



University of Colorado
Boulder

Provost and Executive Vice Chancellor for Academic Affairs

Leadership Profile

2024-2025



WittKieffer

Executive Summary

The University of Colorado Boulder (CU Boulder) seeks an innovative, collaborative, engaged, and empathic leader with a deep commitment to public education and the tenets of shared governance to serve as its next provost and executive vice chancellor for academic affairs (provost). Inquiries, applications, and nominations are invited.

The flagship university within the University of Colorado system and a member of the AAU, CU Boulder serves more than 38,000 undergraduate and graduate students and employs a workforce of more than 8,000 faculty and staff members in its quest to shape tomorrow's leaders, be the top university for innovation, and to positively impact humanity. CU Boulder is focused on excellence in teaching, research, scholarship, and creative work and on creating a student-centered campus culture that fosters a sense of belonging and success for everyone in the community. Located on the Front Range of the Rocky Mountains on one of the most beautiful campuses in the U.S., CU Boulder is distinguished by a strong commitment to the public good and an innovative mindset that shape its teaching, research and creative work, and service. It is committed to diversity and equity in employment and education.

As the academic lead, the provost will join CU Boulder at an exciting and pivotal moment with new leadership of Chancellor Justin Schwartz and during a period of financial and enrollment strength. The provost will partner with the chancellor to envision the university's future. The provost has leadership responsibility for the planning, development, implementation, assessment, and excellence of all academic, student affairs, and enrollment management programs, policies, and supporting infrastructure.

The provost has responsibility for fostering CU Boulder's academic excellence through forging new academic initiatives, and through faculty recruitment and retention as well as rigorous review of key faculty personnel actions. The provost also has oversight of the planning, quality, and delivery of education to CU Boulder's undergraduate and graduate students, ensuring a holistic, inclusive integration of academic and student affairs that supports the intellectual, personal, and professional development of all students.

The provost supports CU Boulder's financial strength and resilience by ensuring strong enrollment, growing resources, and fostering external partnerships. The provost supports, advocates for, and enables the success of the deans and the academic, student affairs, and enrollment management units, as well as CU Boulder's diverse body of students.

In carrying out this work, the provost will consult and cooperate with the [Boulder Faculty Assembly](#) and [Staff Council](#) and through ongoing interactions with the Chancellor's Executive Committee, the [Chancellor's Cabinet](#), the Council of Deans, the Provost's Cabinet, administrative and staff leaders, graduate and undergraduate student leaders, and other key campus constituent groups. These collaborations embody CU Boulder's long history and strong commitment to shared governance. Underpinning the provost's work will be vigorous leadership in advancing an institutional culture of diversity, equity, and inclusion, and ensuring a campus culture of trust, mutual respect, and transparency.

CU Boulder seeks a faculty leader with intellectual vision and a broad worldview; a collaborative, transparent, accessible, caring, and compassionate approach to leadership; strategic and operational acumen; and the energy and integrity to inspire others to new levels of excellence. As the university is quickly approaching \$1 billion in annual externally funded research, the provost will have an appreciation for scholarly and creative work across disciplines.

The incoming provost will have a deep commitment to teaching, research and creative work, and service; have experience as an academic leader; and have participated in the processes of faculty appointment, tenure, and promotion with a substantial record of advancing diversity in hiring and creating an inclusive campus climate. The

successful candidate will understand the distinctive character and mission of a comprehensive public university and have a proven history of productive and collaborative relationships with various constituent groups internal to and external to the university, transparent leadership, and building consensus. The successful candidate will have demonstrated experience or understanding of recruiting, supporting the success of, and retaining students through a holistic lens that considers both what happens inside and outside of the classroom. Candidates must have an earned doctorate or equivalent terminal degree from an accredited institution and a record of scholarship and teaching requisite for an appointment as a tenured full professor at CU Boulder. A minimum of 10+ years of progressively responsible job-related management experience, the ability to articulate the mission of teaching, research and creative work, and service for the Boulder campus throughout Colorado and the nation is required.

To apply, submit a nomination, or express personal interest in this position, please see the procedure for candidacy at the end of this document.



Role of the Provost and Executive Vice Chancellor for Academic Affairs

Reporting to, and working in close partnership with the chancellor, the provost and executive vice chancellor for academic affairs (provost) plays a critical role in developing and implementing CU Boulder's vision and priorities as the leading Chancellor's Cabinet member with this responsibility.

The provost's portfolio includes the campus's eight colleges and schools, the libraries, and other academic units, student affairs, enrollment management; management authority for over 1,250 tenured and tenure-track faculty, over 2,300 research-track faculty, and over 575 teaching-track faculty; and an annual operating budget of the academic enterprise that is nearing \$1 billion. The provost operates in partnership with the highest levels of campus and system-wide leadership and represents CU Boulder on academic and student success issues on campus, in the community, and to a broad range of external constituents including the Board of Regents, government agencies, industry partners, and donors. In particular, the provost provides leadership on a wide variety of strategic, academic, financial, and operational issues.

As the lead academic officer of the CU Boulder campus, the provost steers the fulfillment of the university's academic mission, overseeing all elements of research and creative work, teaching, and the student and faculty experience at the university. The provost oversees the recruitment, development, and promotion of faculty and academic leaders, and coordinates academic planning and assessment with budget preparation and capital development needs. Approximately 40% of the personnel reporting to this position are staff members, thus the provost also leads the development and recruitment of key staff leadership positions. The provost oversees student recruitment and enrollment management, and the planning, quality, and delivery of education and student support services provided to Boulder's nearly 32,000 undergraduate students and nearly 6,500 graduate students. These activities are carried out in consultation and cooperation with CU Boulder's shared governance groups.

As a member of the Chancellor's Executive Committee and Chancellor's Cabinet, the provost regularly convenes the deans and academic leaders and important [academic affairs committees](#). The provost collaborates regularly with the provosts of the other campuses in the CU system. They play a crucial lead role in responding to and addressing campus crises and emergencies.

More information about the provost's office and the current leadership structure can be found at [Academic Affairs](#).



Opportunities and Expectations for Leadership

Advance a compelling, distinctive, and unifying academic vision

The provost will work in close partnership with the chancellor, campus leaders, the Academic Affairs team, faculty, staff, and community partners to advance a compelling and unifying academic vision for the future of CU Boulder. With the recent appointment of [Chancellor Justin Schwartz](#) and a faculty and staff eager to work together to drive innovation, CU Boulder is primed for a forward-looking and creative academic leader who can harness the energy and spirit of the community. The provost's priorities in advancing CU Boulder's academic vision and mission will include:

- Enhance interdisciplinary and academic programming: CU Boulder aspires to be on the leading edge of interdisciplinary undergraduate and graduate degree programs and the provost, in partnership with faculty, will identify key areas of growth and lead the development and implementation of interdisciplinary degree programs that address complex societal issues and prepare students for dynamic careers. Fostering collaboration across colleges, departments, and disciplines to create innovative curricula in alignment with CU Boulder's undergraduate common curriculum and experiential learning opportunities will be integral to achieving this priority. In addition the provost will ensure that academic programming meets the broad and evolving needs and interests of students, their future employers, and their civic preparation.
- Grow research and reputation: The provost will cultivate a culture of innovation, collaboration, and scholarly and creative excellence across all academic units. Advancing the university's research mission by supporting faculty and students in securing external funding and conducting high-impact research will be important. The provost will also assist in developing strategic partnerships with industry, government, and nonprofit organizations and ensure the infrastructure required to grow research and impact. Through these efforts and additional work, the provost will help improve the national and global reputation of CU Boulder as a top research institution.
- Expand online and lifelong learning opportunities: A key agenda for the incoming provost will be a strategic assessment of how CU Boulder can lead the expansion of high-quality online learning programs to reach a more diverse group of learners. In addition to conducting market analysis to identify online and lifelong learning programs that are aligned with workforce trends and the needs of adult learners, the provost will need to build upon existing programs and develop a robust framework for online and lifelong learning initiatives, including degree programs, certificate programs, micro-credentials, dual and concurrent enrollment programs for high school students, and executive education. The provost will also ensure these students are well supported.
- Implement an AI strategy: In collaboration with partners across the university, the provost will ensure the timely development of a vision and strategy that aligns with institutional goals and values and guides the ethical and responsible integration of AI technologies within academic and operational contexts, including identifying opportunities to leverage AI for teaching, learning, and research innovation. Ensuring AI strategies address issues of equity, accessibility, and data privacy will be of utmost importance.
- Expand global education and engagement: The provost will expand and strengthen the university's global strategy and presence. This requires developing new opportunities globally for education, collaboration, engagement, experiential learning and research for the benefit of students and faculty. The strategy will also identify opportunities to bring international students to campus. There is much being done across campus to support global engagement; a greater campuswide understanding and coordination of these activities will be important.
- Drive campuswide climate change and sustainability initiatives: CU Boulder cares deeply about its environmental and sustainability efforts. The next provost will provide steadfast leadership to ensure the campus is making steady, concrete progress toward achieving the goals outlined in the university's [Climate Action Plan](#). In addition to campus-wide goals, the provost should work with various campus constituents in

support of curriculum development, professional development, and research opportunities related to the environment and sustainability.

Foster a campus culture grounded in mutual trust and respect, transparency, communication, and collaboration

There is a tremendous opportunity for CU Boulder – through leadership of its new chancellor, incoming provost, and other campus leaders – to strengthen the university culture upon a foundation of mutual trust, respect, and transparency, and to further strengthen relationships among faculty, staff, and administration. This requires a willingness to engage with constituents in a truly consultative way, listen thoughtfully with a deep desire to understand various viewpoints, make careful and thoughtful decisions in a timely manner, clearly communicate those decisions and the rationale for them and put those decisions into action to establish and maintain a strong sense of progress and forward momentum.

The provost must be willing to engage the campus in difficult conversations and lead the individuals involved and the community toward resolution through openness, transparency, and mutual respect. CU Boulder has a strong culture of shared governance, and the incoming provost is expected to be a collaborative and transparent leader who engages faculty, staff, and students in decision-making and respects the shared governance ethos that permeates across campus.

Advance diversity, equity, and inclusion

The incoming provost must be committed university-wide efforts to [advance diversity, equity and inclusion](#). For the university and its graduates to reflect the diversity of the people of Colorado, the provost will be integral to fostering a culture of belonging where diversity is viewed holistically, barriers to inclusion are reduced, and the CU Boulder community is held accountable for this long-term commitment to increasing representation and equity across the campus. The provost will work collaboratively and creatively with leadership to identify and break down structural barriers to hiring, retaining, and promoting diverse, exceptional faculty and staff, investing appropriately in mentorship and professional development to facilitate individual excellence and success, and recruiting and supporting the success of an increasingly diverse student body. Addressing structural issues around compensation for faculty and staff will be paramount.

The provost will promote an understanding of the essential role that the core values of diversity, equity, and inclusion play in a public university and how a commitment to these values extends to every facet of the university, including its mission; faculty and staff hiring, development, and retention; student recruitment, support, and retention; curriculum and programmatic offerings; scholarly and creative activity; and partnerships across CU Boulder and in external communities. Likewise, the provost will create an inclusive culture by setting expectations for leadership and holding themselves and those leaders accountable for addressing behaviors antithetical to a culture of belonging and diversity.

Foster a holistic vision for student affairs and academic affairs collaboration, and lead student recruitment and enrollment

The provost will champion a unified vision for collaboration between academic and student affairs, ensuring a seamless and enriching experience that supports the intellectual, personal, and professional development of all students. The provost will do this by promoting policies and practices that ensure equity and inclusion in access to resources, advising, mentoring, wellness, and engagement opportunities. They will strengthen partnerships between academic departments, student affairs, and other campus units to improve student learning, development, retention, graduation rates, and post-graduate outcomes.

CU Boulder is committed to the success of first-generation college students, students of color, and students from low-and-middle income backgrounds. The provost should be an active contributor to and leader in this commitment through developing the strategy, vision, and programs to achieve student success. The strategy and vision should also address the evolving needs of undergraduate and graduate students such as by enhancing and

improving academic advising, mental health and crisis support services, and students' preparation for life beyond CU Boulder. The specific needs of students across the university may differ, but all have the need for the university's support.

The new provost will lead the enrollment management team as part of a new organizational structure. The provost will work collaboratively with this team to continue the positive enrollment trends for CU Boulder. Their collective work will ensure that enrollment meets the budgetary needs of the institution while building a strong, diverse student body; support the financial needs of students; and share broadly CU Boulder's institutional messages through recruitment marketing.

Build partnerships and strengthen community engagement

CU Boulder recognizes the exceptional opportunities associated with its role as a public research university and values the unique mission it has to serve the state of Colorado. With the launch of 35 companies and \$500 million in investments for these companies in the last year, CU Boulder is an economic engine for the Front Range. It is keenly aware of its responsibility for educating the next generation of citizens and leaders, and for fostering the spirit of discovery through research. As the state's flagship university, CU Boulder and the incoming provost have the important responsibility of actively engaging in outreach activities to foster deeper connections by strengthening current partnerships and developing new ones. The goal of this work is to provide exceptional service to the community and expand opportunities for research and practice for students and faculty to enable CU Boulder to further extend its mission and engage more deeply with the region.



Professional Qualifications and Personal Qualities

CU Boulder seeks in its next provost and executive vice chancellor for academic affairs a leader with the intellectual vision, worldview, transparent and collegial leadership style, strategic and operational experience, and energy and integrity to inspire the trust and confidence of the faculty, staff, and students. Candidates should have the ability to effectively work toward consensus, the ability to make difficult decisions, and demonstrated accomplishments in fostering and supporting a climate of community, inclusive excellence, and mutual respect. Candidates must have an earned doctorate or equivalent terminal degree, a record of outstanding scholarship and teaching requisite for an appointment as a tenured full professor at CU Boulder, and a history of academic leadership.

In addition, the ideal candidate will have the following qualities:

- **Executive leadership:** The ability to inspire and build connections across a complex and diverse community; the experience, gravitas, energy, skill, and empathy to provide university-wide leadership across a broad range of areas and issues, and a track record of success in a complex institution that spans traditional academic research, liberal and creative arts, and professional training; the ability to lead through influence; the credibility and finesse to bring the faculty and student perspective to the university decision-making process; an appreciation of, and the ability to work within, a model and tradition of strong shared governance; the inclination to seek broad constituent input and promote open, transparent communication as well as the ability to take decisive action when necessary; and the confidence, appetite, and savvy to be an authoritative and persuasive voice on all issues that relate to the university's academic mission. The ability to establish highly functional, diverse teams, and resolve conflict.
- **Interdisciplinary leadership:** An interdisciplinary thinker and collaborator who is able to dismantle silos and is committed to harnessing and facilitating the potential of collaborative activities across institutional and disciplinary boundaries. A deep understanding of the centrality of strong disciplines to interdisciplinary research and teaching, and of best practices for encouraging and supporting interdisciplinary and convergent research on globally pressing issues.
- **Vision, strategic thinking, and capacity for execution:** The ability to articulate a compelling vision and to inspire and unite a community around it; an equivalent capacity for implementing and operationalizing strategic plans and initiatives. Experience ensuring accountability around execution on university-level strategy.
- **Commitment to CU Boulder's public mission:** Embrace and champion CU Boulder's mission as a top public research university; uphold a commitment to research and scholarly and creative work that serve the greater community, state, nation, and world; espouse a deep dedication to providing access for students from all backgrounds and communities; and model a strong ethic of public service and social justice for students, faculty, and staff.
- **Commitment to diversity, equity, and inclusion:** A demonstrable commitment to and record of vigorous leadership in advancing diversity, equity, and inclusion, at a systemic level and for organizational change; exemplary skill in communicating and collaborating with diverse groups; successful and significant track record in removing barriers to inclusion and in affirming diversity in all its forms including diversity of race, ethnicity, age, first-generation status, gender, gender expression, learning, ability, national origin, religion, sexual orientation, socioeconomic, and veteran status.
- **Current engagement in contemporary issues facing higher education:** A deep understanding of pressing issues in higher education: the distinctive role of research universities, academic freedom, opportunities for interdisciplinary and interprofessional collaboration, the value of the liberal arts, the relationship between the arts and sciences and professional schools, the distinct needs of undergraduate and graduate education, the rising costs of attendance for students and limited financial aid resources, the high costs of living particularly

for students, staff, and non-tenured instructors, and the power of innovation and entrepreneurship and opportunities for technology-enhanced pedagogy. A high regard for academic quality and experience in the measures of its success, including institutional accreditation and assessment.

- **Management, financial, and operational strength:** Exceptional management, planning, and financial acumen; an understanding of university finances and the relationships between academic and research priorities, budgeting, and fundraising; sophisticated skills and experience in strategic planning and implementation; acuity of discernment in faculty and staff recruitment, development, and retention; a record of contributing and leading the planning, development, management, and growth of innovative academic programs; demonstrated commitment and operational success in fostering interdisciplinary programs; the ability to build and lead a team of deans and academic administrators to support oversight of the academic enterprise.
- **Judgment:** Impeccable judgment across a broad spectrum of institutional matters, with proven judgment across the range of issues in the academic arena, including a record of appreciating excellence and participating in the successful recruitment, development, encouragement, and retention of a superb and diverse faculty.
- **External engagement, locally, and globally:** Experience building and sustaining strong partnerships locally, statewide, nationally, and around the world; capacity to build an increasingly strong external and global presence; the desire to forge strong relationships with other Colorado institutions and to become well versed on the political dynamics of the state.
- **Collaborative and consultative approach, commitment to shared governance:** A collaborator and convener with the capacity to build consensus, advance an overarching vision and motivate and inspire others to assure its realization; the ability to make and stand by tough decisions and take risks, coupled with courtesy, respect, and a delicate touch; the humility to admit when one has made an error and adjust accordingly; respect and appreciation for the role of faculty and readiness to partner effectively with other senior leaders and faculty, including through the Boulder Faculty Assembly, in the shared governance of the campus; the benevolence and propensity to successfully facilitate the work of others; the fortitude to commit to transparency; and an active appreciation for and readiness to listen and engage all voices in the CU Boulder community, leveraging the shared governance bodies of campus including Boulder Campus Staff Council, Student Government, and Graduate and Professional Student Government.
- **Communication skills:** Ability to build trust and foster open dialogue among diverse constituent groups and colleagues and to advocate effectively for the university within and beyond the campus community; an articulate communicator who can inspire and engage others to come together around a common vision; an outstanding listener.
- **Values and commitments:** Self-awareness and a high degree of emotional intelligence; self-confidence without self-importance; optimism and openness to new ideas; persistence and flexibility; a collegial, accessible, and consultative approach; absolute integrity; a deep respect for faculty and for intellectual life; an appreciation for a holistic view of student success; a clear commitment to the transformative power of undergraduate and graduate education; a commitment to staff development and success.

About the University of Colorado Boulder

Overview

The University of Colorado was established in 1876. The flagship university within the the state of Colorado and the University of Colorado System, CU Boulder serves more than 38,000 undergraduate and graduate students and employs a workforce of more than 8,000 faculty and staff members.

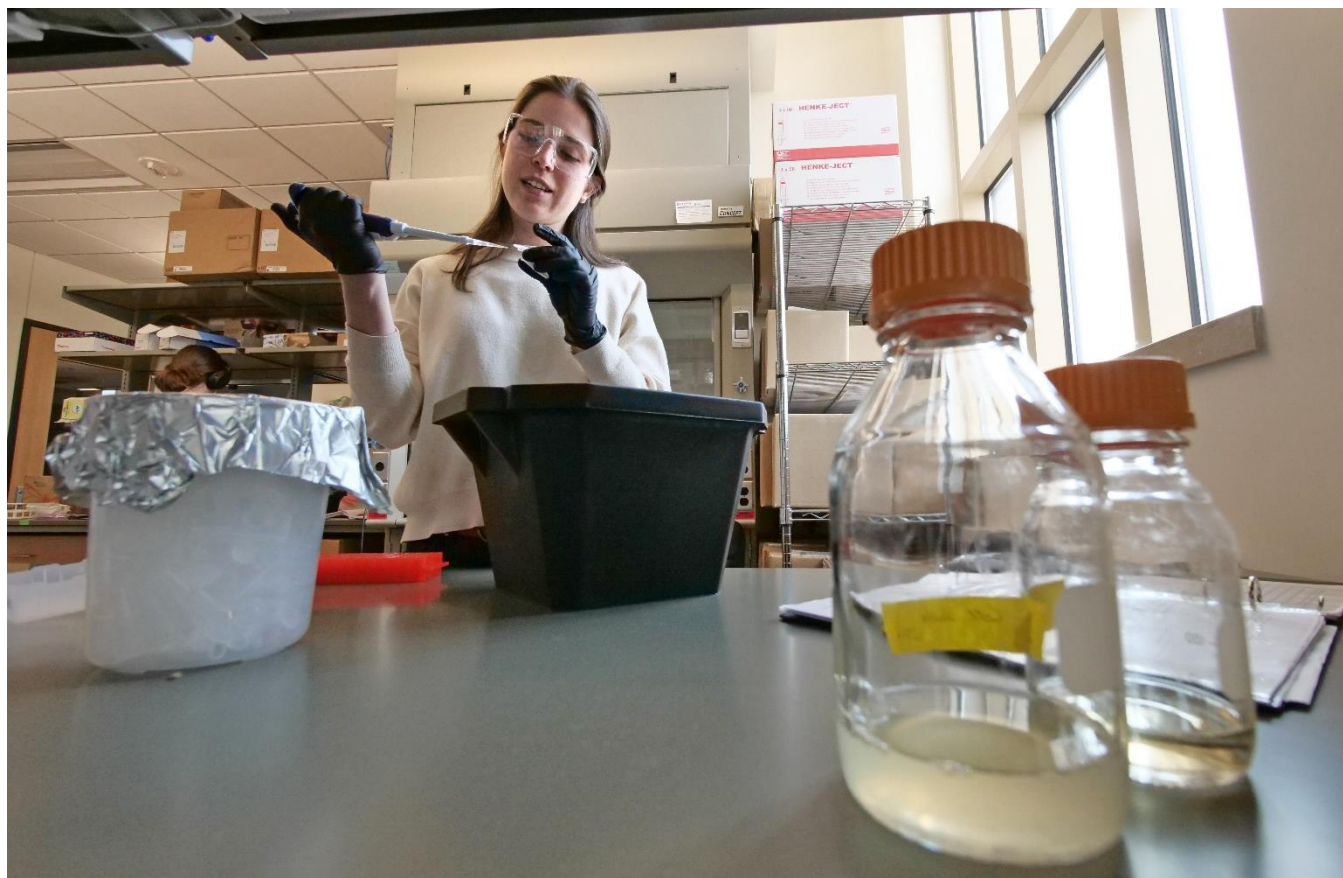
One of only 38 U.S. public research institutions in the Association of American Universities, CU Boulder centers its mission centered on the belonging, well-being and success of its students and community. With eight colleges and schools offering more than 90-degree programs and 4,000 academic courses, it is home to world-class faculty who deliver high-impact learning opportunities while also originating innovative research and creative work.

Mission

Our mission is to serve as the state of Colorado's comprehensive graduate research university with selective admission standards, offering a comprehensive array of undergraduate, master's and doctoral degree programs.

Vision

Our vision is to be a leader in identifying and addressing the humanitarian, social and technological challenges of the 21st century.



Strategic Priorities

As one of America's leading public research universities, CU Boulder is focused on creating a student-centered campus culture that enables the belonging and success of everyone in our community. In addition, CU Boulder is pursuing these specific strategic objectives:

- **Research and Creativity:** Research and creativity changes the world for the better – addressing problems and finding innovative solutions. CU Boulder faculty and students are leading research in many fields, including aerospace and space sciences, biosciences and health, social science, arts and/or humanities, climate, energy, and sustainability.
- **Diversity, Equity and Inclusion:** The CU Boulder campus community must continue the hard and ongoing work of ensuring the university is a diverse, inclusive, and welcoming place for all who live, work and study here. The university is committed to creating a diverse, equitable and inclusive campus community through Shared Equity Leadership. CU Boulder understands it has hard work to do to make the progress that must be achieved.
- **Student-Centered Campus Community:** CU Boulder's core public mission is centered on the belonging, wellbeing, and success of undergraduate and graduate students.
- **Health and Wellness:** CU Boulder is committed to supporting the health and wellness of its community members. The university encourages the campus community to explore the resources available to support them in these times and welcomes all faculty, staff, and students to join the university's Health & Wellness Summit.
- **Campus Success:** CU Boulder is planning for the future to ensure that our campus physical plant continues to sustain world-renowned research, a diverse, equitable and inclusive community and the well-being and success of its students.

Land Acknowledgement

The University of Colorado Boulder, Colorado's flagship university, honors and recognizes the many contributions of Indigenous peoples in our state. CU Boulder acknowledges that it is located on the traditional territories and ancestral homelands of the Cheyenne, Arapaho, Ute and many other Native American nations. Their forced removal from these territories has caused devastating and lasting impacts. While the University of Colorado Boulder can never undo or rectify the devastation wrought on Indigenous peoples, we commit to improving and enhancing engagement with Indigenous peoples and issues locally and globally.

We will do this by:

- Recognizing and amplifying the voices of Indigenous CU Boulder students, staff, and faculty, and their work.
- Educating, conducting research, supporting student success and integrating Indigenous knowledge.
- Consulting, engaging, and working collaboratively with tribal nations to enhance our ability to provide access and culturally sensitive support and to recruit, retain and graduate Native American students in a climate that is inclusive and respectful.

Diversity, Equity and Inclusion

Advancing diversity, equity and inclusion at CU Boulder is not the responsibility of a single campus unit, but of the entire campus community. This collaborative work must form a solid foundation for all CU Boulder does, including teaching, research, development, leadership, mentorship, supervision, innovation, and service. As part of the campus's application of the Shared Equity Leadership model, academic and administrative units are creating action plans to support student, staff, and faculty success.

Shared Governance

The Boulder Faculty Assembly (BFA) is comprised of elected and appointed representatives from the CU Boulder Faculty Senate. Members also include campus liaisons representing CU Boulder Retired Faculty Association, C.U. Student Government (CUSG), Graduate and Professional Student Government (GPSG), CU Boulder Staff Council, chairs of the Boulder college/school faculty councils, and an ex-officio from Academic Affairs.

The University of Colorado Boulder Faculty Senate is part of the CU System Faculty Senate as outlined in Regent Law and defined in the CU Faculty Senate Constitution. While at many universities, the term "faculty senate" is used to describe the elected members of their shared governance body, at CU, this term is used more broadly and encompasses all enfranchised faculty members.



About the Academic Affairs Division

The [Division of Academic Affairs](#) is responsible for meeting the mission of the University of Colorado Boulder to serve as the state's comprehensive graduate research university with selective admission standards, offering a comprehensive array of undergraduate, master's, and doctoral degree programs. The office accomplishes that mission through the vision that the University of Colorado Boulder be a leader in identifying and addressing the humanitarian, social and technological challenges of the 21st century.

The Academic Affairs Units can be found below, and additional information can be found here:

- [Academic Programs, Resources, and Degrees](#)
- [Academic Affairs Committees](#)
- [Academic Freedom](#)
- [Academic Resources](#)
- [Organizational Charts](#)
- [Policies & Guidelines](#)
- [Provost's Initiatives](#)

Academic Affairs Units

Academic Planning & Assessment

Strategic planning and evaluation of academic programs and curricula across campus, includes (1) working with departments and with the University of Colorado Board of Regents to coordinate the planning, proposal, and implementation of new undergraduate and graduate degree programs; (2) leading the review of existing degree programs and departments, including academic prioritization and the provost's Academic Review and Planning Advisory Committee (ARPAC); and (3) leading the campus accreditation process.

Academic Resource Management

Provides support to the provost and the campus with regard to resource planning and allocation of financial and physical resources for the academic and research enterprise. This includes participation in campus planning activities through the use of data enhanced decision-making related to tuition rates, financial assistance, graduate student support, academic buildings, space use, research infrastructure and academic programs. Oversees [Graduate School](#), [Continuing Education](#), [CU Boulder Online](#), and research infrastructure portfolio.

Enrollment Management

The Division of Enrollment Management, which comprises the Admissions Office, Bursar's Office, the Office of Financial Aid, and the Office of Precollege Outreach and Engagement, oversees campus undergraduate and graduate student enrollment initiatives, objectives and goals in collaboration with academic leadership and key stakeholders. The division strives to ensure that recruitment and enrollment plans improve the campus' academic profile, maintain access, promote inclusive excellence, focus on student success outcomes, meet campus recruitment and revenue goals, and diversify the student body.

Faculty Affairs

The Office of Faculty Affairs coordinates a variety of activities associated with faculty life and academic programming on the Boulder campus. Major office functions include faculty personnel, faculty development and support, faculty data and impact, and program review.

Herbst Academic Center

The Herbst Academic Center (HAC) is committed to delivering a world-class and holistic academic experience to all student-athletes by providing the support necessary to develop independent, resourceful learners who graduate and seek personal and professional excellence.

Ombuds Office

The ombuds office serves as a good place to surface, voice, discuss, and clarify university-related concerns. We listen without judgment, help people untangle issues, develop options, and strategize. We provide an impartial perspective and maintain what is shared with us in strictest confidence. Visitors to our office choose their path of resolution.

Research & Innovation Office

The Research & Innovation Office (RIO) at the University of Colorado Boulder is focused on creating global impact by cultivating and supporting collaboration, transformation and leadership. At the heart of this focus are the diverse contributions of a wide range of world-class experts, working together to accelerate ideas throughout the entire innovation lifecycle.

Undergraduate Education

The Office of Undergraduate Education (OUE) oversees the academic undergraduate experience at CU Boulder, provides extraordinary educational experiences, serves exploring students and collaborates with a variety of units to ensure that students have access to the resources they need to succeed.

Schools & Colleges

CU Boulder enrolls over 38,000 students through the following schools, colleges, and programs, which offer more than 4,600 academic courses across more than 150 fields of study.

- [College of Arts and Sciences](#)
- [Leeds School of Business](#)
- [School of Education](#)
- [College of Engineering & Applied Science](#)
- [Program in Environmental Design](#)
- [Program in Exploratory Studies](#)
- [University of Colorado Law School](#)
- [College of Media, Communication, and Information](#)
- [College of Music](#)
- [Graduate School](#)
- [Continuing Education and Professional Studies](#)
- [University Libraries](#)

Libraries

The [University Libraries](#) are proud to support students, faculty, staff, Coloradans, and visiting scholars by providing essential scholarly resources, user-centered services and inclusive and welcoming spaces.

The collections, the largest in the Rocky Mountain region, include 11+ million volumes and access to thousands of specialized research databases. The five library locations offer a variety of spaces and services to support our community.

The libraries are affiliated with the best research libraries in the country. Memberships include HathiTrust, the Academic Preservation Trust, FOLIO, the Colorado Alliance of Research Libraries, the Greater Western Library Alliance, the Association of Research Libraries and the Center for Research Libraries.

Student Affairs Units

The goal of the [Division of Student Affairs](#) is to help students become successful, curious, competent individuals during their time at CU Boulder. The division provides educational opportunities, resources, and support services to help students find their community and build lifelong skills. Overall, students will gain self-confidence and the ability to achieve both academic and personal goals.

Student Affairs supports student growth and development in the following areas:

- [Personal and professional development](#)
- [Making connections and building relationships](#)
- [Diversity and inclusion](#)
- [Leadership and civic engagement](#)
- [Responsibility and accountability](#)

The Division comprises more than 20 departments that provide student support and services. Student Affairs also has [shared services departments](#) that support the work and staff of the division's student facing areas. Learn more about the division's departments here: [Student Affairs](#).

Research

CU Boulder is globally recognized for its research— as well as the comprehensive breadth and impact of its innovation, public scholarship, and creative work. Research at CU Boulder encompasses thousands of scholarly, scientific, and creative endeavors at any given time, resulting in new knowledge, technologies, and creative work that advance the economy, culture, and health of Colorado, the nation, and the world. CU Boulder faculty and students are pioneering innovations in aerospace, biosciences, energy, earth and environmental sciences, fundamental sciences, and other major areas.

CU Boulder's 12 research institutes account for more than half of all sponsored research dollars at the university—and they employ some of the most productive researchers in the country. With more than 900 researchers, students, and supporting staff, the institutes make a major contribution to the university's research and education mission, as well as the local and regional economy.

CU Boulder's 75 research centers are single or multidisciplinary units organized to conduct research, scholarship and creative work, education, and/or leadership and service activities. Centers are typically organized around the investigation of a specific theme, issue, project, or policy topic, but often encompass interdisciplinary work spanning a number of academic fields.

Through powerful collaborations with entrepreneurs, government, and industry partners, CU Boulder's research and innovation community is equipped with the skills and support needed to accelerate ideas through the entire innovation lifecycle, from idea to impact.

The [Research & Innovation Office \(RIO\)](#) supports the research enterprise creates impact by cultivating and supporting collaboration, transformation, and leadership. At the heart of this focus are the diverse contributions of a wide range of world-class experts, working together in new and innovative ways to accelerate ideas through the entire innovation lifecycle, from idea to impact.

CU Boulder's research and creative works portfolio continues to show steady growth year over year. Fiscal year 2024 saw over \$742.2 million in total support for research and creative work, and over \$683.5 million in expenditures. Achieving continued growth starts with proposals; \$2.3 billion in proposals were submitted in fiscal year 2024. Federal agency funding continues to be a pillar of CU Boulder's sponsored projects portfolio along with greater support coming through projects with industry, other universities, international partners, and gift support of research from foundations, private entities, and individuals.

Enrollment Profile

In the Fall of 2024, 38,428 students enrolled at CU Boulder. The makeup of students included: Colorado Residents 57.3%; Female 46.6%; and First Generation 14.8%.

For more information on student demographics and enrollment click [here](#).

Student Life

CU Boulder offers a vibrant student life. Students have opportunities to get involved, make friends, and enjoy a beautiful campus. From housing and food to athletics and clubs, there are many ways to engage and make the most of the college experience.

Through innovative programming, the university creates a place where students can find their people, engage in community building, and feel at home on campus. Students can be placed in housing groups with students of similar academic interests, called Residential Academic Programs.

Students at CU Boulder are active and engaged. With over 300 days of sunshine in Colorado, there are many outdoor opportunities and programs on campus that sponsor free activities. CU Boulder students also love to give back to the community. More than 8,000 students volunteer in the Denver and Boulder area.

The [Center for Inclusion and Social Change](#) is a place where students can feel welcome in a warm and inclusive environment. The vision of the center is to provide high-impact, transformational community-building and educational programs to the CU Boulder community, and to nurture leaders grounded in the core concepts of intersectional identity development, diversity, equity, and social justice. The center plans a number of community-wide events and has a wide variety of resources for students.

Athletics

This past summer, the University of Colorado Board of Regents unanimously approved a resolution allowing the University of Colorado Boulder to join the Big 12 Conference effective for the 2024-25 academic year. It was determined that a move from the Pac-12 to the Big 12 would give CU Boulder the stability, resources, and exposure necessary for long-term future success in a college athletics environment that is constantly evolving.

Further, the Big 12's national reach across three time zones, along with the Conference and the University's shared creative vision for the future, makes the Big 12 an excellent fit for CU Boulder, its students, faculty, staff, and alumni, and the broader community. CU Boulder students participate in 17 NCAA Division I Teams.

Budget

The University of Colorado Boulder employs more than 8,000 faculty and staff and has an annual budget of \$2.45 billion.

- Education and General Budget: \$1.027 billion (42%)
- Grants and Contracts: \$479M (20%)
- Auxiliary: \$575M (23%)
- Gifts, Investments & Other: \$243M (10%)
- Direct State Funding: \$124M (5%)
- Education and General Funds Revenue: \$1.15B
- Non-resident Tuition: \$613M (53%)
- Resident Tuition: \$307M (27%)
- Direct State Funding: \$124M (11%)
- ICR: \$91M (8%)
- Fees/Other: \$17M (1%)

Sustainability

CU Boulder's Sustainability Executive Council is charged with bringing together decision-makers and leaders from across campus to drive action and accountability to achieve carbon neutrality and goals outlined in the Chancellor's Call to Climate Action and Climate Action Plan.

- 31 LEED-certified buildings (including 11 Platinum, 19 Gold and 1 Silver)
- 229 energy and clean technologies developed since 2006
- Since 2005, energy use has reduced by 21% per square foot despite campus growing by 31%.
- Since 2005, carbon emissions have decreased by 9%; emissions per person have decreased by 22%
- Since 2007, campus potable water usage per square foot has decreased by 19%
- 16% of the food purchased through Dining Services is local and community-based and/or third-party verified, such as organic and Fair Trade
- 83% of construction-related waste is recycled/ reclaimed



Leadership

Justin Schwartz, Chancellor



As the 12th chancellor of the University of Colorado Boulder, Justin Schwartz is committed to transforming lives through the mission of Colorado's public flagship university.

Schwartz joined the campus July 1, 2024, from The Pennsylvania State University, where he most recently served as executive vice president and provost.

He previously served as Harold and Inge Marcus Dean of Penn State's College of Engineering from 2017 to 2022 and has spent his career as a researcher, educator, entrepreneur, and academic

leader in large state universities.

Schwartz holds a bachelor's degree in nuclear engineering from the University of Illinois Urbana-Champaign and a doctorate in nuclear engineering from Massachusetts Institute of Technology.

He is a fellow of the National Academy of Inventors, the American Association for the Advancement of Science, the Institute of Electrical and Electronics Engineers, and ASM International. Schwartz holds seven patents.

A highly visible, transparent, and engaged leader, Schwartz is focused on advancing campus research and leadership in sustainability, supporting innovation and interdisciplinary education, and ensuring that all students, faculty, staff, and alumni survive and thrive as valued members of an equitable and just CU Boulder community.

Boulder, Colorado

Located in the foothills of the Rocky Mountains, about 25 miles northwest of Denver, Boulder is the 12th largest city in Colorado with a population of approximately 105,000. Residents enjoy more than 300 days of sunshine a year and an impressive variety of recreation, shopping, dining, cultural and entertainment choices.

At the foot of the mountains, outdoor activities abound, including hiking in the landmark Flatirons with more than 60 parks and 155 miles of hiking trails open to the public. Boulder is also a biking mecca: there are four bikes for every one person, 300 miles of dedicated bikeways, mountain biking trails, a 29-acre free bike park, cycling clubs and more.

Downtown Boulder offers shops, restaurants and street performers on the Pearl Street Mall, as well as the Boulder County Farmers Market in the warm summer months. A strong arts community, with galleries, museums, musical performances and more provides entertainment rich in culture.

From the Rocky Mountains to an engaging downtown, ranked the number one college town by *Universities.com*, Boulder offers something for everyone.

For more details about Boulder, visit: www.bouldercoloradousa.com



Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a current CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting the University of Colorado Boulder in this search. For fullest consideration, candidate materials should be received by Friday, February 28, 2025.

Application materials should be submitted to CUBoulderProvost@wittkieffer.com.

Nominations and inquiries can be directed to:

Suzanne Teer, Alejandra Gillette-Teran, and Maya Holt-Brockenbrough, Ph.D.

CUBoulderProvost@WittKieffer.com

CU Boulder will offer an annual salary range of \$550,000-\$660,000 for this role, plus a recruitment incentive and moving allowance (if applicable).

As part of the University of Colorado Boulder's deep commitment to equity, diversity and inclusion, the campus has implemented a [reference check program](#) with respect to final candidates for tenured faculty appointments. The reference check program is intended to allow CU Boulder to collect and review information about a candidate's conduct at their current and previous institutions, specifically conduct related to sexual misconduct, harassment and/or discrimination – before making hiring decisions. All final candidates for tenured faculty appointments are required to complete an Authorization to Release Information.

Commitment to Job Application Fairness: Applicants are not required to provide age or age-related information and may redact information related to age, date of birth, or dates of attendance at or graduation from an educational institution from any submissions during the initial application process.

The University of Colorado Boulder is committed to building a culturally diverse community of faculty, staff and students dedicated to contributing to an inclusive campus environment. We are an Equal Opportunity employer, including veterans and individuals with disabilities.