



## Vice Chancellor for University Advancement

Leadership Profile

Fall 2021



*WittKieffer*

## Executive Summary

The University of California, Riverside seeks an experienced, inspiring and relationship-oriented advancement leader to join its executive team as its next vice chancellor for university advancement.

As one of the fastest-rising ranked universities in the country, the University of California, Riverside (UCR) is currently in the midst of an ongoing expansion of the student body, faculty ranks, and research enterprise. UCR is an economic powerhouse, contributing \$2.7 billion to the U.S. economy and ranking among the top public institutions in the country contributing to the public good. UCR is comprised of seven colleges and schools: the College of Humanities, Arts and Social Sciences; the College of Natural and Agricultural Sciences; the Bourns College of Engineering; the School of Business; the School of Education; the School of Medicine; and the School of Public Policy. In the fall of 2020, UCR had an enrollment of more than 26,000 students and 1,100 faculty, including two Nobel Prize winners and 13 members of the National Academies of Science and Medicine. UCR offers bachelor degree programs in over 100 majors, 55 Master's degree programs, and 42 Ph.D. Programs. UC Riverside ranked as a Top 10 public university in the U.S. — and America's most transformative public university — by Money Magazine in 2020. Additionally, UCR ranked #1 in U.S. News & World's ranking of social mobility and #1 in Washington Monthly's Pell Grant performance.

Reporting directly to the chancellor as a key member of his leadership team, the incoming vice chancellor will serve as the institution's chief advancement officer and ensure advancement priorities support the institution's future ambitions. The vice chancellor will manage a budget of approximately \$20 million and provide inspiring leadership to a team of over 130 professionals across the functional areas of Alumni Engagement, Development, University Communications, Advancement Finance & Administration, the UCR Alumni Association, and the UC Riverside Foundation, ensuring the organization and its teams are operating under well-established best practices. The vice chancellor will serve as the principal fundraiser for the campus and work with key partners across the university to develop integrated and cohesive major and principal gift strategies for university-wide priorities. As part of this process, the next vice chancellor should leverage the success of UC Riverside's first-ever comprehensive campaign, *Living the Promise: The Campaign for UC Riverside*, which concluded on Dec. 31, 2020 with over \$300 million raised, surpassing its goal. Moreover, UCR's endowment reached nearly \$400 million following the conclusion of the campaign. While the details of a future campaign have not yet been established, the incoming vice chancellor should be prepared to lay the groundwork for a campaign with even larger ambitions and further develop UCR's culture of philanthropy. The vice chancellor will work with department heads to ensure fundraising and advancement-related projects, activities and initiatives are continually innovating and advancing the institution toward desired goals and objectives. Moreover, the vice chancellor should ensure its marketing and communications activities are in alignment with institutional goals and objectives. The vice chancellor should be a close advisor and partner with the university's chancellor and provost and executive vice chancellor, and develop strategies and tactics to further advance the cultivation and solicitation of the university's most generous alumni, donors, volunteers, and friends of the institution.

The incoming vice chancellor will be a proven advancement professional who engages in innovative and strategic thinking and long-range planning with university leaders and other campus constituents in the pursuit of transformational funding for the greatest philanthropic needs of the institution. UC Riverside

seeks a forward thinking and self-confident leader who will lead with integrity and whose values align with the values of the university. The successful candidate will have exceptional communication skills, extensive fundraising and administrative experience, and broad perspectives on the business of advancement management. The next vice chancellor should be a skilled negotiator, politically savvy, customer-service oriented, and work to develop relationships with various internal and external constituents, both locally and nationally. The vice chancellor should have an exceptional ability to motivate, inspire, and manage a diverse group of professionals across all functional areas of the division. This is an exceptional opportunity for an ambitious leader to make a big impact on the future of the institution.

For information on how to apply or to submit nominations, please refer to the section, "Procedure for Candidacy" at the end of this document.





## Role of the Vice Chancellor for University Advancement

The vice chancellor for university advancement is a key contributor to the senior management team of the university and is responsible for providing counsel to the chancellor and other senior administrators on the advancement of the campus vision.

The campus' development effort currently averages about \$40 million in gifts and new pledge commitments each year, and the UC Riverside Foundation has an endowment of nearly \$400 million. The vice chancellor will have responsibility for planning a second comprehensive fundraising campaign for the campus and will provide leadership for executing the campaign. In addition, the vice chancellor will provide leadership for university communications and implementation of a recently completed branding and visual identity strategy to raise the university's profile at the state and national levels. The vice chancellor works collaboratively with faculty and administrative leaders to build and maintain relationships with the community, including alumni, donors, and business leaders in the region. The division of University Advancement is supported by an annual budget of approximately \$20 million, and has a staff of 130 FTE.

Reporting directly to the chancellor, the vice chancellor for university advancement has operational responsibility, recommends, and implements policy, budget, and personnel administration for the major functional areas of:

- Alumni Engagement
- Development
- University Communications
- Advancement Finance & Administration
- UCR Alumni Association
- UC Riverside Foundation

Essential duties and responsibilities include:

- Responsible for directing and executing an ambitious fundraising agenda and an integrated external relations program. Represents the university to a variety of external constituencies including volunteers, donors, alumni, and media representatives as well as communications to and engagement with students, faculty, and staff.
- Serves as senior advisor to the Chancellor on a wide range of issues, including long-range planning, development, and implementation of programs designed to enhance understanding of the university among public and private constituencies, development and implementation of strategies to effectively integrate the university advancement program with the institution's academic goals and activities.
- Serves as president of the UCR Foundation, developing and maintaining positive and effective working relationships with key volunteers involved in development, endowment management, advocacy, and community relations activities on behalf of the campus.
- Develops budgetary strategies for a division composed of multiple operating units, oversees and administers the allocation of funds within and among the units, and develops mechanisms to facilitate effective financial performance and accountability.
- Develops, maintains, and enhances effective working relationships with key executive staff in the Office of the President, as well as with senior administrative and academic leadership of sister campuses.
- Engages in regular communication with faculty leaders through the Academic Senate and an advancement faculty advisory committee.



## Opportunities and Expectations for Leadership

### **Provide vision, leadership and management of the Advancement Division**

The vice chancellor will lead a team of approximately 130 professionals that spans development, alumni relations, marketing and communications, and central operational support. The outgoing vice chancellor has built a strong team founded on integrity, work ethic, and a set of core values that are consistent with the values of the institution. The incoming vice chancellor will be responsible for providing strategic vision, inspiring leadership, and steady management of the overall advancement division. The vice chancellor should align resources with the highest priorities and needs of the institution while identifying areas of strength and opportunities for transformation. The vice chancellor will be responsible for managing an approximately \$20 million operating budget in support of the overall advancement program while maintaining a strategic outlook for identifying new possibilities and overcoming emerging challenges. Furthermore, the vice chancellor will be expected to effectively steward campus resources while identifying potential human capital and programmatic investment opportunities to grow and develop the program further.

### **Continue emphasizing best practices and well-functioning teams and processes**

Under the leadership of the outgoing vice chancellor, UCR's existing advancement division has implemented numerous best practices and processes and can be proud of its success over the last decade. This is not a turnaround situation; rather, this is an opportunity for the next vice chancellor to make an impact on an institution that is on the rise. The advancement division has engaged more donors, friends, and alumni with the institution, finished the institution's first-ever comprehensive fundraising campaign, and embarked on and implemented a rebranding project, among many other notable accomplishments. Furthermore, faculty, staff, deans, administrators, and other campus leaders have been more actively engaged in advancement activities than in any time in the institution's history.

The incoming vice chancellor has a unique opportunity to leverage existing successes, operational structures, and current organizational culture that promotes collaboration, teamwork, and achievement for even greater levels of success in the future. The new vice chancellor should ensure a strong team is in place with appropriate opportunities for learning and professional development that support both career development and the overarching success of the division. The vice chancellor will have the chance to continue building on a strong talent management program that reinforces the division's continued growth and diversity efforts as it seeks to achieve even higher levels of fundraising, alumni engagement, and marketing and communications success. The incoming vice chancellor should bring a depth of understanding of the systems, processes and evolving best practices that help develop the program further. Perhaps most important, the vice chancellor should model teamwork, collaboration, respect, and accountability within and outside the Office of Advancement and emphasize a culture that supports the future goals and objectives of the campus.

### **Build on existing momentum of current fundraising success and serve as a key strategic advisor for a future campaign**

UC Riverside's first-ever comprehensive campaign, Living the Promise: The Campaign for UC Riverside, concluded on Dec. 31, 2020 with more than 66,000 donors who made gifts that helped surpass its goal of

\$300 million. Building off the momentum and success of the campaign, UC Riverside launched Beyond Brilliant, a student-centered fundraising initiative that seeks to raise \$50 million for scholarships and graduate fellowships, experiential learning opportunities, and health and wellness programs. In addition to ensuring current fundraising initiatives are successful, the incoming vice chancellor will be tasked with preparing the campus for its next comprehensive campaign. As of this writing, specific timing, and goals for such an effort have not yet been contemplated. Of particular importance in planning the next campaign will be the identification of compelling funding priorities that can inspire transformational gifts. Additionally, the vice chancellor will be responsible for strategically assessing internal infrastructure and systems that may be needed to support an even larger campaign than its most recent \$300 million effort.

In addition to current and future campaign planning, the vice chancellor will work across the university to chart a course for the next several years by increasing philanthropic capacity through creative strategies, diversification of the donor pool, creating a compelling case for support, and building meaningful relationships with donors. Providing guidance on principal and major gift cultivation and solicitation strategies, the vice chancellor will work to ensure that fundraising goals are being met and approached strategically.

### **Further develop UCR's culture of philanthropy and alumni engagement**

The next vice chancellor should continue developing a strong culture of philanthropy and alumni engagement across campus. The university is eager to support entrepreneurial and innovative activities that provide aspirational opportunities for donor and alumni support. The new vice chancellor will be expected to work with and provide support and counsel to university leadership—including the deans, vice chancellors, provost, and chancellor—to articulate top fundraising priorities and inspire and strengthen a campus-wide culture of philanthropy and alumni engagement. Furthermore, the new vice chancellor should provide leadership opportunities for faculty, students, and external constituents to actively engage in the fundraising process. The vice chancellor should maintain effective systems of communication and activities that promote a strong fundraising culture. Likewise, the next vice chancellor should offer educational opportunities for deans and faculty about their roles in the development process and provide them with regular coaching as needed to ensure their participation and success.

### **Ensure a strong brand strategy and emphasize messaging and communications that support the institutions future ambitions**

UCR's marketing and communications division is a point of pride and has had a big impact on the growth and development of the institution. It has raised the profile of the campus on a national scale, which has helped enabled the university to achieve its lofty ambitions. The incoming vice chancellor will provide leadership for the university's marketing and communications plan, including advertising, public relations, media relations, community outreach, web presence, and overall brand strategy. In coordination with the chief marketing and communications officer, the next vice chancellor will help develop compelling messaging – both internally and externally – to continue to raise UCR's visibility and reputation through creative outreach and engagement efforts both locally and nationally. The vice chancellor will represent the institution and its brand to outside constituents, including donors, alumni, community groups, business and industry, colleagues, and media. Furthermore, the vice chancellor should have a visible presence at university and community events and activities while communicating important messaging and key talking points while advocating on behalf of the institution.

## Professional Qualifications and Personal Qualities

Skills and/or experience necessary to perform this position:

- Demonstrated innovative and strategic thinking abilities to nurture current relationships while identifying and forging new collaborations.
- Proven ability to successfully plan, implement, and deliver strategic results while maintaining the flexibility to respond quickly to changes in the environment.
- Proven highly effective interpersonal, leadership, consensus, and coalition-building skills.
- Demonstrated skill, knowledge, and ability to raise funds through individual donors, corporations, foundations, and other means.
- Exceptional ability to motivate, inspire, and manage a diverse group of professional and administrative staff; proven ability to build effective teams.
- Ability to be astute and politically savvy, understanding high-level relationships and systems in a strategic manner.
- Ability to effortlessly convey an infectious sense of optimism while managing the vision and purpose of the organization.
- Ability to present a passion for the promotion and attainment of UCR's mission and goals.
- Excellent oral and written communication skills.
- Proven effective experience in management and development, including demonstrated skills in complex financial management, fundraising, and leadership development.
- Proven track record to lead strategic annual and long-range planning.
- Excellent analytical, planning, and process management skills. Understanding of higher education structures and decision-making.
- Ability to work in consultation with faculty leaders.
- Demonstrated ability to operate with trust and integrity in all actions.





## About UC Riverside

### Overview

Situated on nearly 1,200 scenic acres in Inland Southern California, UC Riverside's diverse, inclusive, and globally focused community is creating a new model for what a great public research university can achieve. As a member of the world's most prestigious public university system, we offer our students a premier educational experience. UC Riverside ranked as a Top 10 public university in the U.S. — and America's most transformative public university — by Money Magazine in 2020.

With more than 26,000 students and 1,100 faculty — including two Nobel Prize winners and 13 members of the National Academies of Science and Medicine — we are pioneering research with economic, scientific, and social impact on the real-world challenges we face in California and beyond.

### UC Riverside By The Numbers

At UC Riverside, we know we have something special. And that is being [recognized increasingly](#) across the nation and around the world as UCR climbs in college rankings.

We're proud to be ranked No. 12 among all U.S. universities, according to Money Magazine's 2019 rankings, and among the top 1 percent of universities worldwide, according to the Center for World



University rankings. Each of the last three years, U.S. News & World Report [named UCR](#) the top university in the nation for social mobility.

Our reputation stems from our commitment to continually create something better. As a land-grant university with an enviable Southern California location, and distinguished faculty and academics who pursue path-breaking research, we are generating visionary and practical solutions to some of the world's most challenging issues.

Here you'll find world-class genetics experts who are leading the global fight against mosquito-borne illness, as well as the nation's largest indoor atmospheric test chamber — rendering us a leader in air pollution and alternative fuels research.

As a member of the [University Innovation Alliance](#), UCR is committed to improving the success of low-income, first-generation students, as well as students of color. In fact, of our more than 26,000 students, more than half are first generation, and we enroll more students who receive Pell Grants than nearly every university in the country — and more than the entire Ivy League combined.

Off campus, we're investing in the tomorrows of our neighbors who reside in and around the Riverside community. UCR medical students train in hospitals across Inland Southern California, [while UCR Health](#), an affiliate of our School of Medicine, rapidly expands access to health care across the region.

At [UCR Extension](#), we're providing lifelong learning opportunities and professional certificate programs to tens of thousands of students each year. [UCR Palm Desert](#), which opened in 2005, extends our reach specifically to the Coachella Valley, and offers a Master of Fine Arts degree, continuing education courses, and a Future Physician Leaders program.



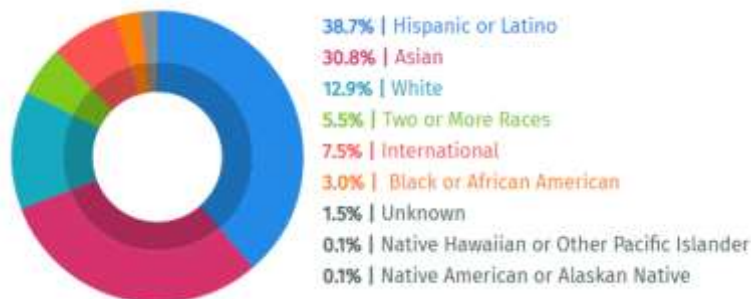
UC Riverside has received recognition in many national and international rankings: (some of these rankings may be outdated; please check here: <https://brand.ucr.edu/power-claims>)

- The No. 1 university in the United States for social mobility three years in a row. – U.S. News & World Report
- No. 1 for Hispanic enrollment among selective universities. – Urban Institute
- No. 2 in the country for financial aid. – Business Insider 2019
- Top 10 colleges that pay off the most in big cities. – CNBC
- One of the nation's top 12 public universities. – Forbes "America's Best Value Colleges"
- UCR School of Medicine ranks No. 6 in the country for diversity. – U.S. News
- No. 4 in the country for social mobility. – Education Reform Now Top 1 percent of universities worldwide. – Center for World University Rankings
- No. 26 most innovative university in the country. – U.S. News
- No. 28 among public universities. – Washington Monthly
- One of the Top 30 public institutions contributing to the public good. – Washington Monthly
- No. 2 in Entomology research in the world – Center for World University Rankings
- One of America’s best value colleges. – Princeton Review
- No. 3 in Hispanic STEM graduates in the nation. – National Science Foundation
- No. 26 in the world in plant and animal sciences. – U.S. News & World Report
- No. 16 greenest public university in the nation. – Princeton Review
- No. 20 among the Most Affordable Colleges in America. – Best Value Schools

**General UCR Stats**

26,434	22,687	3,747
Total Students Enrolled in Fall 2020	Undergraduates	Graduate Students
26	10	2
National Academies Members	2020 NSF Awards	Nobel Laureates

**Ethnicity**



- Among 38 University Professorships, the highest honor in the University of California, UCR faculty have been awarded four (10%).
- A total of 13 faculty are members of the National Academies of Science and Medicine and 200 current or former members elected as Fellows of the American Association for the Advancement of Science.

[See more UCR Rankings here.](#)

### **UCR's Economic Impact**

As the only public research university in Inland Southern California, UC Riverside is on the leading edge of pioneering research that has both a local and global impact. UCR is a powerful engine of economic growth for Inland Southern California and beyond, having contributed more than \$2.7 billion to the U.S. economy during the fiscal year 2015-16 alone. UCR students and visitors contribute more than \$287 million to the Inland region. The campus proudly partners with entrepreneurs, corporate leaders, and fellow research enterprises from around the world.

### **Academics**

UC Riverside boasts high academic standards in a highly supportive, inclusive environment. Our dynamic campus serves as an incubator of new knowledge and new voices — our students, faculty, and researchers are encouraged to collaborate and innovate, providing fresh perspectives to address our world's greatest needs. Among our distinguished faculty are two Nobel Prize winners, and 13 members of the National Academies of Science and Medicine. In fact, we are one of fewer than 20 public U.S. universities to boast multiple Nobel Prize winners on our faculty.

At UCR, we provide a robust set of undergraduate, graduate, and professional degree programs to one of the most diverse student populations in the nation. Our strong core programs and new and emerging disciplines are housed within three colleges and four professional schools:

- Marlan and Rosemary Bourns College of Engineering
- College of Humanities, Arts, and Social Sciences
- College of Natural and Agricultural Sciences
- School of Education
- School of Business
- School of Medicine
- School of Public Policy

UC Riverside's [undergraduate programs](#) are designed around experiential learning and research opportunities that cultivate exceptional graduates who go on to prosper personally and professionally. [University Honors](#) students receive the added benefits of priority registration, smaller class sizes, and a built-in support system with increased opportunities for internships and other real-world experience.

We also offer more than 50 rigorous academic and professional [graduate programs](#) that challenge and prepare students through transformative, real-world applications.

In 2011, UCR opened the first public [School of Medicine](#) on the U.S. West Coast in more than 40 years and, in 2012, launched its [School of Public Policy](#) to benefit residents of the Inland Empire. It is one of only four public policy schools in the 10-campus University of California system.

## Student Life

But what makes us great goes far beyond our academic rigor and rankings. There are countless ways to get involved and inspired at UC Riverside. We're home to a thriving arts community, one-of-a-kind [campus events](#), inspiring lecture series, and more than 450 [student organizations](#). Students seeking international academic experiences can connect with Education Abroad, UCR's gateway to programs that provide coursework and cultural/language immersion to help them compete in a global marketplace.

More reasons to be inspired on the UC Riverside campus:

- Our 40-acre [Botanic Gardens](#) and famed 22-acre [Givaudan Citrus Variety Collection](#);
- The [UCR Library](#), home to more than 2 million books and one of the world's largest cataloged collections of science fiction and fantasy;
- UCR's [California Museum of Photography](#), the largest photographic center in the western United States; and
- [KUCR](#), a non-commercial campus radio station that broadcasts indie rock, jazz, and classical music, as well as public affairs and news programs.



## Leadership



### Chancellor Kim A. Wilcox

Kim A. Wilcox was appointed UC Riverside's ninth chancellor in August 2013.

As UC Riverside's chief executive officer, Wilcox oversees a campus of more than 26,000 students, 850 faculty members, and 4,700 academic and administrative staff members.

During his tenure, UC Riverside has seen historic growth across its education, research, and public service missions, including record improvements in student success, research funding, and philanthropic giving as well as the establishment of new schools of medicine and public policy.

Guided by UC Riverside's [long-term strategic plan](#), Wilcox has initiated an ambitious effort to grow the faculty and the campus's physical facilities. Over the last four years, UCR has grown its faculty by nearly 200, while increasing the racial, ethnic, and gender diversity among incoming faculty members. Likewise, UCR has added or renovated more than 100,000 square feet of building space on campus since 2013 with another \$1 billion in capital projects underway.

During Wilcox's tenure, UC Riverside has become a national model for achieving student success, particularly across socio-economic and ethnic categories. In the past five years, four-year graduation rates at UC Riverside have increased by 16 percentage points and six-year rates by 5 points. UC Riverside is one of the few institutions nationwide that has eliminated graduation-rate gaps across income levels and ethnicity. In 2016, the Association of Public and Land-grant Universities (APLU) recognized this achievement with their "Project Degree Completion Award," which goes to one university nationwide that has demonstrated innovation in student success. Under Wilcox's leadership, UC Riverside became a charter member of the [University Innovation Alliance](#), a collaboration of major public research universities in America seeking to improve student graduation rates and outcomes across all socio-economic and ethnic backgrounds.

Wilcox has been an active participant on a variety of higher education advisory boards and committees. He currently serves on the NCAA Presidential Forum and as a member of the board of directors for the [Coalition of Urban Serving Universities](#). He serves as a representative of the university as a member of the [Council on Competitiveness](#), a nonpartisan organization consisting of university presidents, CEOs, labor leaders, and national lab directors working to promote innovation and growth in the U.S. economy.

In 2021, Chancellor Wilcox received the [Outstanding Senior Leadership Award](#) by the Council of University of California Staff Assemblies. The award recognizes senior-level leaders who are supportive and inclusive of UC staff, and encourage equity, diversity, inclusion, and community.

From 2005 to 2013, he served as provost at Michigan State. Previously, he was dean of the College of Liberal Arts and Sciences at the University of Kansas, from 2002 to 2005, and president and chief

executive officer of the Kansas Board of Regents from 1999 to 2002. He also spent ten years as the chair of the Department of Speech-Language-Hearing at the University of Kansas.

A first-generation college graduate, Wilcox attended Michigan State University, where he earned a Bachelor of Arts in audiology and speech sciences. He also holds master's and doctoral degrees in speech and hearing science from Purdue University. His research focuses on speech acoustics, and he has directed teaching, research, and service projects funded by the National Science Foundation and the U.S. Department of Education.



### **Provost and Executive Vice Chancellor, Elizabeth Watkins**

Elizabeth Watkins became Provost and Executive Vice Chancellor at UC Riverside on May 1, 2021.

As Provost and Executive Vice Chancellor, Watkins is the chief academic and operating officer for the campus, providing leadership to the entire academic enterprise, managing day-to-day operations of the university, overseeing resource allocation, and serving as a member of the campus leadership team. In the Chancellor's absence, the Provost serves as the chief executive officer of the University of California, Riverside.

Watkins came to UCR from UCSF, where she served as the Dean of the Graduate Division, Vice Chancellor of Student Affairs, and Professor of History of Health Sciences. Her accomplishments at UCSF included the growth of an endowment fund for PhD students in the basic sciences from \$50 million to \$100 million, the development of a cost-of-living supplement program to provide students an annual supplement to defray the high cost of Bay Area housing, and the successful ten-year WASC re-accreditation of the university. She co-led the Coalition for Next Generation Life Science, a group of more than 50 research institutions committed to transparency about graduate career outcomes to help students and postdocs to make informed career decisions and improve graduate education and postdoctoral training.

Prior to her appointment as Dean and Vice Chancellor, Watkins was Director of Graduate Studies for the master's and PhD programs in History of Health Sciences at UCSF, having helped to restart those graduate degree programs in 2005. She also served on numerous campus and system-wide Academic Senate committees.

Familiar with the UC system, Watkins was drawn to the role of Provost at UC Riverside because of its breadth of academic disciplines and its mission of educating at multiple levels including undergraduates, graduate students in both research and professional fields, and an extension school for lifelong learning. UCR's national leadership in social mobility, its world-class faculty research, and its unyielding commitment to diversity, equity, and inclusion add compelling dimensions to the role.

Watkins earned a BA in Biology and a PhD in History of Science at Harvard University. She is the author or co-editor of five books and numerous articles on the histories of birth control, sex hormones, pharmaceuticals, stress, and aging. Her work has been funded by the National Endowment for the

Humanities, the NIH/National Library of Medicine, the National Academy of Education, the National Science Foundation, and the University of California President's Research Fellowship in the Humanities.

Born and raised in Rhode Island, Watkins moved to San Francisco in 2004, after living in Concord and Cambridge, Massachusetts, and Pittsburgh, Pennsylvania. She and her husband now live in Riverside. She has two grown daughters and one brand-new grandson.

## Riverside, California

The City of Riverside is a vibrant, culturally diverse center of commerce, finance, industry and education with a population of more than 294,000. It is the most populous city in the Inland Empire and in Riverside County, and is located about 50 miles southeast of downtown Los Angeles. The vibrant city boasts arts, culture, entertainment, family fun, outdoor life, festivals, sports, nightlife and more – including the top ranked holiday lights display in the United States. The Inland Empire is home to Alpine lakes and mountains, beautiful wine country, impressive museums, and heart pounding autosports.

For more information about Riverside, California please visit: <https://www.ucr.edu/about/visitors>.







## Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV or resume, a letter of interest addressing the themes in this profile and a statement of contributions to diversity (more information can be found below).

In a "Statement of Contributions to Diversity," we ask applicants to describe their past and/or potential future contributions to promoting a diverse, equitable, and inclusive environment, which is a key requirement of the role of every faculty and staff member at UCR. There are numerous ways to contribute, and a commitment to this part of our mission can be reflected through research, teaching, supervision, mentoring, community engagement, service, and any of the other varied activities that are a part of an academic or administrative career.

WittKieffer is assisting UC Riverside in this search. For fullest consideration, application materials should be received by January 10, 2021. Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Zachary A. Smith, Ph.D., Alejandra Gillette-Teran, and Jevon Walton  
[UCRiverside-VCUA@wittkieffer.com](mailto:UCRiverside-VCUA@wittkieffer.com)

*The University of California is an Equal Opportunity / Affirmative Action Employer with a strong institutional commitment to the achievement of excellence and diversity among its faculty and staff. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, protected veteran status, or any other characteristic protected by law.*

*As a condition of employment, you will be required to comply with the [University of California SARS-CoV-2 \(COVID-19\) Vaccination Program Policy](#). All Covered Individuals under the policy must provide proof of Full Vaccination or, if applicable, submit a request for Exception (based on Medical Exemption, Disability, and/or Religious Objection) or Deferral (based on pregnancy) no later than the applicable deadline. For new University of California employees, the applicable deadline is eight weeks after their first date of employment.*