliver results;
- metrics fluent—sets metrics that define success and achieve metrics;
- strategic about how to develop and retain staff and team members;
- resourceful and creative with a natural eye for resource efficiency and process efficiency; and
- motivated to make an impact by orchestrating growth, progress, and improvement.
OPPORTUNITIES AND CHALLENGES

UMSL’s next Provost and VCAA will have an extraordinary opportunity to implement change and lead the campus on a continued trajectory of excellence and innovation. This individual will be expected to focus on the following priorities:

Community Engagement – University outreach has led to unprecedented partnerships and collaborations with the St. Louis community and the wider region; hence, the new Provost and VCAA will have the opportunity to partner with the university administration and campus community to further deepen these ties.

Serving Diverse, First-Generation Students – The university is committed to serving first-generation college students and the next Provost and VCAA will work toward enhancing UMSL’s commitment to serving a diverse student population. The Provost and VCAA will provide guidance in support of student academic needs and advocate for UMSL’s student-centered environment.

Faculty Development – UMSL’s dedicated faculty is one of its central strengths. They bring energy, innovation and positive perspectives to the university. Areas identified for further strengthening include support of excellence in scholarship, teaching and faculty mentoring at all levels. The Provost and VCAA will play a key role in providing guidance and in identifying resources for the further development of faculty, both individually and as a community.

Enrollment Management and Program Development – As a student-centered institution, UMSL works diligently to meet the growing needs of the region for quality public higher education. The next Provost and VCAA must ensure the growth, retention and successful graduation of students. Improving academic services and resources must be a priority in regards to future program development, including promoting excellence and distinction in both teaching and research.

Increasing Research Productivity – The next Provost and VCAA will work closely with the Chancellor, Vice Chancellor for Research, Economic and Community Development and campus community in identifying new opportunities for UMSL to expand its research productivity and increase the positive impact of research on society. In working with key stakeholders to foster an ambitious campus culture aimed at moving UMSL forward into the future, the Provost and VCAA must be a creative leader who will inspire the campus community to achieve new heights of research productivity while maintaining the balance between pursuing increased research excellence and high-quality teaching and service environments. The work of the Provost and VCAA with the campus community will not only have a tremendous effect on UMSL’s goals for research, education and community impact, but on the institution itself.

Enhancing UMSL’s Reputation Nationally – In serving as the university’s chief academic officer, the new Provost and VCAA must understand, value and embody UMSL’s mission. The next Provost and VCAA must promote and strengthen UMSL’s identity and reputation by fostering a shared sense of mission, culture and spirit amongst the faculty, staff, students and university stakeholders with the goal of further distinguishing the university nationally within the higher education community. The Provost and VCAA will be expected to articulate not only what is core to the institution and its needs, but how the university can further engage and serve not only the St. Louis region, but the state of Missouri and its citizens. The Provost and VCAA must be prepared to lead the faculty in aggressive efforts to promote UMSL and make well-known its offerings, its achievements and its ability to make a significant impact.
Applications and Nominations

The university invites letters of nomination, applications (letter of interest and full resume/CV), or expressions of interest to be submitted to the Executive Recruitment team of the University of Missouri System at the email address below. Review of materials will begin immediately and continue until an adequate pool is established, or until the appointment is made. Later in the search process, additional information may be sought from interested candidates, along with names and contact information for at least five references. Candidates will be notified before references are contacted.

It is preferred, however, that all applications be submitted prior to October 24, 2022. Please send application materials to:

Office of Human Resources:
Executive Recruitment
Tim McIntosh, Senior Director of Recruitment, UM System
umhreexecutivesearch@umsystem.edu

The University of Missouri – St. Louis is fully committed to achieving the goal of a diverse and inclusive community of faculty, staff, and students. We seek individuals who are committed to this goal of collaboration and inclusion and value the many unique qualities and experiences a diverse environment offers.

Equal Opportunity is and shall be provided for all employees and applicants for employment on the basis of their demonstrated ability and competence without unlawful discrimination on the basis of their race, color, national origin, ancestry, religion, sex, pregnancy, sexual orientation, gender identity, gender expression, age, disability, protected veteran status, or any other status protected by applicable state or federal law. This policy shall not be interpreted in such a manner as to violate the legal rights of religious organizations or the recruiting rights of military organizations associated with the Armed Forces or the Department of Homeland Security of the United States of America.