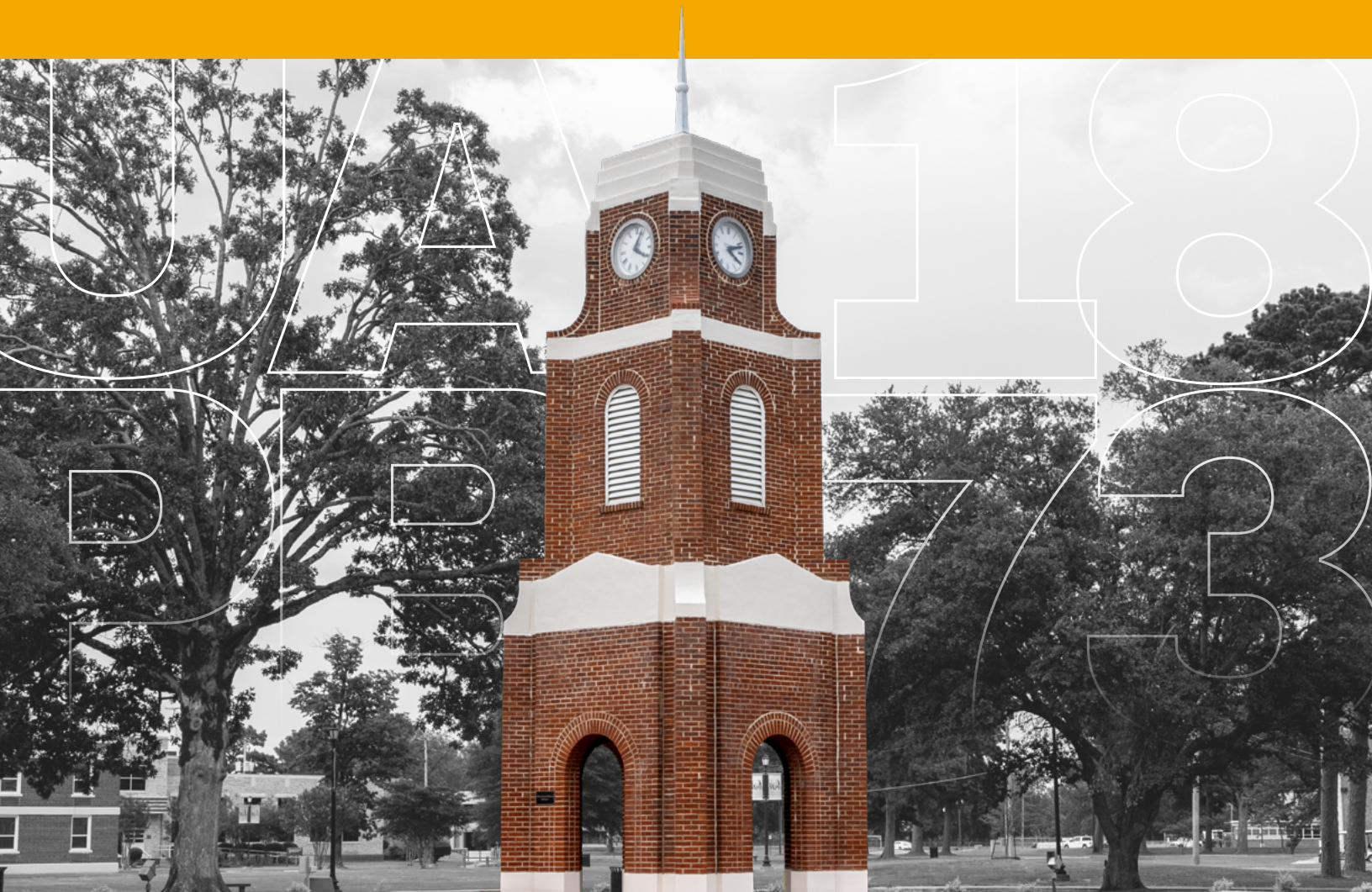




SEARCH PROSPECTUS

PROVOST AND EXECUTIVE VICE CHANCELLOR FOR ACADEMIC AFFAIRS



THE DELTA'S PREEMINENT LAND-GRANT INSTITUTION

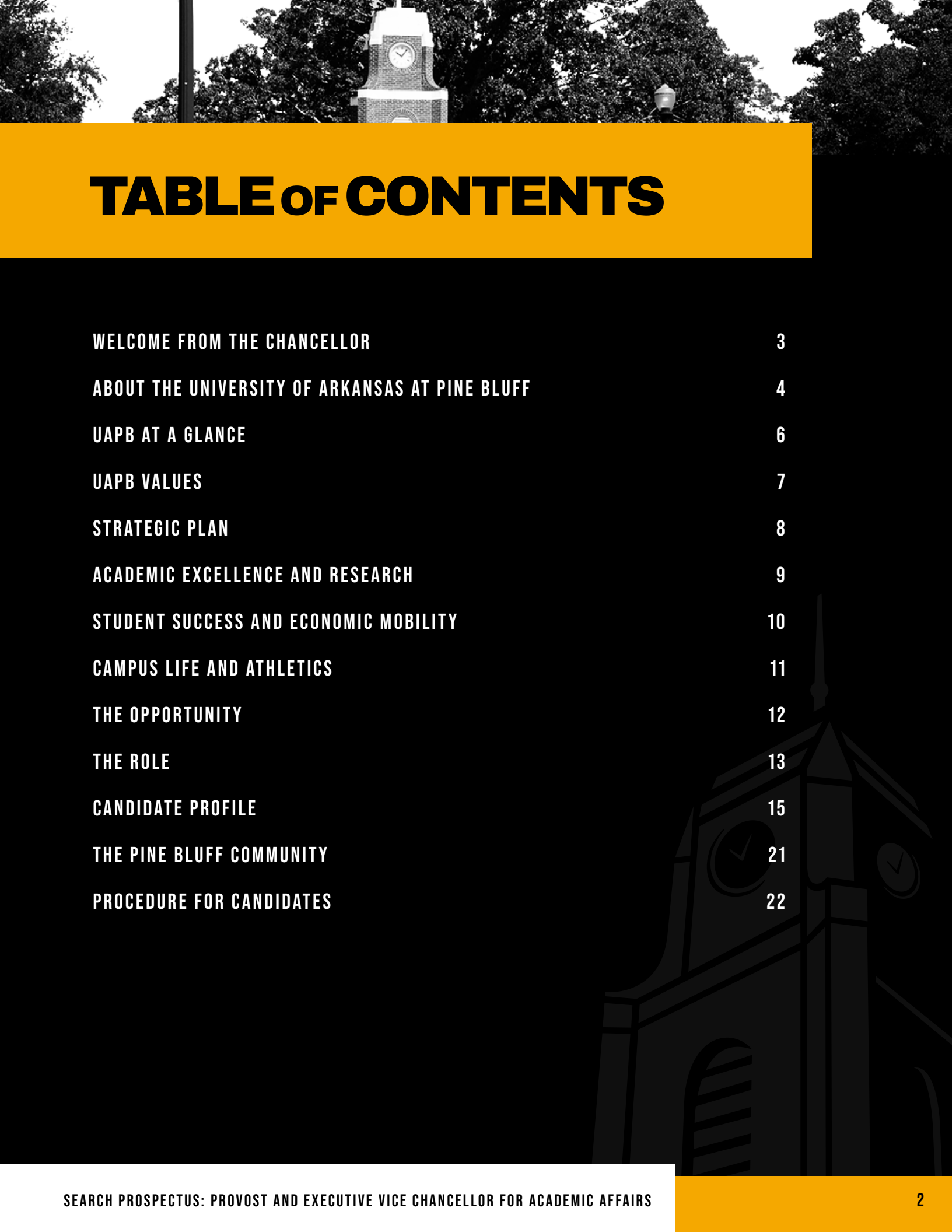


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WELCOME

FROM THE CHANCELLOR

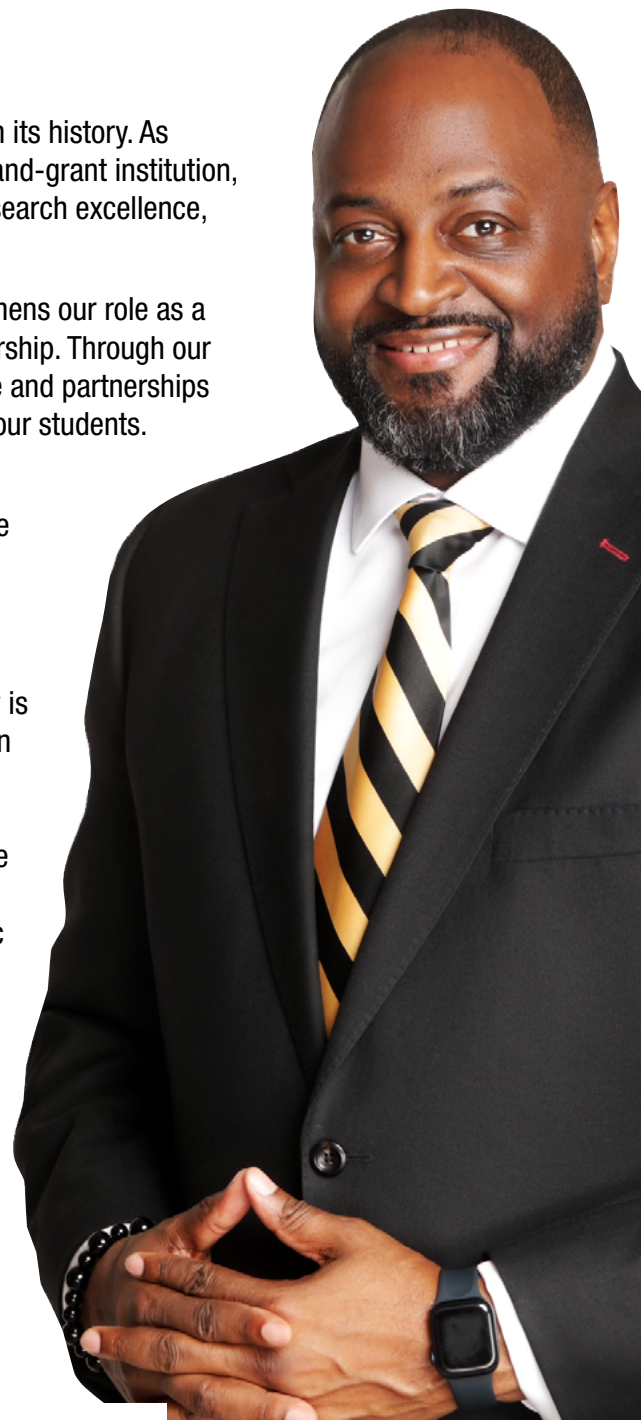
The University of Arkansas at Pine Bluff stands at a defining moment in its history. As Arkansas's only public historically Black university and a proud 1890 land-grant institution, UAPB continues to expand its impact through academic innovation, research excellence, and an unwavering commitment to student success.

Today, we are advancing a bold vision for the future—one that strengthens our role as a catalyst for economic mobility, regional development, and global leadership. Through our strategic initiative *Growing the Pride*, we are building the infrastructure and partnerships necessary to elevate our national profile and expand opportunities for our students.

The University of Arkansas at Pine Bluff seeks an accomplished, entrepreneurial, mission-driven, and visionary executive leader to serve as its next Provost and Executive Vice Chancellor for Academic Affairs. Reporting to Chancellor Anthony Graham, the Provost will serve as the institution's second -ranking officer.

This defining period in the University of Arkansas at Pine Bluff's history is marked by momentum, innovation, and opportunity. Guided by its vision to attain preeminence as a leading 1890 land-grant institution, UAPB is strengthening its role as a driver of regional economic development, industry advancement, and community impact. The next Provost will be a strategic academic leader and institutional unifier who champions student success, faculty distinction, research expansion, and academic innovation, while helping elevate UAPB's standing as a nationally recognized, preeminent 1890 land-grant institution.

Dr. Anthony Graham
10th Chancellor of UAPB



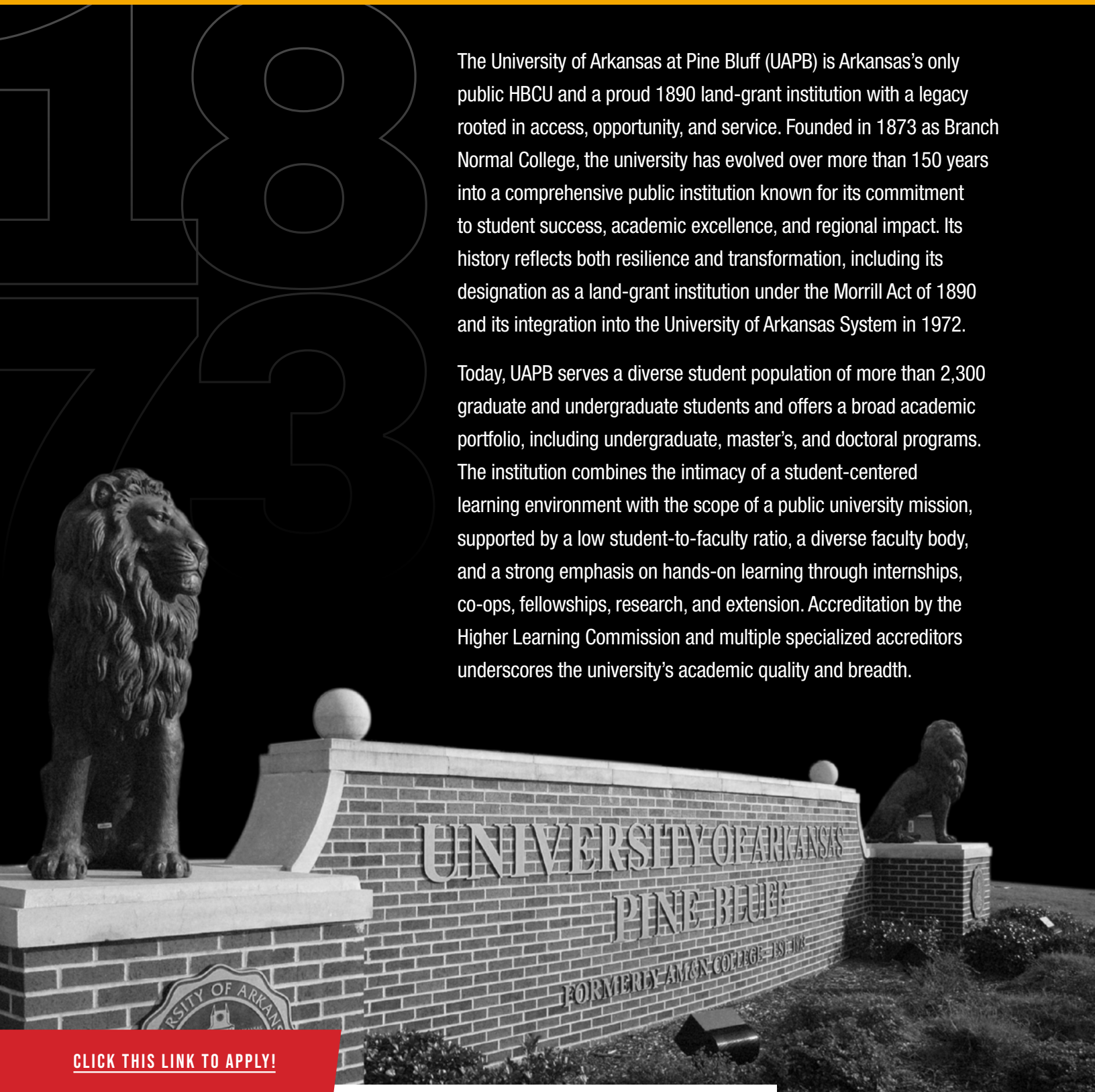
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ABOUT

THE UNIVERSITY OF ARKANSAS AT PINE BLUFF

The University of Arkansas at Pine Bluff (UAPB) is Arkansas's only public HBCU and a proud 1890 land-grant institution with a legacy rooted in access, opportunity, and service. Founded in 1873 as Branch Normal College, the university has evolved over more than 150 years into a comprehensive public institution known for its commitment to student success, academic excellence, and regional impact. Its history reflects both resilience and transformation, including its designation as a land-grant institution under the Morrill Act of 1890 and its integration into the University of Arkansas System in 1972.

Today, UAPB serves a diverse student population of more than 2,300 graduate and undergraduate students and offers a broad academic portfolio, including undergraduate, master's, and doctoral programs. The institution combines the intimacy of a student-centered learning environment with the scope of a public university mission, supported by a low student-to-faculty ratio, a diverse faculty body, and a strong emphasis on hands-on learning through internships, co-ops, fellowships, research, and extension. Accreditation by the Higher Learning Commission and multiple specialized accreditors underscores the university's academic quality and breadth.



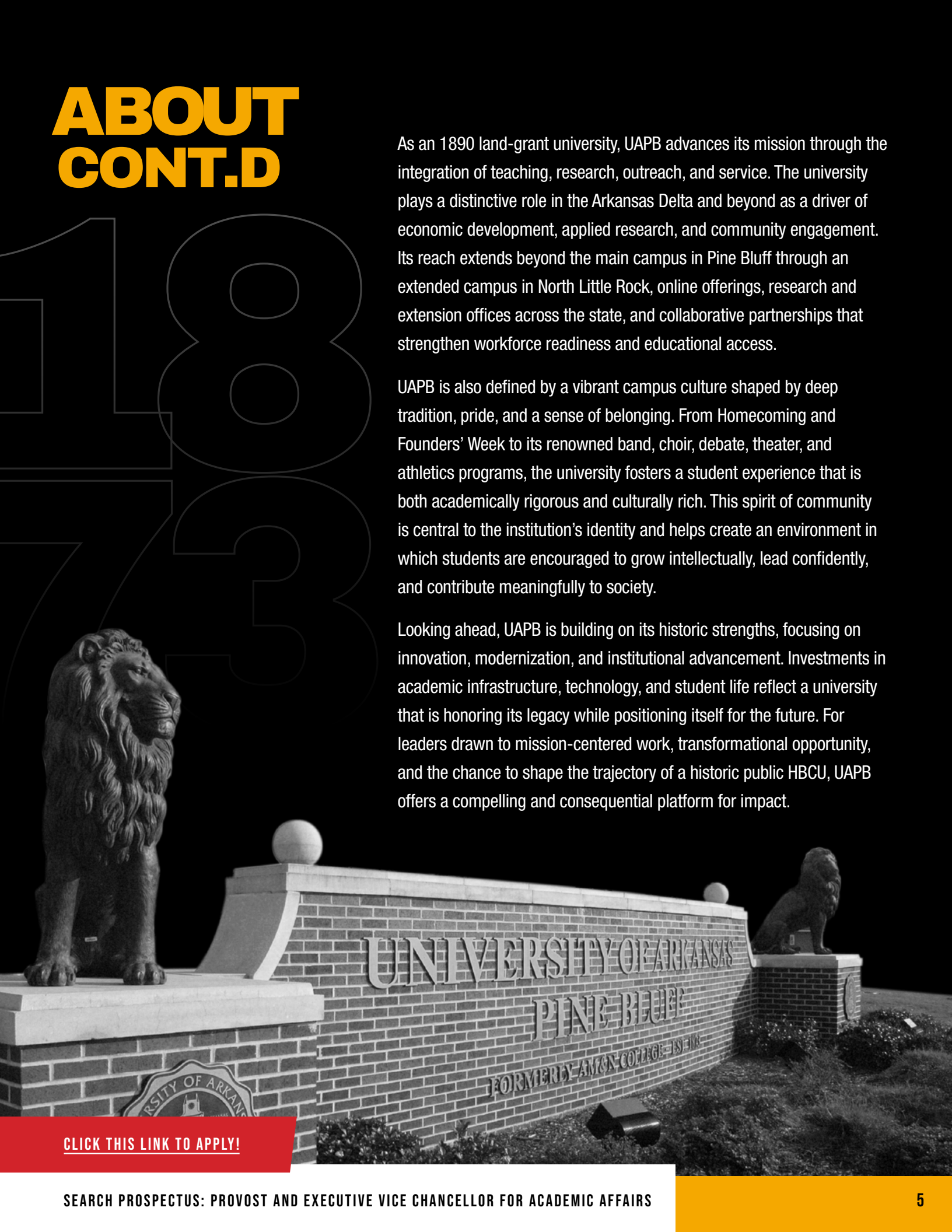
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ABOUT CONT.D

As an 1890 land-grant university, UAPB advances its mission through the integration of teaching, research, outreach, and service. The university plays a distinctive role in the Arkansas Delta and beyond as a driver of economic development, applied research, and community engagement. Its reach extends beyond the main campus in Pine Bluff through an extended campus in North Little Rock, online offerings, research and extension offices across the state, and collaborative partnerships that strengthen workforce readiness and educational access.

UAPB is also defined by a vibrant campus culture shaped by deep tradition, pride, and a sense of belonging. From Homecoming and Founders' Week to its renowned band, choir, debate, theater, and athletics programs, the university fosters a student experience that is both academically rigorous and culturally rich. This spirit of community is central to the institution's identity and helps create an environment in which students are encouraged to grow intellectually, lead confidently, and contribute meaningfully to society.

Looking ahead, UAPB is building on its historic strengths, focusing on innovation, modernization, and institutional advancement. Investments in academic infrastructure, technology, and student life reflect a university that is honoring its legacy while positioning itself for the future. For leaders drawn to mission-centered work, transformational opportunity, and the chance to shape the trajectory of a historic public HBCU, UAPB offers a compelling and consequential platform for impact.



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UAPB **AT A GLANCE**

Year Founded:
1873

School Colors:
**BLACK
& GOLD**

15:1
Student /
Faculty Ratio

Undergraduate
degree programs
33

Master's
programs
11

Doctoral
program
1

2,300
Approx students

13 NCAA Division I Sports Teams
Southwestern Athletic Conference (SWAC)

650+ Faculty and Staff

Key Research Areas

- Agriculture
- Aquaculture
- Biotechnology
- Nutrition
- Nanotechnology
- Biomedicine
- Water Research
- Farm Management

These initiatives reinforce the university's leadership role in research, innovation, and workforce development.

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UAPB VALUES

Grounded in its historic mission and forward-looking vision, UAPB's institutional values shape the university's culture and guide how it serves students, supports faculty and staff, engages its community, and advances its broader public purpose.

UAPB is committed to the following values:

Student Focused

UAPB promotes the intellectual, physical, social, and professional development of students in all facets of university life.

Excellence

UAPB is committed to the highest levels of achievement in all aspects of operations.

Integrity

UAPB maintains the highest standards of ethical professional practices in all that it does.

Engagement

UAPB extends its reach and impact in the region through partnerships and collaboration with individuals, public and nonprofit agencies, community groups, educational institutions, and businesses.

Quality Customer Service

UAPB provides a respectful, polite, and consistently excellent service environment to its internal and external constituents.

Globalization

UAPB promotes internationalization and prepares globally aware and astute students for the 21st century.

Accountability

UAPB is a responsible steward of public and private resources and the public trust.

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STRATEGIC PLAN:

GROWING THE PRIDE

The university's strategic plan, *Growing the Pride*, establishes a bold framework for UAPB's future.

The plan focuses on five institutional priorities:

- **Leverage UAPB's Image, Reputation, and Recognition**
- **Improve Student Success Metrics and the Academic Culture**
- **Optimize Revenue Streams and Resources**
- **Normalize the Quest for Funds to Upgrade Facilities**
- **Sustain a Culture of Institutional Excellence Through Professional Development**

This strategic direction positions UAPB to expand research capacity, strengthen academic programs, and elevate its national profile while continuing to serve as a driver of opportunity throughout the Arkansas Delta.

A major institutional objective is achieving Research 2 (R2) designation, further strengthening the university's academic and research impact.

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ACADEMIC

EXCELLENCE & RESEARCH

UAPB's academic programs reflect the university's commitment to innovation, research excellence, and workforce development.

Programs span disciplines including:

- **STEM fields**
- **Agriculture and environmental sciences**
- **Business and entrepreneurship**
- **Health sciences**
- **Education and social sciences**

As a land-grant institution, UAPB plays a critical role in advancing agricultural research, environmental stewardship, and community development throughout Arkansas.

Research initiatives address issues including food security, environmental sustainability, health and nutrition, and technological innovation.

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STUDENT SUCCESS & ECONOMIC MOBILITY

Student success is central to the university's mission.

UAPB is committed to expanding access to higher education and preparing students for meaningful careers and leadership roles. Many students represent first-generation college attendees seeking pathways to economic mobility.

Through mentorship programs, academic support services, and workforce partnerships, the university equips students with the tools needed to thrive in a rapidly evolving global economy.



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CAMPUS LIFE

& ATHLETICS

The UAPB campus offers a vibrant student experience where academic achievement and engagement intersect.

Students participate in leadership programs, service initiatives, and more than 80 student organizations.

Athletics are an important component of campus culture, with UAPB competing in **NCAA Division I** as a member of the Southwestern Athletic Conference.

The university is also home to the internationally recognized **Marching Musical Machine of the Mid-South**, one of the most celebrated collegiate marching bands in the nation.



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The Opportunity **ACADEMIC AFFAIRS**

UAPB's academic enterprise reflects both the breadth of a comprehensive public university and the mission-centered focus of a student-first institution. Through more than 50 degrees and certification offerings, the university provides students with pathways across the liberal arts, STEM, business, education, agriculture, nursing, and applied and emerging fields. A 15:1 student-to-faculty ratio supports personalized learning, meaningful faculty engagement, and an educational environment designed to help students thrive academically and professionally.

The university's academic portfolio is anchored by schools and programs that closely align with regional needs and national opportunities. UAPB offers distinctive strengths in agriculture, aquaculture and fisheries, arts and sciences, business and management, education, and graduate study. Its graduate offerings include programs in aquaculture and fisheries, addiction studies, business, computer science and technology, and educator preparation, including several programs with unique distinctions in Arkansas. This combination of academic range and specialized excellence positions UAPB to expand its research footprint, strengthen workforce development, and enhance its reputation as a destination for high-impact learning.

Equally important is the university's commitment to student support and academic success. UAPB complements classroom instruction with a strong network of student success resources, including advising, retention coaching, tutoring, TRIO support, student-athlete academic services, testing services, and the STEM Academy. Across the academic enterprise, students benefit from hands-on preparation through research, internships, practica, and other applied learning experiences that connect education to career readiness and graduate opportunity. For the next Provost, Academic Affairs presents a meaningful opportunity to build on these strengths, foster innovation across the curriculum, and advance a culture of excellence that supports both student achievement and institutional distinction.

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THE ROLE

Provost and Executive Vice Chancellor for Academic Affairs

Reporting to the Chancellor and serving as the university's second-ranking officer, the Provost and Executive Vice Chancellor for Academic Affairs is the chief academic officer of the University of Arkansas at Pine Bluff. The Provost provides strategic leadership for the university's academic enterprise, advancing excellence in teaching, learning, research, and academic support while helping shape institutional direction, align priorities and resources, and foster innovation across the institution.

The Provost oversees a broad portfolio that includes undergraduate and graduate education, faculty affairs and development, institutional effectiveness, academic advising, curriculum development, academic compliance, and strategic initiatives that advance enrollment, student success, and research growth. As a member of the Chancellor's Executive Cabinet, the Provost partners across divisions to ensure that the academic enterprise is closely aligned with institutional goals related to persistence, workforce readiness, sponsored research, and post-graduate outcomes.

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THE ROLE

Provost and Executive Vice Chancellor for Academic Affairs

Reporting to the Provost are the academic deans representing the Schools of Agriculture, Fisheries & Human Sciences, Arts & Sciences, Business & Management, Education, University College, and Graduate Studies & Continuing Education. Direct reports to the Provost also include the following: the Librarian, the Professor of Military Science, the Registrar, the Director of the Teaching and Learning Center, the Director of Assessment, the Director of Educational Assessment & Interim Assistant to the Vice Chancellor for Academic Affairs, and a Project/Program Specialist.

The Provost oversees the Division of Academic Affairs budget, which totals more than \$60 million, and must understand the financial realities of public higher education.

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CANDIDATE PROFILE

Qualifications

Minimum Qualifications

- Earned doctorate or terminal degree from a regionally accredited four-year institution of higher education.
- A distinguished record of teaching, research, and service meriting appointment as a tenured full professor.
- Minimum of five years of progressive academic administrative leadership experience at the level of dean of an academic unit at a four-year institution of higher education or above.
- Demonstrated success in academic planning, curriculum innovation, and institutional accreditation.
- Evidence of a strong commitment to student success, including measurable improvements in retention, persistence, and 4-year degree completion.
- Experience with academic budgeting, enrollment planning, and performance-based funding models.
- Exceptional communication, collaboration, and interpersonal leadership skills.

Preferred Qualifications

- Experience at a land-grant or research-intensive institution.
- A record of effective leadership in recruiting, mentoring, and retaining high-performing faculty.
- Demonstrated experience leading cross-functional teams and interdisciplinary academic initiatives.
- Experience aligning academic programs with workforce demands and economic development priorities.
- Understanding of student affairs partnerships that strengthen holistic student development and success.
- Experience securing or supporting external funding for academic and research programs.
- Familiarity with NCAA Division I academic compliance and student-athlete support systems.
- Proven ability to lead change, manage complexity, and build consensus in dynamic environments.

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CANDIDATE PROFILE

Leadership Characteristics

The successful candidate will bring many of the following attributes and characteristics:

- A visionary and student-centered academic leader who understands the critical relationship between academic quality, enrollment growth, student success outcomes, and institutional sustainability.
- A strategic thinker with the ability to translate institutional vision into measurable action, aligning academic priorities, resources, and operational practices to advance UAPB's pursuit of preeminence.
- A demonstrated commitment to academic excellence, faculty success, and scholarly productivity, including strengthening institutional capacity for sponsored research, grant development, interdisciplinary collaboration, and research growth consistent with UAPB's aspirations toward Carnegie Research 2 (R2) classification.
- A collaborative and solutions-oriented leader who effectively builds alignment across Academic Affairs, Enrollment Management, Research and Innovation, Student Affairs, and administrative divisions to improve institutional performance and student outcomes.
- A data-informed decision-maker who leverages analytics, assessment, and evidence-based practices to drive continuous improvement in retention, progression, degree completion, and post-graduate success.
- A leader who understands the importance of strategic enrollment management and academic program alignment in positioning the university competitively within an evolving higher education landscape.
- A genuine and authentic relationship-builder who cultivates trust with faculty, staff, students, alumni, community partners, and external stakeholders while fostering a culture of accountability, transparency, and shared purpose.

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CANDIDATE PROFILE

Leadership Characteristics

- A strong advocate for faculty development and support who values teaching excellence, scholarly achievement, innovation, mentorship, and shared governance.
- An entrepreneurial and forward-thinking leader who recognizes the importance of workforce alignment, emerging technologies, experiential learning, and interdisciplinary collaboration in preparing students for success in a rapidly changing global economy.
- A leader who understands the 1890 Land-Grant mission by integrating teaching, research, and extension to enhance community engagement, workforce development, economic development, and societal impact at the state, national, and global levels.

Compensation & Benefits

This is a full-time position located in Arkansas. The compensation will be commensurate with experience and a great benefits package, in accordance with University of Arkansas System policies and procedures.

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CANDIDATE PROFILE

Key Priorities

The successful candidate will perform the following key duties and responsibilities within the Division of Academic Affairs:

Academic Leadership and Strategy

- Advance UAPB's academic mission by overseeing all academic programs and services, ensuring alignment with the university's strategic plan.
- Lead the alignment of academic planning, enrollment strategy, and workforce demand analysis to ensure that academic programs support student success, institutional sustainability, and regional economic priorities.
- Lead academic planning, including development of new programs, expansion of graduate offerings, and continuous curricular improvement.
- Foster a student-centered learning environment committed to instructional quality, intellectual inquiry, and academic excellence.
- Champion interdisciplinary learning, global engagement, and experiential education across the academic enterprise.
- Champion a university-wide culture of research growth by promoting interdisciplinary scholarship, expanding graduate studies, and aligning academic infrastructure to support UAPB's pursuit of Carnegie Research 2 (R2) classification.

- Hold academic units accountable for measurable improvements in student learning outcomes, retention, degree completion, academic program productivity, and post-graduate success.

Faculty and Academic Personnel Development

- Support the recruitment, development, evaluation, and retention of outstanding faculty and academic leaders.
- Promote a culture of scholarly excellence, shared governance, and collegial collaboration.
- Oversee reappointment, tenure, promotion, post-tenure review, and faculty development policies and processes.
- Strengthen faculty capacity to secure extramural research funding by promoting grant development training, cultivating interdisciplinary collaborations, and supporting mentorship structures that guide faculty through competitive funding pipelines.
- Support efforts to enhance faculty success in teaching, research, grant acquisition, and community engagement.

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CANDIDATE PROFILE

Key Priorities

Student Success and Academic Support

- Collaborate closely with Enrollment Management leadership to develop and implement a data-informed Strategic Enrollment Management (SEM) framework designed to increase enrollment, improve student persistence, and strengthen financial aid optimization strategies.
- Ensure alignment between academic degree planning and student success technologies.
- Initiate, assess, and evaluate the impact of learning communities, first-year experiences, and early alert systems on student academic momentum.
- Expand academic support services tailored to meet the needs of first-generation, Pell-eligible, and transfer students.

Academic Resource Stewardship

- Partner with the Chief Financial Officer to ensure sound planning and management of academic budgets.
- Strategically allocate academic resources, including faculty lines and support staff, to advance institutional priorities and student demand.
- Promote data-informed decision-making, resource optimization, and institutional effectiveness in all academic units.

- Lead the academic budgeting process, balancing strategic growth with fiscal sustainability and accountability.
- Utilize institutional data, predictive analytics, and performance metrics to guide academic planning, resource allocation, and continuous improvement efforts.

Collaborative Leadership and Institutional Alignment

- Serve as a key advisor to the Chancellor and collaborate with other executive leaders to achieve UAPB's strategic goals.
- Partner with Research and Innovation leadership to strengthen UAPB's research infrastructure, expand faculty participation in sponsored research, increase student participation in research, and increase extramural funding and scholarly productivity.
- Collaborate with academic deans, department chairs, and faculty to align academic programs with regional workforce and industry needs.
- Engage regularly with the Arkansas Division of Higher Education and the University of Arkansas System on academic policy, compliance, and reporting.

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CANDIDATE PROFILE

Key Priorities

Visibility, External Engagement, and Advocacy

- Represent the university's academic interests to external stakeholders, including government agencies, accreditors, and philanthropic partners.
- Advocate for UAPB's academic excellence and student impact in statewide and national forums.
- Collaborate with the Division of Advancement to support fundraising for academic priorities and student scholarships.
- Ensure that UAPB remains competitive in recruiting top faculty, students, and academic leaders.

Extension and Land-Grant Engagement

- Collaborate with Extension leadership to expand community engagement, workforce development, technology transfer, and economic development initiatives across Arkansas.
- Promote community-engaged scholarships and experiential learning opportunities that connect students and faculty with Extension programs and stakeholders.
- Support the translation of research discoveries into practical solutions that benefit producers, businesses, families, youth, and other communities.
- Strengthen partnerships with federal, state, local, and industry stakeholders to increase the impact and visibility of UAPB's Extension programs.

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THE PINEBLUFF COMMUNITY

Pine Bluff offers the opportunity to live and lead in a community defined by history, resilience, and renewal. Located in the Arkansas Delta along the Arkansas River, Pine Bluff combines the character of a historic Southern city with growing momentum around downtown revitalization, outdoor recreation, and quality-of-life investment. For candidates seeking both professional opportunities and a livable community, the community offers an appealing mix of affordability, accessibility, and civic pride.

As the county seat of Jefferson County, Pine Bluff serves as an important regional hub for commerce, healthcare, education, and public service. Its location provides convenient access to Little Rock while maintaining the advantages of a close-knit community where institutional leaders can have a visible impact. Residents benefit from a cost of living below the national average, a manageable pace of life, and a community environment where partnership and engagement matter.

The city's identity is also shaped by its cultural assets and recreational amenities. Pine Bluff is home to a growing collection of attractions, entertainment venues, public spaces, and family-friendly destinations, along with access to fishing, boating, parks, and other outdoor activities that showcase the natural beauty of southeast Arkansas. Local investments in placemaking and community development continue to strengthen the city's appeal for residents, students, families, and visitors alike.

For the next Provost, Pine Bluff offers more than a place to work; it offers the chance to help shape the future of a community and region. The University of Arkansas at Pine Bluff plays a central role in the city's civic and economic life, and its leaders are positioned to engage meaningfully with community partners, contribute to regional progress, and advance a shared vision of growth and opportunity.



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PROCEDURE

FOR CANDIDATES

**CLICK HERE
TO APPLY**

Candidate review will begin immediately and continue until the position is filled. For best consideration, please submit a letter of interest and resume through our Talent Profile. All inquiries and discussions are confidential.

Nominations and inquiries can be directed to:

DSG | Storbeck

Jeffrey Alston, EdD
Managing Associate
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