



## Dean of the School of Education

Leadership Profile

Spring 2022



*WittKieffer*

## Executive Summary

The University of California, Riverside (UC Riverside or UCR) invites applications and nominations for the position of dean of the School of Education (SOE). UCR seeks an experienced and accomplished leader who is a distinguished scholar with a demonstrated commitment to academic excellence, diversity and inclusiveness, and who will bring an inspiring vision to the School of Education.

As one of the fastest-rising ranked universities in the country, UCR is currently in the midst of an ongoing expansion of the student body, faculty ranks, and research enterprise. UCR is a Carnegie Classified "R1" university as well as a Hispanic, Asian American and Native American Pacific Islander-Serving institution. The university 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.

The School of Education is nationally recognized and leverages its broad range of expertise to develop impactful partnerships, collaborations, and evidence-based resources fundamental for teaching, learning, and student success. Located in a region rich in racial and linguistic diversity, yet challenged by economic and social inequities, SOE serves a diverse student population, much of which is comprised of students of color, low-income students, and first-generation college students. SOE's mission is to advance equitable educational systems and practices which are driven by core values of equity, evidence, excellence, community, critical thinking, and compassion. SOE is ranked in the top 22% of all public graduate education schools, according to U.S. News & World Report in 2022. Enrolling 984 undergraduate and graduate students, SOE is home to 31 faculty and 21.5 staff. SOE's faculty are the most diverse education faculty in the UC System and include renowned experts and top researchers in areas of special education and autism, critical race theory, teachers of Color, school reform, athletics, reading interventions, higher education, policy, and STEM learning. The school's annual budget is about \$26 million, of which roughly \$7 million is from contracts and grants funding.

The dean will be responsible for leading SOE to fully realize a distinctive and unique vision for the future that will inspire faculty, staff, and students to join the school and motivate donors to give. The dean will lead the discussion with SOE faculty and staff on how to best employ the school's strengths in addition to the university's assets, energy, and land grant mission. As the school begins its work toward the future, the dean will encourage and support robust interdisciplinary and collaborative partnerships within SOE, across UCR, and with community partners. The dean will be a steadfast leader and outspoken advocate for diversity, equity, and inclusion efforts. Capacity to be a successful fundraiser and the skills to be a strong, effective, and persuasive communicator and listener are a must.

The vision for this position emphasizes candidates who have an outstanding record of scholarly and educational achievement; a nuanced understanding of the challenges and opportunities facing the field of education; a history of successful administrative leadership; demonstrated impact in advancing diversity, equity and inclusion; experience building community partnerships; a record of supporting excellence in teaching, scholarship and service; capacity to be a skilled fundraiser and advocate. Preferred candidates must be eligible for appointment at the rank of full professor within the School of Education.

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

## Opportunities and Expectations for Leadership

### Articulate a compelling vision for the future of the School of Education

The next dean will be responsible – in consultation with faculty, staff, students, the provost, and the chancellor – for working collaboratively to advance a compelling vision for the school’s future, to establish and pursue clear strategic priorities that grow out of this vision, and to lead the fundraising and resource management efforts needed to implement and advance these priorities. Recognizing the impactful scholarship, community engagement, teaching, and program development already being done, the dean will highlight the school's successes and strengthen the interconnectedness of these efforts. The incoming dean will articulate a vision that recognizes and celebrates the wide range of faculty work and contributions while establishing a shared identity and understanding of how each area of specialty aligns with the broader mission of the school. Additionally, the school seeks a galvanizing leader whose vision builds on the mission of equity and intellectual rigor and capitalizes on UCR's location in one of the state's most diverse and fastest growing regions. The dean must inspire the community to engage and solve the most pressing educational challenges facing society and work with the school to extend the work of faculty and its influence on the field.



**Support internal collaboration through community building**

As a new dean arrives and learns the school and the university, there will be an opportunity to engage broadly and, in so doing, to reinvigorate the school's culture. Faculty and staff are eager to come together around the shared mission of equity. The incoming dean should recognize and value the strength and diversity of thought, research, and pedagogy of the School of Education and its faculty. The arriving dean can play an integral role in working with faculty to identify opportunities for collaboration and partnership, by increasing communication, building bridges, and seizing opportunities for interconnectedness. These efforts must be a steadfast commitment to transparency, collaboration, shared governance, and creating an inclusive environment in which a wide range of viewpoints and perspectives is sought out, engaged with, listened to, considered, respected, and valued.

**Enhance interdisciplinary research**

The next dean will step into an organization that is well-poised to build upon existing strengths and identify new areas for enhancing research and scholarship. The dean will serve as the school's champion in communicating across academic units and serve as a catalyst for new interdisciplinary research and collaborative opportunities—inspiring open communication between faculty, students, staff, and administrators to capitalize on the university's many strengths in an effort to increase the school's stature locally and nationally. Currently, some of the new exciting areas for growth are in partnerships with the School of Medicine, the School of Public Policy, and the Department of Ethnic Studies. The incoming dean must sustain and enhance the school's research productivity and impact by strengthening the existing culture and support systems needed to achieve this elevation of influence. An area of particular focus will be building off the school's strength in identifying educational challenges and providing solutions that will be even more responsive to its community.

**Strengthen community engagement**

The next dean will be positioned to connect the future vision of SOE to UCR's unique past by recognizing and honoring the ancestors of the land and the school's connection to the local region. Building on existing partnerships with new entrepreneurial initiatives, the dean will further develop relationships with community partners including collaborations with school districts, other educational institutions, and educational policymakers. Such partnerships deliver valuable fieldwork experience that students need to develop the pedagogical skill and content knowledge as aspiring teachers while supporting the school's mission to recognize, honor, and work with the people of the region. The dean must stay informed on state standards and changes in education policy that may impact the school's curriculum requirements and work effectively with faculty on any required changes.

**Recruit, develop, and retain a diverse, exceptional faculty and staff**

Working in partnership with department chairs and other school leaders, the dean will develop strategies to recruit and retain a diverse, exceptional faculty and staff, investing appropriately in mentorship and professional development to facilitate individual and collective excellence and success. To continue recruiting and retaining the best, the dean must further cultivate an environment that fosters cutting-edge scholarship and innovative practice, and work to break down structural barriers to hiring and promoting underrepresented faculty and staff. The dean will ensure faculty are supported and have every opportunity for successful tenure and promotion. To accomplish this, the dean will need to develop the

infrastructure that supports faculty engagement and scholarly productivity while demonstrating a commitment to workload equity

### **Advance diversity, equity, and inclusion**

UC Riverside was the first UC campus to become a Hispanic Serving Institution and was certified with the Seal of Excelencia in 2021. The University's community includes many first generation college students and approximately half of the student body are Pell grant recipients. The new dean will support SOE's mission to advance equitable educational systems and practices which are driven by core values of equity, evidence, excellence, community, critical thinking, and compassion. In partnership with faculty and staff, the dean will promote an understanding of the essential role these core values play in an educational environment and how a commitment to these values extends to every facet of SOE including its mission, faculty and staff hiring, student recruitment, and support curriculum and programmatic offerings, scholarly activity, and partnerships across UCR and in the external community. The dean is responsible for ensuring that policies and initiatives reflect the school's commitment to diversity, equity, and inclusion and that the process of hiring, supporting, and retaining faculty and staff reflects the diverse and multicultural student body of UC Riverside.



## Professional Qualifications and Personal Qualities

The ideal candidate will possess an earned terminal degree within an appropriate discipline and a teaching and scholarly record to meet the requirements of full professor within the School of Education at UC Riverside.

In addition, successful candidates will have the following qualifications and qualities:

- **Academic accomplishment:** Deep understanding and respect for the academic enterprise and an ability to judge academic quality; the highest aspirations and ambitions for the quality and reputation of the school; a record of outstanding teaching and nationally recognized scholarly achievement that merits appointment as a tenured full professor in the School of Education;
- **Vision:** Ability to articulate a compelling vision and to inspire and unite a community around it; an equivalent capacity for building consensus around implementing and operationalizing strategic plans and initiatives; a demonstrated commitment to capacity building and succession planning to ensure continued development and future organizational growth;
- **Commitment to mission:** Passionate advocate for the School of Education and strong identification with UCR's and the School of Education's missions; commitment to the transforming power of education, particularly as applied to equity and social mobility;
- **Leadership and management:** A decisive leader with the experience and ability to recognize, understand and effectively advocate for the needs of the school, make difficult decisions with good judgment, and work collaboratively with university leadership and colleagues; demonstrated strength in financial management; a record of effective administrative leadership in higher education; an understanding and recognition of the privilege of serving in higher education;
- **Faculty and staff engagement and development:** A history of or demonstrated potential for successfully recruiting, mentoring, and retaining diverse faculty and staff; a record of facilitating interdisciplinary collaborations and meaningful relationships across departments; a demonstrated understanding and commitment to faculty workload equity;
- **Champion for diversity, equity, and inclusion:** Demonstrated commitment to and record of leadership in advancing diversity, equity, and inclusion; ability to articulate and embody UCR's and the School of Education's missions related to diversity and equity; exemplary skill in communicating, collaborating with, and supporting a diverse community;
- **Collaboration:** A collaborative and relationship-based leadership style; a firm belief in shared governance and a high level of collegiality in working with faculty, staff, and students; experience bringing people together to solve challenges; a strong commitment to equitable utilization and distribution of resources; an inclination to listen, learn, and to be a visible and positive presence at the school and on campus; ability to foster a culture and community where kindness, humility, and care are high priorities;

- **Community engagement:** Ability to engage and build meaningful partnerships with a wide variety of external constituents, including community leaders; enhance the school's commitment to improving education outcomes by identifying entrepreneurial opportunities to support student learning and success; an ability to support and enhance the school's national presence while honoring its commitment to prioritize community building in the region;
- **Knowledge of the education landscape:** Understanding of the national and global education landscape as well as the capacity to understand and serve as a respected thought leader within the local community and beyond; awareness of the challenges facing schools of education; an understanding of the dynamics of accreditation for schools of education;
- **Communication:** Ability to communicate education issues to the public with clarity and effectiveness; exceptional capacity to promote the school's interests, mission, and brand across and beyond the UCR campus; an openness to listening and to integrating the input of others; the ability to connect with audiences large and small;
- **Fundraising and external relations:** Demonstrated ability to lead an effective fundraising effort that inspires others to strengthen and support the school and its mission combined with the skill and experience to steward relationships.



## About the School of Education

### History

In 1958, the teacher education program was established in the College of Letters and Sciences, now the College of Humanities, Arts, and Social Sciences, and in 1967 the Master of Arts degree in Education was approved. In 1968, the School of Education was formally founded as its own entity, and two years later the Ph.D. in Education was approved. The school was renamed the Graduate School of Education in 2000, and over the next two decades, a number of centers and programs blossomed, including the school psychology Ph.D. program, which is the only American Psychological Association-accredited doctoral program in Southern California.

In 2017, the undergraduate major was launched, and now includes two education minors, including the UC's only athletic leadership minor program. In August of 2021, the Graduate School of Education was renamed to the School of Education, or SOE, to reflect the scope of the school's research, community engagement, and academic programs, specifically the growing undergraduate degree program.

Today, faculty and researchers at SOE provide transformative programs such as Project Moving Forward, the SEARCH Autism Family Center, UCR AP Readiness, Center for Transformative Education, and the Institute for Teachers of Color (ITOC) that benefit K-12 students, families, and educators both regionally, and nationally.

### Mission

The University of California, Riverside's School of Education, or SOE, is a nationally recognized school in a public research university that leverages its broad range of expertise to develop impactful partnerships, collaborations, and evidence-based resources fundamental for teaching, learning, and student success. Located in a region rich in racial and linguistic diversity, yet challenged by economic and social inequities, SOE serves a diverse student population, much of which is comprised of students of color, low-income students, and first-generation college students. SOE's mission is to advance equitable educational systems and practices which are driven by core values of equity, evidence, excellence, community, critical thinking, and compassion. Additionally, we prioritize recognizing, honoring, and working with the people of the region to create transformative opportunities and advance our respective fields in education. The faculty and staff of SOE enact this mission by valuing, understanding, and partnering with our UC, UCR, and Inland Empire community as we:

1. Engage in world-class research which cultivates environments supporting learning and development that are student-centered, inclusive, and intentional.
2. Develop future educators, administrators, policymakers, researchers, and leaders across the K-20 education system who implement socially just, evidence-driven, and culturally sustaining principles and practices in their work. We strive to name and disrupt injustices and promote structures of opportunity.

3. Build upon the strengths of systemically marginalized communities by encouraging scholars and communities to explore, translate, and strive for equitable and critically minded academic, behavior, and social/emotional outcomes for children and families.
4. Endeavor to develop in our students, faculty, and staff a sense of collective ownership, professional responsibility, and humanizing engagement for the greater good of the community.

## Degrees

- Bachelor of Arts
- Master of Arts
- Master of Education
- Master of Education + Teaching Credential
- Master of Education + Education Specialist Credential
- Credentials: Single Subject, Multiple Subject, or Education Specialist
- Doctor of Philosophy

## Ph.D. Areas of Specialization

- Education Policy Analysis and Leadership
- Education, Society, and Culture
- Educational Psychology
- Higher Education Administration and Policy
- School Psychology
- Special Education

## Distinctions

- Ranked No. 55 Best Education Graduate Programs in the Nation, U.S. News & World Report (2022)
- Ranked in the top 22% of all public Graduate Education programs, U.S. News & World Report (2022)
- UCR is the No. 1 university in the United States for social mobility two years in a row, U.S. News & World Report
- Launched the UC system's first Athletic Leadership Undergraduate Minor in Fall 2020
- Home to the University of California's first family autism resource center — SEARCH (Support-Education-Advocacy-Resources-Community)
- SOE has the only American Psychological Association (APA) accredited school psychology doctoral program in Southern California

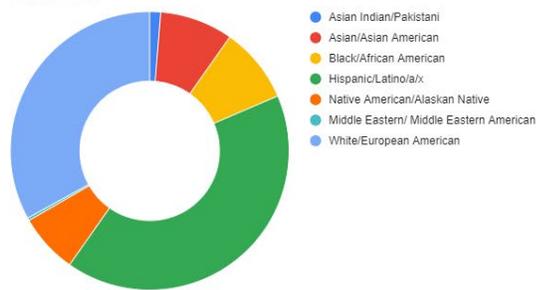
[Download Our Fact Sheet](#)

## Students

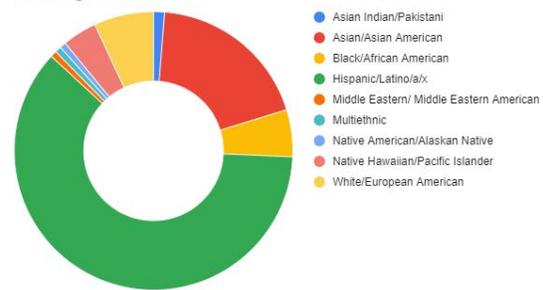


### Student Ethnicities

Graduate



Undergraduate



## Undergraduate Program

### Education, Society, and Human Development Undergraduate Program

Make meaningful connections (Teacher). Develop policies to solve pressing education challenges (Public Policy Analyst). Boost team performance with cutting-edge strategies (Organizational Development). And so much more. SOE’s Education, Society, and Human Development Undergraduate Program – taught by world-renowned faculty – will help students inspire the next generation.

Through the program, students will get an introduction to issues, policies, and practices of education and research in schools and learning across contexts. [Community engaged learning](#) is a signature feature of our undergraduate education major, and our partnerships with local organizations will help students engage in meaningful research, expanding their learning opportunities and amplifying their success.

Once students graduate they'll be prepared to enter teacher credential programs, as well as other education-related career fields in the private and public sectors including: educational advocacy, public policy, community-based leadership and working with special populations in legal fields, medical environments, and the arts. Students interested in graduate study will be well prepared to pursue advanced degree programs in education or related fields.

As a world-class research institution, undergraduate students have the opportunity to study alongside faculty, and in their research centers and labs.

## Teacher Education Program

The Teacher Education Program at the UCR School of Education will prepare aspiring teachers to be a critical-thinker and well-rounded educator who addresses the needs of all students in culturally responsive ways. Through relevant coursework and valuable fieldwork with partner school districts, our programs train aspiring teachers to serve schools through social justice oriented, community engaged frameworks.

In addition to developing pedagogical skill and rigorous content knowledge that align with Common Core State Standards, our programs train teachers to use theory to guide practice, approach teaching using collaborative and co-teaching models, practice restorative justice and models of authentic care, and integrate arts and technology across disciplines. Students participate in professional development activities including a Mock-Interview Day, resume critiques with district representatives and educators, and an annual UCR Teacher Job Fair exclusive for student teachers and alumni. Students can choose to earn a California teaching credential only, or they can simultaneously earn a combined Master's in Education and credential in just over a year.

## Masters Program

Ranked among the best graduate schools of education by U.S. News, the master's degree programs at the School of Education prepare students to become leaders, educators, researchers, advocates, and scholars who promote excellence and equity in every area of education.

### Master of Education (M.Ed.) plus Credentials

The California Teaching Commission (CTC)-accredited dual M.Ed. and credential programs prepare students for careers in teaching. By the time they complete the program, they will have earned a master's degree and a credential to teach K-12 in California, a designation that is widely accepted in other states and gives them access to career options. The programs begin in the summer. The Bilingual Authorization and Ethnic Studies Pathway can be earned simultaneously through additional coursework.

Choose from two programs:

- [M.Ed. in General Education with Single Subject or Multiple Subject Credential](#)
- [M.Ed. in Special Education with Education Specialist Credential](#)

### Master of Education (M.Ed.)

The Master of Education is a professional degree designed to prepare students for careers in the K-16 environment. Students in the M.Ed. program participate in weekly, late afternoon classes (4-7pm) on campus in Riverside, and the degree can be earned in 1-2 years. No GRE required.

Choose from three specializations:

- [Applied Behavior Analysis](#)
- [Diversity & Equity](#)
- [Higher Education Administration & Policy](#)

## Master of Arts (M.A.)

The Master of Arts is a research degree that prepares students for careers in an educational setting, or to pursue a doctoral program -- almost all coursework transfers from the M.A. to the Ph.D., minimizing the time to degree. Students in the M.A. program participate in weekly, late afternoon classes (4-7pm) on campus in Riverside, and the degree can be earned in 1-2 years, at your own pace. No GRE required.

Choose from five specializations:

- [Education, Society, and Culture](#)
- [Educational Psychology](#)
- [Neuroscience and Education](#)
- [Research, Evaluation, Measurement, and Statistics](#)
- [Special Education and Autism](#)

## Doctoral Degree Program

The School of Education's doctoral program prepares the next generation of thought leaders and researchers in education. As a Ph.D. student, they can choose to specialize in one of the following areas: Education Policy Analysis and Leadership; Education, Society, and Culture; Educational Psychology; Higher Education Administration and Policy; School Psychology; or Special Education.

As a doctoral student, students work alongside cutting-edge faculty devising and conducting research that brings about positive change for students of all ages and abilities. They'll have opportunities to present research, co-author scholarly papers, and explore ideas with some of the most respected leaders in the field of education. Once students graduate with a doctorate, they'll join a vibrant SOE alumni network, and be prepared to enter a position in educational research, university teaching, local school leadership, or similar area.



## 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, UC Riverside offers 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 — UC Riverside is pioneering research with economic, scientific, and social impact on the real-world challenges faced in California and beyond.

### UC Riverside By The Numbers

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

They'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.



Their reputation stems from their 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, UC Riverside is generating visionary and practical solutions to some of the world's most challenging issues.

At UC Riverside, 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 them 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 their more than 26,000 students, more than half are first generation, and they enroll more students who receive Pell Grants than nearly every university in the country — and more than the entire Ivy League combined.

Off campus, they're investing in the tomorrows of their 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 their School of Medicine, rapidly expands access to health care across the region.

At [UCR Extension](#), they'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 their reach specifically to the Coachella Valley, and offers a Master of Fine Arts degree, continuing education courses, and a Future Physician Leaders program.

### **American's Fastest Rising University**

- UC Riverside has received recognition in many national and international rankings: 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
- Among U.S. colleges where at least 50% of students receive Pell grants, UCR ranks #1 in Pell first-year retention rates, and #3 in Pell recipient graduation rates. – The Chronicle of Higher Education 2021
- Top 25 "Best Value" public universities - *Princeton Review 2022*
- 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**

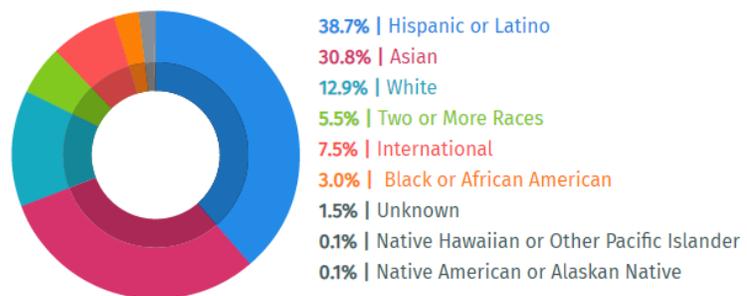
26,434	22,687	3,747
Total Students Enrolled in Fall 2020	Undergraduates	Graduate Students
26	10	2
National Academies Members	2020 NSF Career Awards	Nobel Laureates

- 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.
- A total of 11 UCR faculty are currently Fulbright Scholars. Past UCR awardees can be found [here](#).

[See more UCR Rankings here.](#)

**Ethnicity**

UC Riverside is one of the most ethnically diverse research universities in the nation. It holds the status of Hispanic Serving Institution (HSI) and has been named the third-best college for Hispanics in the country (BestColleges.com, 2016). UC Riverside was one of 10 institutions honored in 2021 with the Seal of



Excelencia by Excelencia in Education for its efforts serving Latino students. It also holds the distinction of being an Asian-American, Native American, and Pacific Islander Serving Institution (AANAPISI). UCR works to attract and empower students of diverse backgrounds, because we believe diversity makes our university — and our nation’s communities — stronger.

**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. Their dynamic campus serves as an incubator of new knowledge and new voices — their students, faculty, and researchers are encouraged to collaborate and innovate, providing fresh perspectives to address their world's greatest needs. Among their distinguished faculty are two Nobel Prize winners, and 13 members of the National Academies of Science and Medicine.

At UCR, they provide a robust set of undergraduate, graduate, and professional degree programs to one of the most diverse student populations in the nation. Their 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.

They 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 UC Riverside great goes far beyond their academic rigor and rankings. There are countless ways to get involved and inspired at UCR. They'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:

- The 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," it is asked that applicants 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 their 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 April 18, 2022 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 Kimberly Migoya  
[UCR-EducationDean@wittkieffer.com](mailto:UCR-EducationDean@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.*