



Executive Vice President and Provost Position Profile

Claremont Graduate University (CGU) invites nominations, expressions of interest, and applications from accomplished and visionary leaders for the position of **Executive Vice President and Provost (EVP & Provost)**. The University's next EVP & Provost will have the unique opportunity to collaborate with highly engaged faculty, staff, students, and administrators to promote collaboration and innovation across an agile, inclusive, and forward-thinking institution dedicated to fostering an environment that provides a premier graduate education experience.

Claremont Graduate University

Founded in 1925, CGU combines the attributes of a small liberal arts college with research university faculty and graduate-level degree offerings and has an operating budget of approximately \$60 million and an endowment of about \$200 million. As the only research-intensive institution in the nation devoted entirely to graduate-level liberal arts education, CGU is home to more than 133 faculty supporting over 2,000 students pursuing advanced degrees in seven schools in a setting that is intimate, interdisciplinary, and engaged with the world.

CGU thrives on a mission and tradition of inquiry and research across disciplines to address significant social issues with academic rigor. Recognizing that many contemporary problems require contributions across multiple disciplines, CGU was an early adopter of transdisciplinary education and research and fosters an environment in which students and faculty closely engage in scholarship and research on a level that encourages broad-ranging conversation and collaboration. At CGU, "transdisciplinarity" is defined as working around a complex problem important to society, inclusion of diverse stakeholders working together, bringing together multiple disciplines, and re-framing a resolution of that problem. The University pursues this goal with a human-centered approach in an intimate, student-focused environment that highlights both theoretical and applied learning, research, and other creative achievement. This pursuit and these tactics are essential to the institution's goal of preparing a diverse group of outstanding individuals to assume leadership roles through research, teaching, and practice in select fields and to address some of humanity's thorniest problems.

Research and scholarly activity at CGU are high, with the University generating a prodigious intellectual footprint relative to its size. Members of the CGU faculty produce and apply knowledge across all of the scholarly disciplines represented in its schools and departments, collaborate with colleagues around the globe, and actively mentor students on research, creative projects, studio work, and artistic performance. External funding such as federal research grants, foundation grants, and public and private contracts supports much of this work. Over the last decade, CGU has averaged \$8 million per year in sponsored research—from the Department of Education, National Institutes of Health, National Science Foundation, National Cancer Institute, and more. For more information about CGU, please visit <https://www.cgu.edu/>.

President Len Jessup

In 2018, the Board of Trustees appointed Dr. Len Jessup, an ambitious and entrepreneurial leader, to define a new and compelling vision for the future of Claremont Graduate University. His history as a transformational leader and an innovative educator has already yielded positive results for the CGU community. Under his leadership, the University is rapidly becoming an

institution that is highly nimble and uniquely positioned to address market trends, students' needs, and employers' desires. Recent successes in enrollment growth and fundraising efforts are a clear indication that CGU's future is bright.

Prior to joining CGU, President Jessup served as President of the University of Nevada, Las Vegas, where he led a 10-year strategic plan to reinvent the University as an R1 powerhouse and effected growth across the university's many departments and disciplines. Before UNLV, as Dean of the University of Arizona's Eller College of Management, President Jessup oversaw that college's rise in undergraduate and graduate rankings and led the drive for more partnerships, online opportunities, and new programming resulting in Eller's transformation into a more self-sustained business school. To learn more about President Jessup, please visit <https://www.cgu.edu/people/len-jessup/>.

Position Summary

Reporting directly to the President, the EVP & Provost has oversight of the Division of Academic Affairs with a total budget of nearly \$50 million and 133 faculty and 26 staff. In collaboration with CGU's Academic Deans and other members of the University's senior leadership team, the EVP & Provost will ensure the pursuit of academic excellence through oversight of the University's academic enterprise; graduate teaching, learning, and mentoring; faculty development, promotion, and tenure; and by developing innovative academic initiatives and programs to further enhance CGU's transdisciplinary environment.

As CGU's chief academic officer, the EVP & Provost will lead strategic planning and policy recommendations related to enhancing the University's impact in graduate education; planning, coordinating, and evaluating short and long-range academic goals and objectives; and formulating and managing academic budgets and setting priorities for resource allocation and utilization. In collaboration with the Deans and senior leadership team, the EVP & Provost makes strategic decisions related to the growth of the graduate programs at CGU, and in leading the Division of Academic Affairs, the EVP & Provost will develop university policy and procedure recommendations; review proposed graduate programs and curricular modifications to enhance the quality of CGU's current programming, and ensure CGU's continued innovation in its offerings.

CGU is an important partner with the City of Claremont, CA, and the EVP & Provost is a critical member of a campus team committed to supporting CGU's vision of collaboration with and impact within its local community. To achieve President Jessup's ambitious vision for the University's future, the next EVP & Provost will be a creative leader who helps guide the process of establishing priorities, building consensus and commitment, and making decisions that strengthen CGU's transdisciplinary graduate education environment.

Division of Academic Affairs

CGU's seven schools, each with a unique vision and mission, embrace a transdisciplinary approach to pedagogy that focuses on applied learning and research. CGU's small classes and shared resources empower students to maximize their academic potential, while the University's commitment to diversity and collaboration ensures a rich, fulfilling graduate school experience. CGU's seven schools include:

- [School of Social Science, Policy, and Evaluation](#)
- [Drucker School of Management](#)
- [School of Arts and Humanities](#)
- [School of Community and Global Health](#)

- [School of Educational Studies](#)
- [Center for Information Systems and Technology](#)
- [Institute of Mathematical Sciences](#)

Other units within the Division of Academic Affairs include:

- [Office of Research, Sponsored Programs, and Grants](#) – The Office of Research, Sponsored Programs & Grants serves a variety of needs and objectives relating to research and related academic activities at CGU. Its primary missions are to be the focal point for relationships with external sponsors, promote the ethical conduct of research, and seed local research initiatives.
- [Office of Institutional Effectiveness](#) – The Office of Institutional Effectiveness provides leadership and direction to ensure CGU is the most effective organization it can be by promoting and supporting the use of high-quality information toward informed decision making and continuous quality improvement.

In addition to direct supervision of the college deans and office administrative staff, the EVP & Provost also supervises the Associate Provost and Director, Transdisciplinary Studies, and Director, Office of Research, Sponsored Programs, and Grants, who assist with supervision and oversight within the Division of Academic Affairs. For more information about the Division of Academic Affairs, please visit <https://www.cgu.edu/about/administration/academic-affairs/>.

The Claremont Colleges

The Claremont Colleges consortium is modeled after Oxford and Cambridge and is comprised of seven world-class member institutions that form one unique community of learning. The group includes five highly-ranked undergraduate liberal arts colleges and two pathbreaking graduate-level institutions, all with shared institutional support provided by The Claremont Colleges Services (TCCS). The undergraduate colleges include Claremont McKenna College, Harvey Mudd College, Pitzer College, Pomona College, and Scripps College. The graduate institutions include Claremont Graduate University and Keck Graduate Institute. Each academic institution has its own campus, students, faculty, administration, and distinctive mission. Undergraduate students can register for courses throughout the consortium, with more than 2,000 courses offered each year. Six of the seven campuses are contiguous, with the seventh being only a short distance from the others.

The seven institutions feature rigorous curricula, small classes, distinguished professors, and personalized instruction; the residential college community provides intensive interaction between students and faculty. With 7,700 students and 3,600 faculty and staff located on more than 560 acres of land, the consortium supports a wide variety of intellectual, cultural, and social activities. For more information about The Claremont Colleges, please visit <http://www.claremont.edu/>.

Opportunities and Challenges

As CGU's chief academic officer, the next EVP & Provost will provide leadership and direction in several critical areas and will be well-positioned to address the following opportunities and challenges:

- **Understanding CGU** – As a transdisciplinary, graduate education-focused university, CGU offers its students a unique array of academic offerings and institutional

environment. The new EVP & Provost must demonstrate a high level of intellectual curiosity and a willingness to invest time in learning about the nuances of each program and the needs of students each attracts and serves. The new EVP & Provost must also be adept at establishing and nurturing partnerships with external entities and developing productive relationships amongst The Claremont Colleges and other higher education institutions within the region.

- **Developing a Long-Term Plan for Financial Stability** – As the national higher education landscape continues to evolve and become more competitive, the EVP & Provost will be charged with strategically managing resources and exploring new, entrepreneurial solutions to support current and future academic programs and offerings. As chief academic officer, the EVP & Provost must work in close collaboration with stakeholders across the University, including deans, senior administrators, faculty, staff, and students, to chart a course for the future that incorporates the prioritization of resources, intelligent risk-taking, and strategic investment in developing a long-term plan for CGU's future financial stability.
- **Promoting Diversity, Equity, and Inclusion** – CGU's next EVP & Provost will serve as an influential leader in supporting and strengthening the University's commitment to addressing diversity, equity, and inclusion issues. The EVP & Provost must be a passionate advocate and strong champion dedicated to fostering a culture where members of the University community, including faculty, staff, and students, are active partners in creating an open, inclusive, and equitable learning environment. In addition, the EVP & Provost will participate with other university leaders in supporting the recruitment and retention of diverse faculty, staff, and students.
- **Guiding Innovation at CGU** – CGU's next EVP & Provost will inherit an organization ready to build upon existing strengths and identify new areas for innovation in its existing programs and new academic offerings. The EVP & Provost will serve at the forefront of CGU's efforts to better connect the University's deans and senior leadership team with strategic university partners to develop new strategies to better leverage its intellectual assets on behalf of the campus community. This collaboration between the University's academic leadership and external entities will lead to the development of new programs that will address student desires and provide internships and career opportunities, create new revenue streams, and further enrich CGU's research and academic environment.
- **Enhancing Partnerships Across the University** – The EVP & Provost must be committed to developing effective pathways for communication among all levels of the University to promote transparency, encourage the participation of its diverse community, and generate enthusiasm for new initiatives and programs. CGU's faculty, staff, and students are prepared to join the EVP & Provost to evaluate current academic offerings and opportunities, explore new academic initiatives and research opportunities, strengthen ties with industry, and pursue academic excellence. To do this effectively, the EVP & Provost must lead constructive and inclusive dialogue, navigate competing viewpoints and perspectives, and serve as an active listener in this process.
- **Enhancing the Student Experience** – CGU's next EVP & Provost will play a lead role in enhancing the CGU student experience and highlighting the value of its academic and student success programs for prospective and continuing students. The EVP & Provost will amplify the University's commitment to providing a high-value educational

experience to its students while enhancing existing programs and offerings. The EVP & Provost must be prepared and willing to work in close collaboration with CGU's administration, faculty, and staff to guarantee a seamless integration of academic and student support services while serving as a champion of collaboration across the University's and its constituencies.

- **Transitioning to a Post-COVID-19 Educational Landscape** – The new EVP & Provost will collaborate with faculty, staff, students, and the University's administrative team to develop a thoughtful and comprehensive plan for ensuring a successful transition to a post-COVID-19 learning environment. Specifically, the next EVP & Provost will lead the division in addressing what it means to be a transdisciplinary, graduate education-focused university within a post-pandemic landscape and what changes must occur to best support student success. Furthermore, the EVP & Provost will play a key role in guiding CGU's efforts in determining the appropriate health and safety guidelines, addressing mental health issues, uses of technology, and the processes for supporting faculty, staff, and students in achieving their respective goals.

Qualities and Characteristics

The EVP & Provost must be an experienced and collaborative leader with a proven track record of promoting excellence in academics and developing and implementing university-wide student success initiatives as well as establishing operational best practices. The successful candidate will demonstrate high ethical values, creativity, and energy and must possess a commitment to enhancing CGU's transdisciplinary graduate education environment. The ideal candidate will:

- Be a student-centered leader with a passion for and commitment to serving all students, keeping their success at the forefront of all decisions;
- Possess the skills and mindset to propose, lead, and champion both necessary and innovative ways to plan and ultimately thrive as a graduate education-focused institution in a post-COVID context;
- Exhibit a deep commitment to and a proven record of addressing issues of diversity, equity, and inclusion across all units of the University;
- Effectively and efficiently administer the units organized in the Division of Academic Affairs and work productively with CGU's deans and faculty to promote a vision of academic excellence;
- Possess a strong commitment to academic freedom and shared governance and an understanding of their importance to sustaining the quality of the University;
- Collaborate effectively with other members of the executive leadership team with respect to planning and decision-making that crosses divisions;
- Have strong organizational skills and the ability to balance day-to-day operational issues and broader institutional goals and objectives, as well as to manage multiple priorities, projects and deadlines, and ensure timely follow-up;
- Demonstrate enthusiasm for building programs and institutional capacity coupled with a successful history of serving as a catalyst for new and compelling academic, creative, and research initiatives;
- Have a proven track record of serving as a strong steward of fiscal resources and allocating existing resources strategically while also identifying opportunities for developing new revenue streams;
- Have the ability to effectively navigate The Claremont Colleges consortium, form partnerships with other academic leaders and universities within the region, and confidently advocate on behalf of CGU;

- Demonstrate the ability to lead difficult conversations with clarity, compassion, and consistency; make difficult decisions in a timely manner; and effectively communicate the rationale supporting the decisions;
- Possess strong interpersonal and conflict resolution skills; and
- Serve as an inspiring and trusted leader respected for their ability to energize faculty and staff, make difficult decisions, engage in problem-solving, and develop and implement innovative ideas and solutions.

Qualifications

The successful candidate will be an individual of distinguished academic and administrative accomplishment with the highest integrity. They must possess an outstanding record of scholarship and academic leadership, including:

- An earned terminal degree with credentials that merit appointment as a tenured full professor at CGU;
- A demonstrated understanding of CGU's distinct identity as a transdisciplinary graduate education-focused university, including its unique mission, vision, values, and educational tenets;
- A history of supporting shared governance, team building and collaboration, transparency in decision-making, and respect for the opinions of others;
- A data-driven approach to decision-making that will employ data and performance metrics to strategically guide the University in achieving its vision and mission;
- A commitment to and experience in developing high-impact student recruitment and retention strategies coupled with implementing other student success initiatives and programs;
- Experience as an innovative, effective, decisive leader and diplomat with strong organizational and consensus-building skills, integrity, and the ability to inspire and lead faculty and staff with varied interests and scholarly approaches;
- Experience leading a unit or division of graduate education; a demonstrated interest across disciplines and programs; and a commitment to supporting interdisciplinary collaboration;
- A record of success in creating an environment that promotes exceptional teaching, innovative pedagogy, student research, and post-graduate placement;
- A record of success in recruiting, developing, and retaining talented and diverse faculty and staff, including inspiring and rewarding excellence in teaching, research/scholarship/creative activities, service, and overall job performance;
- Experience in developing and implementing strategic plans, leading change management, initiating reforms, measuring progress, and supporting accountability;
- Demonstrated success developing and managing significant and complex budgets and financial projections;
- Knowledge of and experience with accreditation processes and agencies;
- Demonstrated leadership experience with respect to crisis management and recovery;
- Experience in developing and advancing initiatives aimed at student success;
- In-depth knowledge of issues impacting enrollment management and strategies for addressing them;
- Experience with fundraising, including grant-writing, philanthropic activities, and other efforts to expand and diversify financial resources;
- Successful experience in working collaboratively with all members of the academic community, university stakeholders, and other constituents;

- Outstanding interpersonal and communication skills, and an open and collaborative style.

Application Process

The Search Committee will begin reviewing applications on a rolling basis and will continue to accept applications and nominations until the position is filled. Applicants must submit a current CV or resume and a cover letter describing relevant experience and interest in the position. Submission of materials via e-mail is strongly encouraged. Nominations should include the contact information of the nominee. Applications and nominations should be sent to:



Alberto Pimentel, Managing Partner
Salvador Venegas Jr., Partner
Email: apsearch@spaexec.com
Refer to code "**CGU-EVPProvost**" in subject line

Claremont Graduate University is committed to providing equal educational and employment opportunity.