SEARCH PROFILE
PROVOST AND EXECUTIVE VICE PRESIDENT
The University of Montana-Missoula (UM), a flagship public doctoral research institution, invites nominations and applications for the position of Provost and Executive Vice President (PEVP) from interested individuals with diverse perspectives and backgrounds. We encourage applications from and nominations of women, Native Americans, persons of color, persons with disabilities, veterans, and other individuals from underrepresented groups.

An institution with a long and rich history, UM is undergoing an exciting revitalization – while sustaining its significant strengths – to position the university as a flagship of the future. At the core of these efforts is the imperative to serve the evolving needs of our students, the state of Montana, and our broader global community. We are driven by a passion for our students’ success – in the classroom and in their careers and lives – a curiosity to conduct impactful research and creative scholarship, and a spirit of collaboration to work closely with partners across sectors to foster inclusive prosperity in our community.

The search committee seeks applications from accomplished academic leaders with a compelling vision for UM’s future and a strong desire to partner with President Seth Bodnar and the campus community.
MISSOULA, MONTANA
Located in the heart of the northern Rocky Mountains, Missoula offers a stunning natural landscape where five valleys and three major rivers converge. Montana is defined by striking mountain ranges, countless rivers, friendly, authentic people, and deep history. Founded in 1893 at the base of Mount Sentinel and with buildings characterized by a classic brick façade, the campus is often ranked among the most beautiful in the country. Our campus is located in the aboriginal territories of the Salish and Kalispel people, and the community is committed to the indigenous populations we serve. Today, we honor the path they have always shown us in caring for this place for generations to come.
UNIVERSITY OF MONTANA

A research intensive, associate through doctoral degree-granting institution, UM is committed to a mission of access and equitable prosperity because we believe the greatest economic leveler is education; democracy and the future of the Republic rely on system thinkers who are broadly educated and specifically skilled; and diversity in thought, background, appearance and beliefs make Montana and the world stronger. Ranked sixth nationwide for research growth, UM’s research expenditures nearly doubled between 2014 and 2019 and continue to grow. In 2020, research expenditures totaled $100 million for the first time in the institution’s history and are expected to reach $125 million this fiscal year. This strong research program includes ample opportunities for undergraduate participation. Additionally, in 2020, experts identified UM as a Top 10 global university for solving the COVID-19 pandemic.

UM is deeply committed to student success, with a long tradition of teaching excellence and experiential learning. The University is ranked fifth among public universities in producing Rhodes Scholars, currently has its highest graduate enrollment in history, and in the fall of 2021 welcomed the largest incoming freshman class in several years. Summer enrollment has grown by 40% in recent years, as has the percentage of out-of-state applicants, and UM’s student retention rate also continues to rise. Those students have access to a diverse and growing set of work-based and experiential learning opportunities, as part of a strong institutional commitment to creating the best possible set of post-graduate outcomes. UM is also investing substantially in the on-campus experience: the physical campus is undergoing a revitalization with over $100 million being spent to update a broad range of facilities.

MISSION

The University of Montana transforms lives by providing a high-quality and accessible education and by generating world-class research and creative scholarship in an exceptional place. We integrate the liberal arts and sciences into undergraduate, graduate and professional studies to shape global citizens who are creative and agile learners committed to expanding the boundaries of knowledge and to building and sustaining diverse communities.
UM is an essential part of Missoula: a culturally vibrant college town characterized by scenic beauty, a socially engaged community and a healthy economy. Our commitment to place-based, applied experiences ensures our students reap the benefits of a large flagship institution in a setting that feels intimate. This setting attracts talents and shapes the University of Montana community, where arts, culture and academics influence the great minds of tomorrow. With a deep focus on experiential learning, we believe some of the best classrooms are not classrooms. Here, experiential learning happens not only in the outdoors but also in community and social settings. UM also views itself as part of a global community, and thus actively recruits and enrolls students from all over the world, as well as provides a range of opportunities for students to study and learn abroad.

UM's location provides a strong foundation for world-class programs focused on sustainability and the environment; these include access to a 21,000 acre experimental forest and an ecological research and education center on Flathead Lake. UM also excels in fields such as human health and biomedical sciences, business, law, education and journalism. As a major center for the arts and culture in Montana, UM has a long tradition of providing excellent educational opportunities for artists, performers and writers, as well as venues for their creative works. The Payne Family Native American Center highlights the University’s commitment to the Native American communities of Montana, the largest minority group in Montana and on campus, and houses our outstanding Native American Studies program. The University is further committed to meeting societal needs through strong programs in the humanities, sciences and professions. The Davidson Honors College serves as the symbol of UM’s commitment to excellence in undergraduate education. UM’s fully integrated two-year institution, Missoula College, offers workforce development as well as baccalaureate pathway programs.
PROVOST AND EXECUTIVE VICE PRESIDENT

POSITION DESCRIPTION

Reporting directly to the President and serving as UM’s Chief Executive Officer in the absence of the President, the PEVP provides intellectual leadership to the campus and works closely with the President in providing strategic long-term direction for the University. As Chief Academic Officer, the PEVP maintains a robust academic and co-curricular portfolio and leads efforts to adapt that portfolio in ways that draw upon UM’s strengths while responding to students’ and society’s needs. This person is a vital, trusted partner to the president, a thoughtful collaborator across campus, and a strong visionary for UM’s continued impact. The PEVP works with the vice provosts, deans, and academic directors to promote academic excellence and integrity and to enhance the stature of UM nationally and globally.

The PEVP, in consultation with the President, has final campus authority over new academic programs, centers, and institutes before they are submitted to the Office of the Commissioner of Higher Education (OCHE) for review and approval by the Board of Regents. The PEVP acts as the key liaison between UM and OCHE’s Deputy Commissioner for Academic, Research, and Student Affairs for all matters related to Montana University System initiatives, academic policy adherence, program planning, and approval. The PEVP also leads academic collaboration within the state-wide affiliation, comprised of the University of Montana-Missoula, Helena College UM, The University of Montana Western in Dillon, and Montana Technological University in Butte.

The PEVP works closely with the Vice President for Operations and Finance on budget planning, fiscal accountability, and policy development; with the Vice President for Research and Creative Scholarship to advance the University’s research agenda, including oversight of graduate academic programs; with the Vice President for Marketing and Communications to increase positive public sentiment around and awareness of the benefits of a UM education; with the Associate Vice President for Enrollment Management to ensure strategic enrollment planning; with the Vice Provost for Student Success to increase student retention and engagement; and with the President and CEO of the UM Foundation to foster a culture of philanthropy at the University. The PEVP additionally works respectfully and in collaboration with members of UM’s shared governance and unions to strengthen academic operations on campus for UM students, staff, and faculty.

Duties/Responsibilities

The PEVP’s responsibilities include:

- Leadership of the development and implementation of UM’s academic vision, planning and assessment efforts
- Approval of all academic appointments, promotions and tenure, and leaves
- Leadership of academic coordination with the state-wide University of Montana affiliation
- Oversight of the Vice Provosts; the Academic Deans of the Colleges and Schools; the Dean of the Mansfield Library; the Directors of a number of academic centers, institutes and offices; the Registrar; and the employees in Academic Affairs and Student Success
- Extensive interaction on behalf of the University of Montana-Missoula with the Office of the Commissioner of Higher Education
- Administrative oversight, as delegated by the President, of diversity initiatives, assessment, institutional accreditation, shared governance relations, faculty union relations, and other key activities, such as international education and experiential learning and career success and employee professional development
- Representation of UM within regional and national academic organizations
- Dynamic and respectful communication and collaboration with campus constituencies and the broader Montana community, including alumni, business leaders, and legislators
**Required Experience and Minimum Qualifications**

- An earned doctorate or equivalent terminal degree from a regionally accredited university
- Passion for and commitment to the ideals of public higher education (including faculty development, student success, and international education), an innovative and entrepreneurial spirit, and commitment to interdisciplinary research and education
- Demonstrated commitment to principles of diversity, equity, and inclusion
- Demonstrated academic leadership, including broad experience and strength in budget management of complex organizations, program development, strategic planning, assessment, accreditation, and personnel management
- Demonstrated ability to communicate and work effectively with individuals and groups in all sectors of the University and external to the University
- Distinguished record of teaching, scholarly accomplishments in research and/or creative activity
- An understanding and appreciation of the broad spectrum of UM’s academic programs and research, including the liberal arts and sciences tradition, graduate and professional schools, online offerings, and integrated, comprehensive two-year colleges

**Preferred Qualifications**

- A leadership style that brings vision, passion, and purpose to the University’s institutional mission, values, and culture
- A management style that is approachable, energetic, and willing to involve stakeholders in the decision-making process
- Extensive experience in generating and managing extramural funding for both academic programs and research through a variety of awards, including private fundraising

**Applications and Nominations**

Applications must be sent electronically (MS Word or PDF Format) to montanaprovost@agbsearch.com. For best consideration, applications should be received by October 10, 2021, and must include:

- A letter of interest addressing the qualifications described and including your vision for the role of the Provost of the University of Montana over the next five years (not more than three pages);
- A curriculum vitae
- Names, addresses, telephone numbers, and email addresses for five (5) professional references who will be contacted only after candidates are notified

Search Committee chair Dr. Alan Townsend welcomes contact at alan.townsend@umontana.edu. The search is being assisted by Rod McDavis, Managing Principal, and James McCormick and Janice Fitzgerald, Executive Search Consultants, AGB Search, at rod.mcdavis@agbsearch.com, 804-514-1982; jim.mccormick@agbsearch.com, 651-238-5188; or janice.fitzgerald@agbsearch.com, 717-580-0663.

Nominations must be sent electronically to montanaprovost@agbsearch.com.

For more information about this search, go to www.umt.edu/president/cabinetsearches/provost-evp/

**Criminal Background Investigation**

In accordance with university policy, finalists for this position will be subject to criminal background investigations.

**ADA/EOE/AA/Veteran’s Preference**

Reasonable accommodations are provided in the hiring process for persons with disabilities. For example, this material is available in alternative format upon request. As an Equal Opportunity/Affirmative Action employer, we encourage applications from minorities, veterans, and women. Qualified candidates may request veterans’ or disabilities preference in accordance with state law.

**References**

References not listed on the application materials may be contacted; notice may be provided to the applicant.

**Employment Eligibility**

All New Employees must be eligible and show employment eligibility verification by the first date of employment at UM, as legally required (e.g., Form I-9).
UM is adapting in three ways to both preserve and evolve the vital importance of a UM education:

First, we are more intentionally fostering an education that builds in students lasting skills and abilities.
As an institution that has long emphasized the ability of students to think, inquire, question, analyze, and communicate, UM takes great pride in its history of cultivating the non-perishable, foundational skills and competencies vital for career and life success. This need for systems thinkers demands that we even more intentionally build in our students these tomorrow-proof abilities.

Second, we are working to ensure our students are career-ready.
We couple the breadth of opportunity we can provide as a flagship university with the intensely personal ways we engage our students. UM’s recently launched the ElevateU initiative, which is focused on ensuring every student has access to robust work-based and experiential learning opportunities and is equipped with the skills and credentials necessary for career success immediately following graduation, is an expression of this commitment.

Third, we are adapting to enable learning across a lifetime and for a broader range of learners.
We acknowledge that societal and economic changes demand perpetual learning, a degree earned early in life has become insufficient – people do not episodically learn first, then work. UM is aggressively developing the institutional capabilities and flexible offerings to serve a much broader range of life-long learners.

To learn more about the University of Montana, Missoula, and the State of Montana, please visit the links below.

University of Montana
City of Missoula
- Destination Missoula
- Video: There’s This Place
- Missoula Area Chamber of Commerce
State of Montana
- Visit Montana