



Provost and Executive Vice President for Academic Affairs Position Profile

The University of Washington (UW) invites inquiries, nominations and applications for the position of Provost and Executive Vice President for Academic Affairs (Provost).

The University of Washington

The University of Washington is one of the world's preeminent public research universities, ranked No. 5 among U.S. public higher education institutions by the Center for World University Rankings. The University receives more federal research dollars than any other U.S. public research university and has a comprehensive economic impact of over \$15.7 billion. Comprised of three campuses in Seattle, Bothell, and Tacoma, along with a global network of programs and outreach, the UW educates more than 60,000 students annually across its three campuses, with another 50,000 through its Continuum College. The UW's annual budget totals nearly \$9.49 billion.

The University's collective vision is to be the greatest public university in the world, as measured by the University's impact. The UW provides a comprehensive portfolio of undergraduate, graduate, professional, and co-curricular programs that prepare and engage Washington's and the world's top students. The UW is a thriving center of education, research, and innovation in multiple fields and attracts exemplary faculty and a highly diverse student population.

The UW is home to six renowned health science education programs, including medicine, dentistry, pharmacy, nursing, social work, and public health. The School of Medicine currently serves as a community-based medical school for a five-state region (Washington, Wyoming, Alaska, Montana, and Idaho) through the WWAMI program, which includes partnerships with the five states and higher education institutions across the region. UW Medicine and UW health sciences professionals support a world-class health care system that serves the health care needs of the people of the state of Washington and surrounding region. For more information about the UW, visit <https://www.washington.edu/>.

Governance

The Provost and Executive Vice President reports directly to the President. Together with the President, the Provost works to advance a collective University mission and vision. The Provost sets the strategic priorities and directions for the academic mission of the University and has broad budgetary authority over decisions that directly affect that mission.

The Provost is a key participant at the UW Board of Regents, attending all formal public sessions and serving as lead on agenda items for the Academic and Student Affairs Committee. The Provost works closely with the Regents throughout the year on a broad range of issues within the scope of their responsibilities and provides regular updates to the Regents on the academic and budgetary progress of the institution.

The Provost is an essential partner in University shared governance, engaging with the Faculty Senate and Faculty Councils. The Provost provides leadership on academic and budget matters through active participation with the Faculty Senate Committee on Planning and Budgeting, and the Tri Campus Advisory Board for Students. The role also serves key functions in the appointment and promotion of faculty members, awarding tenure, and faculty adjudications.

The Provost convenes the Board of Deans and Chancellors, who are direct reports. The Chancellors of UW Bothell and UW Tacoma have dual reporting relationships to the President and the Provost, reporting to the Provost on academic affairs and the President for administrative affairs. The Provost also works closely with the Vice Chancellors for Academic Affairs at the Bothell and Tacoma Campus. The CEO of UW Medicine/Dean of the School of Medicine similarly has a joint report to the President and Provost. The position reports to the Provost in the capacity as Dean of the School of Medicine.

Major Areas of Responsibility

The Provost has leadership and oversight responsibilities over a broad, complex portfolio of activities that are vital to the educational, scholarly, and research impact of the University:

Academic Affairs

As Chief Academic Officer, the Provost has broad oversight, policy, and management responsibilities for academic activities at the University. With support from several academic support units, the Provost is key to setting strategic directions and priorities for the University's core academic mission. This includes a leadership role in [enrollment management](#), [undergraduate](#) and [graduate](#) academic affairs, the [libraries](#), [student support programs and educational development](#) and the UW's [Continuum College](#).

Research

The Provost has overall responsibility for creating an outstanding climate of collaboration and support for the UW's research mission and general oversight of University research programs. The [Office of Research](#) assists in carrying out these duties. This responsibility includes the review, through the Office of Grant and Contracts, of all proposals to outside agencies for support of research, University-administered traineeships and fellowships, institutes and special teaching programs, and other University activities, which are supported wholly or partially with non- University funds.

Innovation

The Provost also oversees the translation of university research and scholarship into broader economic and societal impact. [CoMotion](#) assists in carrying out these duties in four key areas: innovation training, IP advising and protection, funding and mentorship, and licensing and start-up incubation. The Provost co-convenes the Innovation Roundtable, a cross-section of regional investment and economic development community working to optimize UW's technology transfer effectiveness and serve as ambassadors for UW innovation work in the community.

Academic Personnel

The Provost is responsible for the interpretation and implementation of University policies and procedures on appointment and retention of members of the faculty. The [Office of Academic Personnel](#) assists in carrying out these duties. This includes providing leadership on academic matters through the Faculty Councils and the Deans, reviewing recommendations for faculty appointments, salary increases and adjustments, and the awarding of tenure and promotion.

Planning and Budgeting

The Provost sets the strategic priorities and directions for the academic mission of the University and has broad budgetary authority over decisions that directly affect that mission. Together with the President, the Provost also participates in decisions regarding resource allocation more broadly, including capital expenditures, debt capacity, endowment spending, compliance with deficit and capital planning policies, and academic support units.

The [Office of Planning and Budgeting](#) carries out these duties, including institutional analysis and reporting, operating resource planning and forecasting, and state operations and policy analysis. The University adopted an Activity Based Budgeting (ABB) system in 2013 in which revenues generated from instructional and research activities are allocated directly to the unit responsible for the activity.

Global Affairs

The Provost also oversees the [Office of Global Affairs](#). The Office of Global Affairs connects diverse networks of scholars, students, and community leaders engaging in international issues and scholarship. It also includes the UW centers in Italy and Spain.

Opportunities and Challenges

The Provost will engage with a wide range of community members across the University and serve as a champion and active participant in facilitating the success of the UW's faculty, staff, and students. With this in mind, the Provost will be well-positioned to address the following opportunities and challenges:

- **Unifying, Supporting, and Guiding UW's Academic Mission** – The University of Washington aspires to be the top public university in the world in terms of impact – both locally and globally. The Provost plays a key role in unifying, guiding, and supporting the university community to fulfill UW's academic mission in furtherance to growing and deepening its impact. In doing so, the Provost will champion and steward the evolution and enhancement of the University's teaching, research, and service missions across three main campuses and a significant health sciences enterprise. This includes building institutional capacity to support interdisciplinary and cross-campus partnerships, and fostering an environment that promotes belonging and inclusion, and encourages new pedagogical methods and innovative teaching.
- **Celebrating and Amplifying the Unique Attributes of UW's Campuses** – UW's next Provost will take the helm of a values-driven academic enterprise comprised of three institutions located in Seattle, Bothell, and Tacoma, and research, scholarship, and community-based and creative activities located across the globe—each with its own distinct identity, but a shared commitment and passion for UW's public mission, and the students and communities they serve. With this in mind, the Provost will explore, advance, and implement strategies that harness the strengths of the UW's breadth while recognizing the grassroots culture as a major strength. In doing so, this individual will have the opportunity to foster and strengthen an institutional environment with a shared sense of mission, culture, and esprit-de-corps across the UW.
- **Promoting a Welcoming and Inclusive Environment** – UW's faculty, staff and students have historically demonstrated a strong commitment to celebrating and honoring places and people as it grows, learns, and works on issues of diversity, equity,

and inclusion. The University of Washington acknowledges the Coast Salish peoples of this land, the land which touches the shared waters of all tribes and bands within the Duwamish, Puyallup, Suquamish, Tulalip, and Muckleshoot nations. We also acknowledge and honor the Tribal nations across Washington State and the many Indigenous peoples from across the country who reside and work in the surrounding area. By doing so, we affirm tribal sovereignty and the people who have been here since time immemorial. The next Provost must possess a strong passion and demonstrated commitment to these tenets and partner with the University community to enhance existing and identify new opportunities for creating an environment that promotes these ideals. The Provost must also be prepared to further develop and enhance relationships with communities that have not previously engaged with the University.

- **Stewarding Resources to Maximize Impact in an Evolving Higher Education and Economic Environment** – As a public institution committed to serving the public good in an environment of scarce public resources, the Provost must couple thoughtful, collaborative processes with strategic, decisive action to capitalize on opportunities for efficiencies, build on key strategies to respond to pressing societal needs, and maximize the University’s impact on behalf of the public good. In furtherance of this, the Provost sets the tone for maximizing strategic partnerships and philanthropic resources, providing leadership for identifying academic priorities and encouraging deans and academic leaders to do so in a disciplined, strategic way, in partnership with Advancement. The Provost will have the opportunity to partner with leaders of key internal and external stakeholders to enrich their understanding of the importance of higher education and the impact the UW and its campuses has on its communities.
- **Leading the UW’s Expansive Academic Enterprise** – In joining the UW, the next Provost will lead a diverse university that is home to an engaged faculty from a multitude of academic disciplines and an effective system of shared governance. With this in mind, the Provost must demonstrate a high level of intellectual curiosity, a collaborative spirit, a willingness to invest time in learning about the strengths and needs of UW’s academic units and honor the past and envision the future of higher education. Further, the Provost must be committed to fostering a transparent and inclusive environment that exemplifies the principles of shared governance in which the administration listens to and acknowledges the faculty’s perspectives on the University’s direction; issues that impact them, their students, and their communities; and opportunities for UW’s continued academic and research excellence and prominence. The Provost must also engage actively and productively with UW Medicine to understand and advance the unique needs of faculty within a large, complex academic medical enterprise.
- **Supporting Student Learning and Success** – In close partnership with the UW’s senior leadership and campus community, the Provost will build upon the University’s foundational efforts toward ensuring student success (the “Husky Experience”) to amplify its commitment to providing an education that prepares a diverse student body, consisting of undergraduate, transfer, graduate, professional, first generation, and veteran students from the state of Washington, across the nation, and around the world, to face the grand challenges that impact our communities – locally and globally. The Provost will strengthen efforts to recruit, retain, guide, and support students who study across disciplines and locations. To advance the University’s work toward these important goals, the Provost must support a comprehensive approach to enrollment management and possess a deep, personal commitment to supporting student success,

serving as a dedicated leader who exemplifies these virtues. Fostering an environment that supports these efforts as a central pillar of the campus experience is paramount.

- **Recruiting, Retaining, and Developing Faculty and Staff** – The Provost will be responsible for leading an organization that encompasses multiple and complex academic and administrative units across UW’s three campuses. The success of these units relies heavily on the university’s deeply dedicated and talented faculty and staff. The Provost must approach leadership with collegiality, transparency, and a teamwork focus to cultivate an environment that supports the well-being and professional development of all. The Provost must build upon UW’s commitment to the recruitment, retention, and development of faculty and staff, and recognize the valuable and unique roles of nontenure track faculty who engage in important teaching, research, or clinical activities. The Provost must strive to create a values-driven environment that establishes UW as an exemplary employer and academic community.
- **Supporting Research and Service for Impact** – In joining the UW, the Provost will assume a key leadership role at an institution committed to further accelerating excellence in its research efforts, creative activity, and community impact through fostering a culture of curiosity, collaboration, and ambition. With this in mind, the Provost must be prepared to capitalize on the University’s historical successes in these activities across its three campuses. The Provost must identify and implement strategies that guide the UW’s journey toward addressing the future of teaching, learning, and research in the academy in order to address global challenges and achieve its goal of expanding upon its existing strengths while creating new and ambitious opportunities to increase its service to the greater good.

Qualities and Characteristics

The University of Washington seeks candidates whose perspectives, leadership, and personal and professional experiences have together prepared them to serve as an effective and collaborative leader with a proven track record of promoting excellence in education, research, and service. In addition, the ideal candidate will demonstrate many of the following attributes:

A values-driven, mission-oriented leader

- A passion for the UW’s public mission, vision, and values as demonstrated through an authentic, collaborative, and inspirational leadership style that values and empowers faculty and staff.
- Demonstrated commitment and experience promoting diversity, equity, and inclusion across all aspects of the University.
- Energy and creativity, along with the commitment, ability, and temperament needed to serve in the high-profile and critical leadership role of guiding the University’s academic mission and strategic resource allocation.
- A deep commitment to and proven track record for fostering an academic environment that values, promotes, and champions inclusive excellence and appreciates the diverse array of scholarship of a major research university with a large and vibrant health sciences and health care effort.
- High ethical values and integrity.

An individual with a passion for UW’s public mission and empowering impact

- The ability to promote and strengthen UW’s identity by fostering a shared sense of mission and culture among all university campuses and constituents.

- An authentic and high level of intellectual curiosity and a willingness to invest time in learning about the strengths and needs of each of the University's academic units.
- The ability to develop, strengthen, and leverage internal and external relationships and partnerships to build institutional capacity with a focus on interdisciplinarity and impact.

An individual with commitment to shared governance, authentic, collaborative engagement, and student success

- Demonstrated commitment to shared University governance and collaborative decision-making, as well as skill working in a climate of openness, transparency, and mutual respect across all levels of the University.
- The ability to prioritize and integrate the University's broad and diverse strengths and resources to enable creative strategies for increasing the UW's impact, profile, and academic standing.
- An authentic and high level of intellectual curiosity, and a willingness to invest time in learning about the strengths and goals of the University's academic units, including the health sciences.
- Demonstrated commitment to students' academic and personal development and success.

A systems-thinker and skillful administrator

- Significant leadership and management experience in complex higher-education environments, ideally in a decentralized and/or multi-campus structure and/or with a major health sciences component.
- Strong organizational skills and the ability to balance day-to-day operational issues and broader institutional goals and objectives, as well as the ability to manage multiple priorities, projects, and deadlines.
- Superior diplomatic and interpersonal skills, including the ability to connect with students, staff, and faculty and lead difficult conversations with clarity, compassion, and consistency; make difficult decisions in a timely manner; and effectively communicate the rationale supporting the decisions.
- The ability to envision, articulate, and implement strategic goals; establish assessment mechanisms; and re-align resources as necessary.
- The ability to effectively and efficiently administer the units organized in the Office of the Provost and foster positive and effective working relationships with the UW's chancellors, deans, faculty, and other senior administrators.

An academic leader, talent-developer, and innovator

- An earned doctorate or other terminal degree and an outstanding profile of distinguished scholarship and teaching, suitable for a tenured appointment as a full professor.
- The ability to foster and enable innovative teaching and pedagogy and service to the community and the world at large.
- A collegial, effective, and supportive developer of talent that promotes and supports the continued recruitment, retention, and development of UW's world-class faculty, staff, and students.
- A commitment to promoting interdisciplinary programs and research as well as identifying and eliminating impediments to effective interdisciplinary initiatives.

Compensation

The base salary range for this position will be \$37,500 - \$50,000 per month, commensurate with experience and qualifications, or as mandated by a U.S. Department of Labor prevailing wage determination. Other compensation associated with this position may include administrative salary supplement and allowances.

Application and Nomination Process

The Search Committee will begin reviewing applications immediately and continue to accept applications and nominations until the position is filled. Applicants must submit: a current resume or curriculum vitae and a cover letter describing relevant experience and interest in the position. Nomination letters should include the contact information of the nominee. All applications and nominations will be handled in confidence and should be submitted by email to:



Alberto Pimentel, Managing Partner

Will Gates, Founding Partner

Sal Venegas Jr., Partner

Email: apsearch@spaexec.com

Refer to code "UW-Provost" in the subject line

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

Applicants considered for this position will be required to disclose if they are the subject of any substantiated findings or current investigations related to sexual misconduct at their current employment and past employment. Disclosure is required under [Washington state law](#).

Committed to attracting and retaining a diverse staff, the University of Washington will honor your experiences, perspectives and unique identity. Together, our community strives to create and maintain working and learning environments that are inclusive, equitable and welcoming.



The University of Washington is a leader in [environmental stewardship & sustainability](#), and committed to becoming climate neutral.

[The University of Washington is an affirmative action and equal opportunity employer](#). All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, age, protected veteran or disabled status, or genetic information.

COVID-19 VACCINATION REQUIREMENT

Employees of the University of Washington are required to be fully vaccinated against COVID-19 unless a medical or religious exemption is approved. Being fully vaccinated means that an individual is at least two weeks past their final dose of an authorized COVID-19 vaccine regimen. As a condition of employment, newly hired employees will be required to provide proof of their COVID-19 vaccination. View the [Final candidate guide to COVID-19 vaccination requirement webpage](#) for information about the medical or religious exemption process for final candidates.