

NATIONAL SEARCH PROSPECTUS

Senior Vice President for Academic Affairs & Provost



University of Houston  Clear Lake

THE OPPORTUNITY

The University of Houston-Clear Lake (UHCL) seeks a visionary leader with a proven commitment to academic excellence and shared governance to serve as its next Senior Vice President for Academic Affairs and Provost. The Provost serves as the Chief Academic Officer of the University and works collaboratively with the President, Vice Presidents and Deans to further the academic mission of the institution.



RESPONSIBILITIES

Serving as the institution's Chief Academic Officer, the Provost will play a central role in enhancing academic excellence and aligning priorities with the University's strategic plan. The Provost serves as a member of the senior leadership team. S/he will work closely with the President, other executive officers, and faculty in formulating the University's academic goals and policies. As Chief Academic Officer, the Provost is responsible for the articulation of the University's vision of academic distinction; the development and administration of academic programs; policies relating to instruction, curriculum, and distance learning; faculty and academic staff appointments and performance assessments; and scholarship and community service initiatives among faculty. Other major responsibilities include:

- Advancing the vision, mission, and core values of the university, including being an enthusiastic spokesperson for UHCL with internal and external constituencies.
- Working with the President in friend and fund raising, alumni relations, community relations, industry relations, etc.
- Supporting research, scholarly and creative activities of faculty and students.
- Leading College Deans in promoting academic excellence through degree programs, student success, and faculty teaching, research, and service.
- Promoting inclusion and transparency, which will involve the campus community as partners in decision-making processes as they help to set and meet the highest standards.
- Fostering student success and engagement by creating an environment that cultivates student success, holistic development, and student engagement.
- Strategic planning, administration, and fiscal management.
- Leading and fortifying an environment of diversity, equity, and inclusion at all levels of the organization.
- Nurturing relationships and entrepreneurship, including developing partnerships and fostering positive relations with donors, foundations, granting agencies, University alumni, and legislative representatives at local, state, national, and/or international levels.

- Work in collaboration with University units to develop and expand community, regional, and workforce partnerships.
- Administering the tenure and promotion processes.
- Coordinating and leading student success initiatives and accreditation-based assessments designed to improve student retention and graduation rates.
- Fostering the organized and strategic development of "High-Impact Practices" across the curriculum and campus to stimulate engaged learning and support student success.
- Focused on advancing international education through the Office of Global Learning and Strategy (GLS).
- Direct reports include college deans, Academic Affairs/SACS Liaison Associate Vice President, Chief Business Administrator, Information Technology/Chief Information Officer Senior Associate Vice President, Global Learning and Strategy/Senior International Officer Associate Vice President, Environmental Institute of Houston Executive Director, Institute for Human and Planetary Sustainability Executive Director, and Health and Human Performance Institute Executive Director.
- Supports the Information Technology/Chief Information Officer Senior Associate Vice President in the ongoing development and implementation of information systems across the university.

QUALIFICATIONS & KEY ATTRIBUTES

Required Qualifications

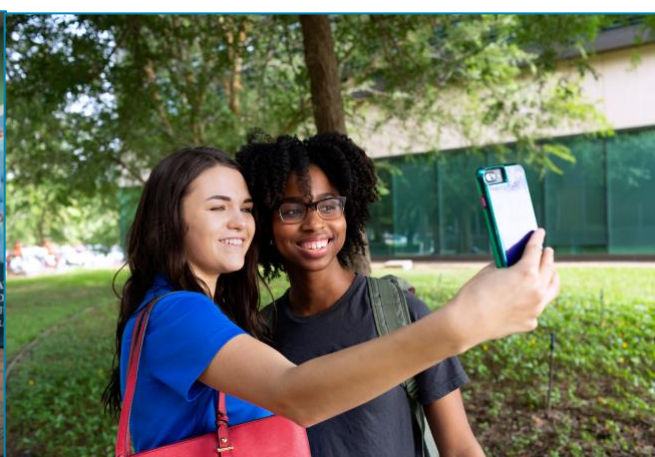
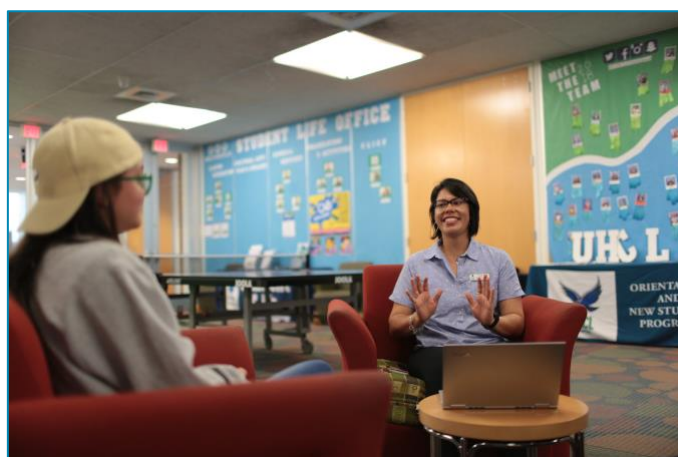
The ideal candidate will be a passionate advocate for the promotion of excellence; an academic leader with a track record of effective academic and administrative experiences; and a visionary and strategic thinker who can demonstrate collaboration and administrative accomplishment.

Required is an earned doctorate from an accredited institution; a minimum of ten years of higher education experience; experience at the Dean level or higher; and a record of excellence in teaching and scholarship commensurate with a tenured appointment at the rank of full professor in one of the academic departments at UHCL.

Desired Experience

- Career track of progressive, documentable accomplishments in increasingly complex leadership roles within an academic setting.
- Experience working collaboratively with faculty, staff, and students in an environment of shared governance.
- Experience creating innovative approaches to provide faculty and staff with the resources and support to maintain and enhance excellence in teaching, scholarship, and student services.
- Experience working closely and collaboratively with senior leadership and establishing strong working relationships with university and legislative governing bodies.
- An ability to work with other academic and community leaders to further develop collaborative academic initiatives.
- A record of sound budgetary management with good financial acumen.

- A record of successful fundraising.
- Experience with accreditation processes (institutional accreditation, general education, and/or specialized programs).
- Proven record of providing direction and advocacy for research and creative endeavors, particularly related to grant, contract, and research activities.
- Demonstrated leadership in fostering commitment to diversity, equity, and inclusion by building an inclusive and supportive environment for teaching, learning, service, and scholarship and by recruiting a diverse faculty and staff.
- Proven skill in administering the promotion and tenure process, faculty hiring and appointments, and other personnel actions.
- Demonstrated success in improving retention and graduation rates, particularly with first generation, underserved students.
- Record of involvement and of maintaining a highly visible profile both on campus and with external constituencies and engaging with the faculty, student, alumni, and staff communities.



Desired Attributes

- Demonstrated commitment to increased diversity, equity, and inclusion through initiatives and projects.
- A self-starter with a “builder” mentality, bringing a diverse strategy that encompasses inventive academic and student success models.
- Strategic, forward thinking, and future-oriented mindset.
- Commitment to consensus-building, shared governance, and constructive interactions through transparent and collaborative leadership.
- Open and transparent communication style with excellent interpersonal communication skills.
- An energetic, well-grounded, service-oriented personality.

- High emotional intelligence. One who inspires commitment rather than driving compliance.
- Student-centered with a deep passion for student success and the student experience.
- A visible and accessible approach to leadership.
- A strong moral compass with personal and professional integrity beyond reproach.
- Politically astute, yet apolitical. Able to communicate a position in a non-polarizing manner.
- A bias for action; a record of setting and surpassing objectives; and a proven “can do” drive to execute strategies and produce results beyond expectations.
- A critical/strategic thinker and problem solver.
- A demonstrated ability to represent UHCL and interact in a social setting with ease and grace.
- An appreciation for serving the educational needs of an economically and demographically diverse population.
- Ability to positively influence people, be a catalyst for progress, and make a decisive impact.
- An appreciation for the full range of academic disciplines and lifelong educational programs represented on campus and online.

University of Houston-Clear Lake

Nestled on a 524-acre wildlife and nature preserve, University of Houston-Clear Lake has become a cornerstone of higher education along the upper Gulf Coast of Texas. Since opening its doors in 1974, the University has awarded degrees to more than 75,000 alumni.

UH-Clear Lake emphasizes high academic standards through teaching, research and community service and delivers outstanding educational opportunities in a traditional classroom setting using the latest instructional technologies, as well as cutting-edge distance learning.

The Colleges of Business, Education, Human Sciences and Humanities, and Science and Engineering offer more than 90 undergraduate and graduate degree programs. In 2007, the university began offering its first doctoral degree, the Doctor of Education in Educational Leadership. Two additional doctoral degrees were added in 2014 and 2015: the Doctor of Education in Curriculum and Instruction and the Doctor of Psychology in Health Service Psychology.

In its short history, UHCL has earned a distinctive reputation as a community-minded, partnership-oriented university. UHCL has developed partnerships with area businesses, organizations, schools, and individuals that enhance the region’s educational, economic, cultural, scientific, and professional environment.

In 2007, the Texas Higher Education Coordinating Board approved creation of the UHCL Pearland location. The facility



was developed as a partnership between UHCL and City of Pearland to provide further access to higher education for the Pearland area. Classes began at the location in fall 2010.

For four decades, the University filled a vital niche in higher education, specializing in junior and senior undergraduate and graduate-level programs. In 2011, the University gained approval from the state to add freshman- and sophomore- level courses to its roster and welcomed its first freshman class in fall 2014.

Extensive class offerings and programs attract more than 9,000 students during the fall and spring semesters, with many of them enrolled in graduate courses. As more than 80 percent of its undergraduate student population transfers from local community colleges, UHCL has developed strong partnerships with San Jacinto College, Alvin Community College, Houston Community College, and others to support transfer students and help them attain their bachelor's degrees at UHCL.

UHCL also offers classes at the Texas Department of Criminal Justice facilities through its Transforming Lives by Degrees program. To date, the program has graduated more than 600 students. These graduates have gone on to take jobs with such varied organizations as the Texas Railroad Commission, the Texas Commission on Alcohol and Drug Abuse, and various recovery residences and substance abuse treatment facilities across the state. Others have furthered their education, completing degrees at the UHCL campus or enrolling in other graduate programs.

Most students are Texas residents, and 61 percent of the student population is female. UHCL's student population reflects a mix of ethnicities with almost 60 percent comprising Hispanic, African-American, Asian-American and Native American students and 6 percent encompassing international students. In 2010, UHCL was designated as a Hispanic-Serving Institution by the Hispanic Association of Colleges & Universities. More than 2,500 students graduate each academic year.



Strategic Plan: Impact 2025 & Beyond

In March 2020, UH-Clear Lake launched its strategic plan, *Impact 2025 and Beyond*. This comprehensive plan includes a newly developed vision, mission and core values, as well as a set of strategic themes and objectives.

Vision

University of Houston-Clear Lake will lead as a learner-centered university dedicated to achieving national prominence in transformative education grounded in creative activities, innovative research, and community partnerships that serve regional, state, and global locations. UHCL launches your future!

Mission

University of Houston-Clear Lake places its highest priority on serving a diverse body of students in every aspect of their university experience. UHCL's teacher scholars provide high quality, student-centered undergraduate and graduate programs that prepare students to thrive in a competitive workplace and to make meaningful contributions to their communities. UHCL fosters critical thinking and lifelong learning through a strong legacy of vibrant community partnerships complementing its historical focus on teaching, research, creative activity, and service.

Core Values

Learner-focused

UHCL is committed to maintaining and building strong degree plans that foster creativity and critical thinking. We are invested in our students and are committed to their growth, development, and transformation.

Impact: Inspire individuals to grow to their fullest potential.

Transformation

UHCL empowers individuals to learn, grow, and develop as leaders and contributors. We support, and foster leadership and collaboration among students, faculty, and staff.

Impact: Forge Visionary leaders who are agents of change in their fields.

Innovation

UHCL cultivates fearless imagination when creating new programs, teaching methods, and research opportunities that prepare students to meet the challenges of changing global economy. We are attuned to social, economic, and environmental changes and take timely action to respond to them.

Impact: Deliver the solutions to challenges of today and tomorrow.

Diversity and Inclusion

UHCL embraces inclusion and cultivates diversity at all levels of the institution. We celebrate our status as a Hispanic-serving institution. We welcome students, staff, faculty, and partners from different nationalities, races, ethnicities, ages, religions, genders, sexual orientations, and physical abilities into our family and values identity through the lens of intersectionality.

Impact: Create an inclusive community that develops well-rounded individuals who contribute to the global society.

Resilience

UHCL embodies perseverance, passion, commitment, resolve and grit to bring positive change to the university and community.

Impact: Evolve as a community to persevere through challenges and adversity.

Service

UHCL is committed to community values, partnerships and collaboration. We create a service culture among faculty, staff, and students. UHCL maintains strong sustainable relationships by engaging various stakeholders to achieve mutual goals and objectives.

Impact: Develop leaders who foster the growth and well-being of the communities they serve

Integrity

UHCL fosters honesty and trust among all internal and external constituents. We are committed to our values and being accountable to our constituency in an atmosphere of generosity and kindness.

Impact: Build a community of trusted individuals.

Sustainability

UHCL maintains stewardship over resources including but not limited to university finances and operations, the socio-physical environment.

Impact: Make a difference in our world for generations to come.



Academic Programs

The University offers students top-quality academic programs that are flexible and affordable. Through its four innovative, degree-granting colleges, the University offers more than 90 undergraduate, graduate and doctoral degree programs. The University has 277 full-time and 297 part-time faculty members. A student-to-faculty ratio of 17:1 offers a supportive atmosphere to engage students in their education in meaningful ways with opportunities for undergraduate research, outreach, capstone courses and internships.

The faculty and administration have made a commitment to expand these high-impact practices and provide every UHCL student with an opportunity for hands-on, engaged learning during their academic careers. Professors and instructors are consistently recognized for their performance and commitment to teaching. UHCL currently has seven Fulbright Scholars. The President's Distinguished Faculty Awards is an annual event in which outstanding teaching, research and service are recognized.

College of Business

UHCL's College of Business provides reality-based education that enables a diverse student body to advance intellectually, professionally and financially, equipping future business leaders with the foundation they need to succeed in the corporate world or in their own businesses. In addition, healthcare administrators can get the training they need to excel through programs and classes offered at the Texas Medical Center, one of the largest medical centers in the world. Student-focused learning environments and applied research opportunities contribute to educational excellence and a solid understanding of business and industry practices with degree options in a variety of areas.

Accreditations and Distinctions

College of Business earned business and accounting accreditation from the Association to Advance Collegiate Schools of Business International, a prestigious accomplishment achieved by less than 10 percent of the world's business schools. The College's Master of Arts in Human Resource Management online program was ranked sixth out of 40 universities nationwide by College Choice in a list of the Best Online Human Resource Degrees. Other consistent rankings include the U.S. News & World Report's list of top online graduate business programs and online MBA programs around the nation.



College of Education

With a reputation for excellence in educator preparation, leadership development and research, the UHCL College of Education lays the groundwork for future educators to succeed. Experienced, dedicated and exceptional faculty care and take a genuine interest in students. The programs deliver real-world knowledge, field-based training and graduates that are sought by surrounding school districts. Faculty members pride themselves on dedication and a commitment to providing students the best and most current training. Classes are delivered via multiple platforms from traditional face-to-face to totally online or a mix with degrees in the following areas.

Accreditations and Distinctions

UHCL College of Education graduate and undergraduate programs are accredited by the Council for the Accreditation of Educator Preparation for both initial teacher preparation and advanced educator preparation, one of only 14 educator preparation programs in Texas to hold this accreditation. The College of Education is also accredited by the State Board for Educator Certification/Texas Education Agency and holds accreditations from a number of organizations for individual specializations and certification programs.

College of Human Sciences & Humanities

Powerful ideas and new perspectives about people offer UHCL College of Human Sciences and Humanities students a new way to see the world. The faculty and students are dedicated to the study and understanding of people, and to using that understanding to improve lives. The College gives serious students a solid, liberal arts education that promotes intellectual and personal growth that will prepare them for lifelong learning and employment. Programs in Humanities and Fine Arts expose students to the greatest, most transforming concepts and the powerful works of human imagination. Programs in Human Sciences educate students in the body of knowledge from the systematic study of humans and prepare them to increase their comprehension through research and clinical experience. The College of Human Sciences and Humanities offers degrees in a variety of areas.

Accreditations and Distinctions

The College of Human Sciences and Humanities holds a number of specialized accreditations, including accreditations and approval from the Commission of Accreditation for Marriage and Family Therapy Education; the Association for Behavioral Analysis International; the National Association of School Psychologists; and the Association for Assessment and Accreditation of Laboratory Animal Care International. The Council on Social Work Education has also accredited UHCL's bachelor's degree in social work. The Fitness and Human Performance curriculum has been recognized by the National Strength and Conditioning Association for preparing students to successfully enter into the career field.

College of Sciences & Engineering

Innovation and creativity provide UHCL College of Science and Engineering students with high-quality academic programs within the vibrant atmosphere of a modern university. Undergraduate and graduate students prepare for opportunities in fields such as natural sciences, mathematics, computing sciences and engineering. Students work toward academic and career goals by cultivating their ability to study independently, problem-solve and think critically. Students learn to adapt existing knowledge and apply it to new situations to benefit society. The College of Science and Engineering is committed to expanding the knowledge base and presenting new ways to apply established science. Dissemination of scientific knowledge through publications and presentations is

encouraged, as well as professional service to local, regional, national and international communities. The College of Science and Engineering offers a variety of degrees and specialization options, allowing students to tailor their studies to a specific area of expertise. Programs support a variety of disciplines including telecommunications, robotics, control systems, industrial modeling, mathematical and statistical modeling analysis, and petrochemical processes.

Accreditations and Distinctions

UHCL is one of only 10 U.S. universities with computing programs accredited under three different curriculum guidelines of the Accreditation Board for Engineering and Technology Inc. The College of Science and Engineering's undergraduate degree plan in computer engineering is accredited by ABET's Engineering Accreditation Commission, while its Computer Accreditation Commission has accredited the undergraduate degree plans in computer science and computer information systems. The organization's Applied Science Commission has accredited the undergraduate environmental science sub-plans for safety and industrial hygiene. The chemistry degree program is accredited by the American Chemical Society.

Centers & Institutes

University of Houston-Clear Lake houses multiple centers and institutes that support student development, research opportunities for faculty and students, outreach to enrich the community, and solutions to local, national and international problems. Through the university's centers and institutes, students' educational experiences are enhanced and, sometimes, interlaced with the needs of the community.

University Centers & Institutes

Student Serving

- Math Center
- Student Enrollment Center
- Student Success Center
- Testing Center
- Writing Center

Faculty Serving

- Center for Engagement, Teaching and Learning
- Center for Faculty Development
- Faculty Senate
- Instructional Design and Technology

Community Serving

- Institute for Human and Planetary Sustainability
- Health and Human Performance Institute
- Environmental Institute of Houston
- Diplomacy Institute

Centers & Institutes Housed in Our Colleges

College of Business

- Center for Executive Education

College of Education

- Center for Educational Programs
- Center for Professional Development of Teachers
- Professional Development Lab School

College of Human Sciences and Humanities

- Art School for Children and Young Adults
- Center for Autism and Developmental Disabilities
- Center for Workplace Consulting
- Psychological Services Clinic

College of Science and Engineering

- Center for Robotics Software

University of Houston System

As the region's largest provider of comprehensive university services, from the baccalaureate to the doctorate, the University of Houston System plays an essential role in meeting the higher education needs of the Houston metropolitan area and Texas.

UHS serves more than 72,000 students, has an annual budget that exceeds \$1.7 billion, and produces a \$6 billion-plus economic impact on the Greater Houston area each year. The UH System's research and scholarship are globally significant, nationally competitive, and serve as an engine for economic development, while its public service activities enhance the quality of life in the region.

The UH System includes the University of Houston, UH-Clear Lake, UH-Downtown and UH-Victoria, and instructional sites in Katy, Northwest Houston, Pearland, and Sugar Land.

UH System Structure

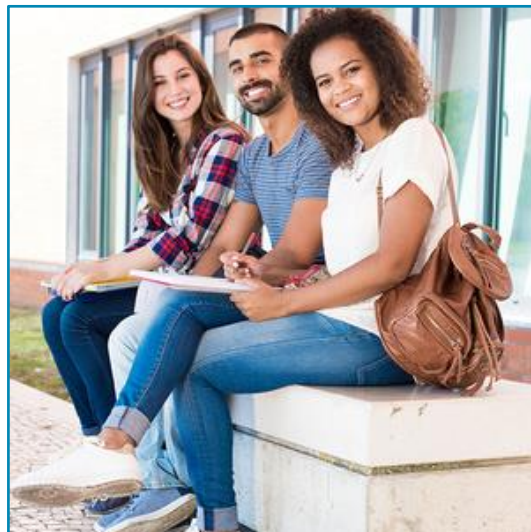
- The UH System is comprised of four separate universities, each with its own budget: UH, UHCL, UHD, UHV.
- Renu Khator has a dual role as Chancellor of the UH System and President of University of Houston.
- The UHS Board of Regents oversees all four universities.
- Students within the UH System do not take classes at other UHS universities unless they are co-enrolled in two separate universities.
- All four UHS universities operate additional locations where they offer their respective students classes taught by their respective faculty. These are locations, they are not universities.

University of Houston (UH)

The largest university in Houston and the third largest in the state, UH is a nationally competitive doctoral degree-granting, comprehensive research university that is the flagship of the UH System. It has been recognized as a Tier One institution by the Carnegie Foundation for its high level of research activity. UH is home to Houston Public Media, KUHT-TV8, Houston's PBS station and the nation's first educational television station; KUHF-88.7, Houston's National Public Radio station; and KUHF 88.7 HD-2, Houston's digital classical music stream.

University of Houston-Clear Lake (UHCL)

Nestled on a 524-acre wildlife and nature preserve near the NASA Johnson Space Center, UH-Clear Lake is a Hispanic Serving Institution offering more than 90 degree programs across four colleges and has an alumni base of more than 75,000. The University expanded from an upper-level and graduate institution into a full, four-year university in 2014, welcoming freshmen and sophomores to campus.



University of Houston-Downtown (UHD)

UHD is located in the central business district, providing valuable opportunities for student internships at major corporations. The University annually ranks among the top institutions in the nation for graduating Hispanic and African American students with bachelor's degrees.

University of Houston-Victoria (UHV)

Located in the Coastal Bend region, UHV is an undergraduate and master's university that enrolled its first freshman class in fall 2010. UHV offers more than 80 academic programs, with concentrations in the arts and sciences; business administration; and education, health professions and human development; along with one of the most dynamic online educational programs in the state.

The Community

Midway between Houston and Galveston, the region known as "Bay Area Houston" comprises 14 cities and five school districts. Home to NASA, many Fortune 500 companies, the Kemah Boardwalk, award-winning restaurants, and so much more, the selected candidate will discover an environment where professional satisfaction and career achievement are paired with optimal quality of life. Major industry sectors within Bay Area Houston include aerospace, healthcare, biotechnology, specialty chemicals, tourism, advanced manufacturing, and maritime.

The Bay area is also a quick drive to Houston, the fourth largest city in the country and an economically thriving and highly desirable metropolitan area with the lowest cost of living among major metropolitan areas.

Whether seeking entertainment, recreation, educational, or employment options or simply a safe and comfortable place to live, family members of all ages will find here the elements that contribute to a safe, enjoyable, and fulfilling lifestyle. It's all here for the leader professionally prepared to grasp this superb opportunity.



KEY ATTRACTORS TO THE ROLE

- As the executive leader overseeing academic affairs, the Provost will serve as a key catalyst in determining the future course and culture of an institution whose faculty, staff, students, and alumni are having a decisive impact locally, nationally, and globally, and poised to do even more.
- A rare opportunity to build upon an already strong, proven commitment to student success, engaged scholarship, service, and scholarly research to develop students' talents and prepare them for success in a dynamic global society.
- 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, build a legacy of success and take the institution to the next levels of accomplishment and achievement.
- 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.
- An attractive opportunity to work with student-centric, experienced, dedicated and committed faculty and staff who are interested in partnering to further enhance academic opportunity for UHCL students, faculty, and staff.
- Further grow a team that continually delivers quality instruction and exceptional student experience, and advance an organizational environment of shared challenges, opportunities, solutions, and rewards.
- 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.

NOMINATIONS & APPLICATIONS

The Search Committee invites letters of interest and nominations to be submitted directly to the search firm, Anthem Executive. Correspondence should include a curriculum vitae and a letter of interest describing relevant experience and interest in the position, and should be submitted to Scott Watson, Michael Ballew, Florene Stawowy or Mike “JR” Wheless (or simply Anthem) at:

UHCLProvost@AnthemExecutive.com

While applications and nominations will be accepted until a new Senior Vice President and Provost is selected, interested parties are encouraged to submit their materials ASAP, to assure optimal consideration. Expressing interest is the first step in receiving consideration and does not make one an applicant for the position.



AnthemExecutive.com

UHCL is committed to providing equal access and opportunity to employees, applicants for employment, and service providers without regard to age, disability, gender, genetic information, national origin, race, religion, sexual orientation, or status as a Vietnam War Era Veteran.