



Search for the Provost and Executive Vice President of Academic Affairs
The University of New Mexico
Albuquerque, NM

Indigenous Peoples' Land and Territory Acknowledgement

Founded in 1889, the University of New Mexico sits on the traditional homelands of the Pueblo of Sandia. The original peoples of New Mexico – Pueblo, Navajo, and Apache – since time immemorial, have deep connections to the land and have made significant contributions to the broader community statewide. We honor the land itself and those who remain stewards of this land throughout the generations, and also acknowledge our committed relationship to Indigenous peoples. We gratefully recognize our history.

THE SEARCH

The University of New Mexico (UNM) seeks a bold, creative, collaborative, engaged and dynamic strategic leader to serve as its next Provost and Executive Vice President of Academic Affairs (Provost). UNM, the state's public, flagship research institution, is a place with extraordinary momentum, having experienced nearly a decade of transformative growth across academics, research, economic development, and student success.

The next Provost will join a thriving institution with both a clear mission and strategic direction. This is a compelling opportunity to build on UNM's strengths and accelerate the impact of the institution across academic affairs, research, and student success at a historic university with strong ties to communities throughout the state of New Mexico.

With the Albuquerque campus occupying 800 acres near historic Route 66, UNM's statewide footprint includes branch campuses in Gallup, Los Alamos, Taos, and Valencia, a satellite campus in Rio Rancho, technology incubators, multiple research and education centers throughout the state, and a Health Sciences Center and health system. The University is home to more than 3200 faculty across 14 schools and colleges and is a nexus for both regional and national research in established and emerging fields. UNM serves more than 28,000 students, 82 percent of whom are New Mexico residents. It is designated a Minority-Serving Institution (MSI) and is a proud member of the Alliance of Hispanic-Serving Research Universities, one of only 26 campuses designated as both Hispanic-Serving and a Carnegie R1 institution.

UNM was also recently renewed as one of 237 institutions with a [Carnegie classification as a Community Engagement campus](#).

Reporting to the President, the Provost serves as the University's chief academic officer, leading the academic enterprise across all campuses. The Provost is responsible for the approval of faculty promotion and tenure as well as academic programs, operations, planning, and continued support and growth of the institution-wide research enterprise. The Provost is a close partner of the President and serves on the executive leadership team. They will be a key figure in the realization of the strategic plan, working to advance the institution and its academic, research, and student-success trajectories, and will guide institutional infrastructure and investments in these areas. The next Provost will possess the ambition and creativity to drive towards aspirational goals. They will possess nuanced yet sincere communication skills, the ability to collaborate, and the vision to lead in an increasingly complex landscape. They will foster collective and trust-building processes that engages students, faculty, staff, and alumni to maximize the University's many assets and further shape the future of UNM, achieving even higher levels of impact for the University and the state.

The University of New Mexico has retained Isaacson, Miller, a national search firm, to assist in this important search. All inquiries, applications, and nominations for this opportunity should be directed in confidence to the University or search firm as indicated at the end of this document.

THE UNIVERSITY OF NEW MEXICO

Founded by an act of the New Mexico Territorial Legislature in 1889, the University of New Mexico welcomed students in June 1892, 20 years before its namesake became the 47th state. Today, UNM represents the best of the public mission and serves as a beacon for accessible education across the state, a source of cutting-edge, impactful research and economic development, and a vector for health, both human and environmental.

In 2022, UNM launched [UNM 2040: Opportunity Defined](#) – a bold, long-term strategic framework shaping the University's campus ethos, teaching, research, health care, and economic mission. The plan's five distinctive goals are reflected in every facet of UNM's ongoing transformation:

- [Advance New Mexico](#)
- [Student experience and educational innovation](#)
- [Inclusive excellence](#)
- [Sustainability](#)
- [One university](#)

The University of New Mexico offers more than 220 degrees and certificate programs, including 98 baccalaureate, 84 master's, and 49 doctoral degrees through 14 schools and colleges:

- Anderson School of Management
- College of Arts & Sciences

- College of Education & Human Sciences
- College of Fine Arts
- College of Nursing
- College of Pharmacy
- College of Population Health
- College of University Libraries & Learning Sciences
- Honors College
- School of Architecture & Planning
- School of Engineering
- School of Law
- School of Medicine
- University College

Faculty

The University is home to an outstanding group of more than 3,220 faculty, including 1,524 tenured/tenure track faculty, 703 clinician educators, 131 research faculty and postdocs, 807 temporary faculty, and 60 visiting faculty. Among them are two National Academy of Sciences/Engineering Members, five National Academy of Inventors Fellows, one National Academy of Medicine member, 60 Fulbright Scholar program awardees, and many fellows of various other associations and societies. Faculty publish in high-impact professional journals such as *Science*, *The New England Journal of Medicine*, *The Lancet*, *Nature*, *JAMA*, *Biological Psychiatry*, *Proceedings of the National Academy of Sciences*, *Journal of the American Chemical Society*, *Physical Review Letters*, *International Journal of Art and Design Education*, and *Journal of Politics*, as well as with major academic publishers such as Cambridge University Press and Oxford University Press, and with the University of New Mexico Press. The University also serves as a dynamic center of visual, cultural, and performing arts within a vibrant Albuquerque arts scene, presenting more than 300 public performances, exhibitions, installations, and art lectures annually.

UNM has a strong tradition of faculty governance as outlined in the Faculty Constitution established in 1949. UNM faculty have broad powers delegated from the Board of Regents and outlined in the Faculty Constitution. In October 2019, both full- and part-time faculty at UNM, excluding those in the Health Sciences Center (HSC), voted to form a union affiliated with the American Federation of Teachers and the American Association of University Professors. Adjuncts and full-time faculty are represented in separate bargaining units. In the spring of 2022, the state labor board certified a union for all graduate students employed in assistantship positions, represented by UE, the United Electrical, Radio, and Machine Workers of America.

Research

UNM continues to strengthen its Carnegie R1 research status through interdisciplinary collaborations in both established and emerging fields, investment in interdisciplinary research facilities, and by nurturing

productive partnerships with the Sandia and Los Alamos National Laboratories and Air Force Research Lab. The Albuquerque campus supports several nationally recognized interdisciplinary research groups focusing on ecology, climatology, and bioinformatics; human evolution, social and behavioral dynamics, and addictions; and photonic, microelectronic, and energy materials research. Additional areas of distinction include computational and data sciences, high-energy-density physics, medieval studies, quantum information science, regional resource economics, Southwest anthropological research, Latin American Studies, and land arts of the American West. A balanced approach toward promoting both funded and unfunded scholarship, research, and creative activity amongst faculty, students, and staff, as well as community engagement, makes UNM a comprehensive intellectual resource for its region.

A sampling of research centers and initiatives representing this expertise and institutional commitment would include:

- [Accelerating Resilience Innovations in Drylands Institute \(ARID\)](#)
- [Bureau of Business and Economic Research \(BBER\)](#)
- [Center for Advanced Research Computing \(CARC\)](#)
- [Center on Alcohol, Substance Use, and Addictions \(CASAA\)](#)
- [Center for High Technology Materials \(CHTM\)](#)
- [Center for Micro-Engineered Materials \(CMEM\)](#)
- [Extension for Community Health Outcomes Institute \(Project ECHO\)](#)
- [Geospatial and Population Studies](#)
- [New Mexico's Established Program to Stimulate Competitive Research \(NM EPSCoR\)](#)
- [Quantum New Mexico Institute \(QNM-I\)](#)
- [Southwest Hispanic Research Institute \(SHRI\)](#)
- [Clinical and Translational Science Center \(CTSC\)](#)
- [Center for Quantum Information and Control \(CQuIC\)](#)
- [Latin American and Iberian Institute \(LAI\)](#)

UNM Total research expenditures exceed \$510 million annually.

The University of New Mexico plays a critical role in in discovery, workforce, and economic development for the state. The Board of Regents established the Sciences & Technology Corporation in 1996, which later became [UNM Rainforest Innovations \(UNMRI\)](#). This nonprofit 501(c)(3) technology-transfer organization, owned entirely by the Board of Regents, helps UNM researchers protect and commercialize their intellectual property. Located in the heart of the developing Innovation District, between the UNM central campus and downtown Albuquerque, UNMRI is surrounded by R&D and laboratory facilities and other technology-based companies, many of which it helped launch. UNMRI is committed to matching UNM technologies with market opportunities to catalyze economic development.

Students

UNM's student body reflects the institution's status as both a Minority Serving Institution (MSI) and a Hispanic Serving Institution (HSI); it is remarkably diverse and mirrors New Mexico's highly diverse population. Over 45% of students identify as Hispanic and approximately 9% identify as American Indian students, representing many of the state's 23 sovereign tribes, nations, and pueblos (the Pueblos of Acoma, Cochiti, Isleta, Jemez, Laguna, Nambe, Ohkay Owingeh, Picuris, Pojoaque, Sandia, San Felipe, San Ildefonso, Santa Ana, Santa Clara, Santo Domingo, Taos, Tesuque, Zuni and Zia; the Fort Sill Apache Tribe, the Jicarilla Apache Nation, the Mescalero Apache Tribe; and the Navajo Nation).

The campus fosters a vibrant and inclusive environment, featuring over 300 student organizations and a diverse array of resource centers that promote a sense of belonging and academic success. Beyond academics, the campus offers a dynamic atmosphere for students, staff, faculty, and the general public, featuring athletic events, Broadway shows, dance companies, and other national acts at the renowned Popejoy Hall Performing Arts Center, as well as museums and art shows that showcase New Mexico's cultural richness.

Enrollment has steadily increased over the past several years, supported by expanded student services, academic advising, and open educational resources. UNM's decades-long commitment to access and affordability is reflected in its effort to maintain affordable tuition that is powerfully reinforced by New Mexico's statewide investment in higher education. The state offers the New Mexico Opportunity Scholarship and the New Mexico Lottery Scholarship, along with 25 other scholarships, grants, and college financial aid programs - making college attainable for thousands of students each year. As a result, more than three-quarters of UNM students receive significant scholarship or financial aid support, including a substantial percentage who benefit from Pell Grants.

Campuses and Access to UNM Educational Opportunities

UNM offers a wide range of learning options that expand access to affordable, attainable, top-tier education across the state through branch campuses in Gallup, Los Alamos, Taos, and Valencia County; a satellite campus in Rio Rancho; and robust UNM Online offerings. These campuses provide community-focused and regionally specific education that supports local workforces and offers a pathway to four-year degrees. The Gallup campus features the largest Native American enrollment of any publicly funded two-year institution in the nation, while Taos is the fastest-growing campus in the state over the past decade. The Los Alamos campus collaborates with the Los Alamos National Laboratory, and the Valencia campus serves a rapidly growing area south of Albuquerque. UNM online offers more than 1,000 course sections, including undergraduate degree-completion programs, fully online graduate degrees, and several certificate programs, many in accelerated formats to meet the needs of an ever-evolving degree-seeking demographic.

The UNM flagship campus in Albuquerque offers a vibrant university experience. With its focus on sustainability and accessibility, it has earned recognition as a Level I Arboretum and offers a tremendous environment in which to live, work, and learn. It is home to 18 NCAA Division I athletic programs and offers substantial, high-quality student housing. The University's impact does not stop at the edge of campus. UNM plays a pivotal role in the state's creative economy, among other things, supporting Albuquerque's emergence as a premier film production hub. The University's Film & Digital Arts program, part of the College of Fine Arts, is among the fastest-growing programs, fueling the state's cultural and economic vitality as film and digital media production spending surpassed \$2.2 billion in 2023. The UNM law school, New Mexico's only law school, has shaped generations of the state's judges, attorneys, legislators, and state government officials. These are representative but not exhaustive examples of the University commitment to the State and its people.

This period of dynamic transformation has been marked by significant investment. Currently under construction, the [Center for Collaborative Arts & Technology \(CCAT\)](#) aims to be a catalyst for creativity, innovation, and collaboration among students, faculty, and the wider Albuquerque arts community. The next building project, the new Humanities and Social Sciences Building, is nearing full funding. These facilities will join the [Physics & Astronomy and Interdisciplinary Science \(PAIS\)](#) building (completed in 2020) as a physical space that facilitates the broader goal of fostering cross-disciplinary research. Other projects, both recent and ongoing, include the renovated and reimaged Lobo Welcome Center (2024), the New Mexico Mutual Champions Training Center, UNM Police Department Headquarters, and a new School of Medicine Building. A recently launched feasibility and development plan study will create a long-term vision to modernize University Stadium and revitalize UNM's South Campus as a mixed-use economic development district.

The University of New Mexico is also a state leader in healthcare. On campus, the UNM Health Sciences Center (HSC) is New Mexico's largest integrated health care organization for treatment, research, and education. It includes the School of Medicine and the colleges of Nursing, Pharmacy, and Population Health, as well as a level 1 trauma center and an academic teaching hospital. The UNM Health System delivers high-quality, accessible care throughout the state, with multiple hospitals, clinics, and care centers statewide. HSC is responsible for \$230 million in research funding. Student Health and Counseling, independent of but in collaboration with the HSC, is itself an accredited unit that serves student health and through increased engagement with students contributes to statewide goals of healthcare workforce development. The deans of the colleges within the HSC report to the Executive Vice President for HSC and CEO of the UNM Health System.

Leadership

President Garnett Stokes joined UNM as the institution's first female president in March of 2018. Her time as president has been marked with both strategic initiative and growth in enrollment, research excellence, and economic development. She has announced her intent to retire in July 2026. The next Provost will

join the University during a period of presidential transition and will be expected to provide steady academic leadership and institutional perspective during this important moment.

The University is governed by a seven-member Board of Regents, appointed by the Governor with the consent of the State Senate. Regents serve staggered six-year terms, with one student Regent serving a two-year term. The Board holds fiduciary responsibility for the University's assets and programs, establishes goals and policies, and oversees the University's operations.

UNM's financial foundation reflects both the scale and strategic growth of the institution. The University's 2024-2025 budget is approximately \$4.2 billion, supporting a broad array of academic, research, healthcare, and public service initiatives. The University currently receives 12% of its operating budget from the state. Its endowment reached \$887 million at the end of fiscal year 2025, representing a significant growth of more than \$490 million over the past decade. The UNM Foundation, a stand-alone organization, oversees assets and investments and manages all private gifts.

ROLE OF THE PROVOST AND EXECUTIVE VICE PRESIDENT OF ACADEMIC AFFAIRS

The Provost and Executive Vice President of Academic Affairs serves as the chief academic officer of UNM and will work in close partnership with the President, serving as the principal senior executive for day-to-day campus academic operations. The Provost is the lead academic administrator, with leadership and oversight of the deans (excluding those based in the Health Science Center) and the branch campus deans and chancellors. The Provost carries ultimate responsibility for the approval of faculty promotion and tenure, as well as for faculty recruitment and development. Also in the portfolio are Vice Presidents for Enrollment, Student Affairs, and Research; principal roles in strategic partnerships, institutional research, labor relations, and community engagement; and a cohort of vice-provosts. The unit is the largest outside the health system, with a budget of \$650 million and oversight of 1,800 faculty, 1,700 staff, and 23,000 students across five campuses.

The Provost works closely with the President, Executive Vice President for Health Sciences, the Executive Vice President for Finance and Administration, and other university leaders to advance academic excellence and student success. The Provost both convenes and serves on standing and ad hoc committees as appropriate to address issues that cut across divisional, school, college, and unit lines, and advises on strategic initiatives and decision-making. The Provost must exercise disciplined financial stewardship, aligning academic priorities with sustainable resource allocation in a complex public research university operating within a state-supported funding model, and plays a key role in the allocation of campus resources, including co-chairing the Budget Leadership Team.

KEY OPPORTUNITIES AND CHALLENGES FOR THE PROVOST

The University of New Mexico seeks a Provost with the experience and commitment to work collaboratively to further elevate the University's academic distinction and impact as a premier public research institution. The next Provost will:

Advance UNM 2040: Opportunity Defined, aligning academic, research, and educational priorities while guiding transformative change

[UNM 2040: Opportunity Defined](#) represents a bold, institution-wide commitment to shaping the future of New Mexico's flagship university. With broad buy-in from faculty, staff, students, the Board of Regents, and the branch campuses, this strategic framework is more than a plan - it is a shared vision for academic distinction, research innovation, and economic impact. The Provost is an architect, steward, and facilitator of this vision, fostering collaboration and transparency that unites a diverse institution under the banner of One University. They will ensure that, throughout all stages of realization, a multitude of voices are heard, transparency is maintained, and the need for urgency does not outweigh the need for genuine joint ownership and proper governance by all constituents. At the same time, they will be a catalyst for change, a key leader who moves the institution towards important strategic goals. As part of the senior institutional leadership, the Provost must be effective in a time of substantial institutional and global change.

Advance ambitious and impactful research

The University of New Mexico takes its mission seriously as a public research university and seeks to understand the needs and unique opportunities distinct to New Mexican cultures and peoples, economic enterprises, and communities to address critical issues and opportunities facing humanity and contribute to the quality of life, growth, prosperity, and advancement of New Mexico and of human societies across the globe. In collaboration with the deans and faculty, the Provost will nurture scholarly activities, convene leaders in signature research areas, and develop initiatives that increase the impact and visibility of the University's scholarly and creative endeavors. Working closely with the Vice President for Research and Innovation, the Provost should be proactive in identifying large-scale opportunities in the federal funding or philanthropic landscapes that can amplify faculty work. In relevant fields, the Provost will continue to accelerate the translation of research and innovation into practice through partnerships with industry, external organizations, and alumni, ensuring that faculty innovation reaches its fullest potential to impact New Mexico and beyond.

Nurture the success and development of all students

The University of New Mexico seeks nothing less than to transform the educational experience by creating supportive, intellectually challenging, exciting, diverse, joyful learning environments both inside and outside of the classroom to ensure the lifelong success, upward social mobility, and engagement of all learners. Student affairs, and the 18 departments therein, report through the Provost. A new strategic plan in the division articulates and further defines these ambitious goals to enhance the student experience with impact on recruitment, retention, graduation, and post-grad outcomes. Also articulated is increased collaboration between Academic and Student Affairs. Such ambition will require persistence over time, the attention of the entire UNM community, and effective assessment structures. The Provost will be a force that ensures alignment and commitment around these goals. They will work with the President and Vice President for Student Affairs, and academic affairs leaders to ensure that necessary resources are dedicated to the mission of student support and success and that pathways from the branch campuses to the Albuquerque campus are open to those who want to continue their education at UNM. Finally, they will ensure this goal does not exist in a vacuum, but rather in concert with other institutional goals.

Lead, develop, and support world-class faculty and staff

The Provost must promote equitable systems, structures, and standards of excellence that attract, support, and retain talented faculty and staff across all schools, programs, and campuses. The Provost will work with the deans, the Office of Human Resources, and Faculty Affairs to support faculty hiring, retention, and promotion at the tenure-track, tenured, and contract faculty levels, and to ensure the necessary resources are available to support this goal. The Provost must cultivate an environment that prioritizes the well-being and continuous professional growth of faculty and staff. They will ensure that work processes and communication channels to faculty across the University are effective.

Foster inclusive excellence

The Provost will be a vocal and energetic champion of the University's commitment to inclusive excellence. They will ensure the utilization of an equity and inclusion lens across the academic enterprise to expand opportunity, cultivate the potential of students, faculty, and staff, create new knowledge, and provide service to all New Mexicans through an excellent research institution.

Manage a robust academic enterprise

The University of New Mexico is a vast and complex institution, and the Provost's Office plays a critical role across numerous mission-critical areas. The Provost and leaders within the Provost's Office must be a collaborative force, working across the schools, colleges, the HSC, and branch campuses to ensure that the University best serves the state, its students, and public mission. The Provost will lead and support a

team of deans, vice presidents, and other institutional leaders in this endeavor, offering guidance and support to ensure an effective, nimble, and cohesive organization.

QUALIFICATIONS AND CHARACTERISTICS

While no one candidate will embody every quality, the successful candidate will bring many of the following professional qualifications and personal attributes:

- An earned doctorate or equivalent terminal degree with an outstanding record in research and education commensurate with the appointment of a full professor with tenure at the University of New Mexico is required.
- A scholar and person of impeccable academic judgment with an uncompromising commitment to, and broad appreciation of, academic excellence in recruiting, developing, evaluating, and retaining faculty; assessing academic programs; and supporting world-class teaching and research.
- An experienced, ambitious, collaborative, and agile academic administrator with a track record of success in change management and data-informed decision-making at a complex institution with very high research activity.
- A clear track record of promoting inclusive excellence and of working in a diverse, multi-cultural environment. A passion for students and the belief in the power of education and research to change lives. A commitment to work with undergraduate, graduate, and professional student body governments to keep students' unique needs, concerns, and well-being at the forefront when considering university priorities and decisions.
- A leader committed to meaningful community engagement and partnership, ensuring that the University's missions generate equitable and measurable community benefit; dedicated to the dissemination of knowledge and the advancement of scholarship to all New Mexicans.
- An astute understanding of university finances and the relationships among academic priorities, budgeting, and the ability to marshal relevant information and data to inform decision-making.
- An authentic facilitator who is dedicated to the University of New Mexico and to partnering with the President and senior leadership team, shared governance, deans, faculty, vice presidents, vice provosts, staff, chancellors, student leaders, and constituents in New Mexico to realize the University's strategic vision and public mission.
- A superb communicator and enthusiastic advocate for the University's academic mission, for its faculty, staff, and students, and for their commitment to excellence and well-being, with a passion for education, research, and broad humanistic values.
- A global and interdisciplinary thinker able to harness and facilitate the potential for collaborative activities across school, campus, and disciplinary boundaries.
- A transparent collegial academic leader with the highest standard of integrity, sound judgment, and moral courage; one who is inclusive of diverse perspectives and is consistently ethical, fair, and accountable to the public trust.

- Confidence, experience, and demonstrated excellence in academic and administrative leadership at the level of Dean, Provost, and/or other senior administrative positions of a major university or equivalent academic organization, with a track record of success in a large, complex research environment.
- Eligible to obtain a security clearance

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Applications, including a CV and letter of interest, as well as inquiries, nominations, and referrals, should be submitted via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/university-new-mexico/provost>

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