



Vice Provost and Dean of Graduate Studies

The University of California, Riverside (UCR or UC Riverside) seeks a world-class academic and administrative leader to serve as the next Vice Provost and Dean of Graduate Studies (VPDGS). The VPDGS leads the Graduate Division, whose mission is to recruit, admit, retain, and support a diverse and growing population of graduate students and postdoctoral scholars.

Reporting directly to the Provost and Executive Vice Chancellor, the VPDGS oversees graduate programs across UCR's seven colleges and schools. The Graduate Division is comprised of 42 Ph.D. programs and 55 Master's programs. The total graduate student population has grown by more than 60% since 2012 to almost 4,000 students and now represents nearly 15% of the total student population. During the same time period, the number of postdocs has risen by more than 50% to over 220.

The VPDGS is responsible for all aspects of the operation and continued development and expansion of the Graduate Division. Major responsibilities include: continuing to elevate the profile and reputation of graduate education at UCR; developing and executing a strategic plan for the division that will continue to grow graduate enrollment and enhance student success consistent with UCR's strong track record of diversity and inclusion; overseeing current graduate student support programs; managing more than \$20M annually in graduate recruitment funds; collaborating with the Academic Senate, graduate program leaders, and the Office of Evaluation and Assessment to improve assessment and evaluation of graduate students and programs; and collaborating with other campus leaders to strengthen industry, community, and donor relations. The VPDGS is also responsible for increasing the national and international visibility of the campus, working with graduate student leaders to address challenges and enhance the graduate student experience, and working collaboratively with the deans of the schools and colleges on a wide range of issues.

One of 10 campuses within the University of California system, UCR is one of the most ethnically diverse research universities in the nation and has received significant recognition for its record in research and its exceptional success at attracting and graduating low-income and first-generation undergraduate students. In each of the past three years, U.S. News & World Report named UCR the top university in the nation for social mobility. In 2016, UCR won the Project Degree Completion Award from the Association of Public and Land Grant Universities for increasing four-year graduation rates by 11 percentage points in four years and for having among the lowest racial and ethnic gaps in graduation rates in the country. In 2017, Education Trust recognized our success in eliminating the graduation gap for Latino and Black students. The quality of UCR's research enterprise, the diversity of our campus population, our success in closing achievement gaps for undergraduate students, and our core values position us exceptionally well to become the leading campus in the nation for nurturing, supporting, and producing graduate students, postdoctoral scholars, and innovators of all backgrounds, particularly those underrepresented in their fields.

The next Vice Provost and Dean of Graduate Studies will build upon this strong foundation to lead UCR into a new era of growth and excellence in graduate education. Working closely with the Provost/Executive Vice Chancellor and the deans of the colleges and schools, the VPDGS will collaborate with faculty, students, and staff across UCR, as well as with leaders in the UC system and in the local community, to address the following set of opportunities and challenges:

- Chart a vision and strategy for the future of the Graduate Division.
- Identify and eliminate barriers that have historically hampered underserved populations from pursuing graduate study.
- Collaborate with schools, colleges, departments, and campus leadership to develop and implement recruitment and retention plans for graduate and postdoctoral students, including competitive financial support.
- Ensure that doctoral students and postdoctoral scholars have access to professional development activities that support successful entry into careers both within and outside academia.
- Accelerate the expansion of master's degree programs.
- Lead efforts, in collaboration with schools, colleges, departments, and University Advancement, to increase support for graduate education from foundations, corporations, government funding agencies, and individual donors.
- Grow and manage financial and human resources for continued excellence.

About the Graduate Division

Under the leadership of the VPDGS, and with support from two associate deans and a long-serving group of career professional staff, the Graduate Division oversees graduate recruitment, admissions, academic affairs, fellowships, grants, employment, and mentoring for UCR's graduate students and postdocs. Recruitment efforts are bolstered by the [Academic Preparation, Recruit & Outreach program](#), which is dedicated to serving the diverse population of the state of California by helping students achieve their goal of pursuing graduate degrees. Support for current graduate students includes a range of services from the beginning of graduate school, through the duration of time at UCR, and beyond degree completion. These programs include the [Graduate Student Resource Center](#), the [Teaching Assistant Development Program](#), the [Graduate Writing Center](#), the [Graduate Quantitative Methods Center](#), the [Graduate Student Mentorship Program](#), the [Research Ethics Education Program](#), as well as [resources for postdoctoral scholars](#).

To learn more about the Graduate Division, visit graduate.ucr.edu.



Role of the Vice Provost and Dean

The Vice Provost and Dean of Graduate Studies is responsible for providing an overall strategic vision for the division and implementing a financial and staffing strategy to help implement the [central campus strategic initiatives](#). The VPDGS serves as the focal point for all external relations on behalf of the division, and works with the Vice Chancellor for University Advancement, deans, faculty, and other campus leaders to increase revenues in support of graduate education from grants, contracts, corporate, and donor funding. The VPDGS also collaborates with the Vice Chancellor for Research and Economic Development to foster entrepreneurship and continue to help UCR serve as a growth engine for inland Southern California. Sharp financial acumen and a commitment to fundraising are critical components of success.

The VPDGS also oversees all aspects of graduate student and post-doctoral scholar recruitment, retention, and success, and is responsible for continuing to increase UCR's graduate student numbers as a proportion of total enrollment. The VPDGS works collaboratively with deans, graduate student organizations, the Academic Senate, and other campus leaders to address challenges to graduate students' and postdoctoral scholars' well-being and to promote their success and satisfaction at UCR and beyond. Strong commitments to principles of diversity, equity, and inclusion, and to promoting a healthy campus climate, are essential.

Finally, the VPDGS is responsible for working with the Office of Academic Personnel, the UC Office of the President, and the graduate deans at the nine other UC campuses to address issues related to collective bargaining agreements for graduate student employees and postdoctoral scholars.

Qualifications and Characteristics

Required Skills, Knowledge, Abilities, and Competencies

- An academic record meriting appointment at the level of Professor or Professor of Teaching at the University of California, Riverside.
- Relevant leadership experience; for example as a dean, associate dean, department chair, center director, or graduate advisor with comparable experience.
- Demonstrated dedication to providing an inclusive workplace and fostering the success of a diverse student body.
- Exceptional organizational, interpersonal, written and oral communication skills.
- Demonstrated acumen in budgetary and financial affairs.
- An understanding of federal funding for research and graduate support.
- Demonstrated or potential for success in external engagement and fundraising.
- Demonstrated experience in translating strategic plans into programmatic achievements.
- Demonstrated experience in one or more of the following; graduate student and post-doctoral scholar recruitment, advising, programmatic success, academic affairs and retention.
- Ability to work effectively and collaboratively as a member of a leadership team.
- Ability to proactively identify and resolve organizational problems.
- Experience working with an Academic or Faculty Senate, or another similar organization in a shared governance structure, preferably in a leadership role.

Preferred Skills, Knowledge, Abilities, and Competencies

- Significant knowledge of the organizational unit's objectives and activities.
- Thorough knowledge of University administrative organization, policies, procedures and practices including the principle of shared governance.
- Familiarity with WASC accrediting requirements and procedures.

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.

UCR By The Numbers

America's Fastest Rising University

- 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 Statistics

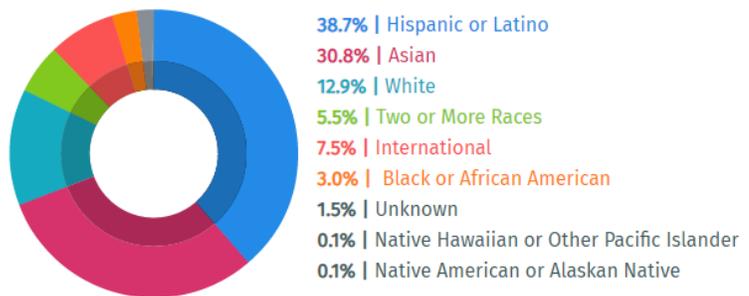
26,847 Total Students Enrolled in Fall 2021	22,866 Undergraduates	3,981 Graduate Students
26 National Academies Members	10 2020 NSF Career Awards	2 Nobel Laureates

- 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 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 R1 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, and [contributes an estimated \\$2.7 billion](#) annually to the U.S. economy. 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 the world's greatest needs. Among our distinguished faculty are two Nobel Prize winners, and 13 members of the National Academies of Science and Medicine.

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:

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

What makes UC Riverside truly great goes far beyond our academic rigor and rankings. There are countless ways to get involved and inspired at UCR. 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.

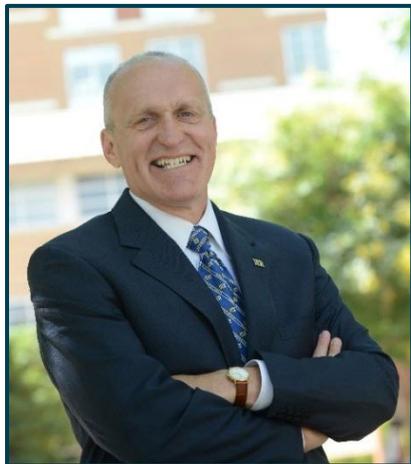
More reasons to be inspired on the UC Riverside campus:

- 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 and 4,700 academic and administrative staff members, including 850 faculty 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.

Wilcox has initiated an ambitious effort to grow the faculty and the campus's physical facilities. Since 2013, 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 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 seven years, four-year graduation rates at UC Riverside have increased by 18 percentage points and six-year rates by 7 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 327,000. 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, and impressive museums. For more information about Riverside, California please visit: <https://www.ucr.edu/about/visitors>.



Procedure for Candidacy

Confidential review of nominations and expressions of interest will begin immediately. Please direct nominations, applications, and questions to Director of Human Resources & Executive Searches, Tanya Adams (tanya.adams@ucr.edu; 951.827.2112). **To be ensured full consideration, applicants should submit a cover letter, curriculum vitae, and statement of contributions to diversity (more information provided below) by 11:59 p.m. (PST) on November 6, 2022. Selected finalists will be invited to interview and will be asked to participate in an open faculty forum.**

Application link: <https://aprecruit.ucr.edu/JPF01670>

UCR is a world-class research university with an exceptionally diverse undergraduate student body. Its mission is explicitly linked to providing routes to educational success for underrepresented and first-generation college students. A commitment to this mission is a preferred qualification.

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 member and administrator 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 career.

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.