CHAPMAN UNIVERSITY

Leadership Profile



DEPUTY PROVOST

This leadership profile is intended to provide information and assist qualified individuals in assessing their interest in Chapman University and the position of Deputy Provost.



The Search

Chapman University seeks a strategic and dynamic professional to serve as Deputy Provost. The Deputy Provost will join the university at an exciting time and serve as a key leader within the Office of the Provost, advancing the university's ambitious academic goals. The Deputy Provost will be a strategic partner and chief advisor to the Provost, providing independent judgment and decision-making on the Provost's behalf, strategic connectivity, oversight, and support across the Provost's Office portfolios and projects.

The Deputy Provost will be tasked with overseeing the following key responsibilities:

- Directly oversee operations in several areas of the Office of the Provost
- Provide strategic and operational leadership across the Office of the Provost
- Lead implementation across the academic enterprise
- Strengthen academic operations and organizational effectiveness
- Partner with deans, faculty leaders, and university leadership
- Represent the Provost in institutional discussions and decision-making as appropriate, exercising significant independence and discretion

The Deputy Provost will join Chapman University at a moment of significant opportunity and continued institutional ambition. Under the leadership of President Matt Parlow and Executive Vice President, Provost, and Chief Academic Officer Michael Ibba, Chapman is building on a period of substantial growth while advancing priorities around academic excellence, the student experience, interdisciplinary collaboration, and organizational effectiveness. The Deputy Provost will be a key partner in this work, providing the operational leadership and institutional perspective needed to translate strategy into execution across the academic enterprise. Working collaboratively with deans, faculty leaders, and academic and administrative colleagues, the Deputy Provost will help drive major initiatives, strengthen coordination and accountability, improve processes and organizational effectiveness, and address complex issues that span traditional organizational boundaries. Success will require a broad understanding of higher education, exceptional judgment and problem-solving skills, and the ability to build trusted relationships and move complex work forward in a collaborative academic environment.

A list of the desired qualifications and characteristics of the Deputy Provost can be found at the conclusion of this document, which was prepared with the assistance of Isaacson, Miller, a national executive search firm, to provide background information and detail the key opportunities and challenges related to the position. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.



About Chapman

Founded in 1861, Chapman University is an exciting and evolving institution that combines the resources of a growing research university with the scale and personalized experience of a mid-sized, student-centered university. Located in the heart of Orange County, Calif., Chapman enrolls nearly 10,000 undergraduate and graduate students and maintains a 12:1 student-to-faculty ratio. Students can choose from more than 100 areas of study offered through 11 schools and colleges, spanning the arts, business, education, health sciences, humanities, and professional disciplines. The university's picturesque Orange Campus is steps from restaurants, coffee shops, and boutiques, just 15 miles from the beach, 30 miles from the business and cultural centers of Los Angeles, and about 80 miles from scenic and bustling San Diego. The Rinker Health Science Campus in nearby Irvine is home to Chapman's health science graduate programs. It is strategically situated within a major hub of the pharmaceutical and medical device industries.

Classified by the Carnegie Foundation as an R2 institution with high research activity, Chapman embraces an interdisciplinary and highly personalized approach to teaching, learning, scholarship, and research. The university emphasizes experiential learning, providing students with opportunities to work directly with distinguished faculty, including Nobel Prize winners, MacArthur Fellows, published authors, National Medal of Science recipients, and Academy Award winners. Chapman has produced a Rhodes Scholar, been recognized as a top producer of Fulbright Scholars, and hosts a chapter of Phi Beta Kappa, the nation's oldest and most prestigious academic honor society.

Supported by an endowment exceeding $1 billion, one of the fastest-growing in the nation with approximately two-thirds dedicated to student scholarships, Chapman continues to fulfill its mission of providing an education of distinction that prepares students for inquiring, ethical, and productive lives as global citizens. Backed by a global alumni network of over 80,000 graduates, the university has experienced significant momentum in recent years, reflected in its strongest-ever *U.S. News & World Report* ranking. In 2026, Chapman was ranked #100 nationally, making it one of the fastest-rising institutions in the country.

For more information, visit **chapman.edu/about**.

Leadership



Matt Parlow has served as Chapman University's 14th president since September 2025 and holds the Donald Bren Presidential Chair in Law. Over more than a decade at Chapman, Parlow has played a central role in advancing the university's academic reputation, institutional visibility, and philanthropic success. Previously Executive Vice President, Chief Advancement Officer, and Parker S. Kennedy Chair in Law, he led Inspire: The Campaign for Chapman University, the university's ambitious comprehensive fundraising initiative, which has already surpassed $400 million toward its $500 million goal.

Prior to serving in university leadership, Parlow was Dean and Donald P. Kennedy Chair in Law at the Dale E. Fowler School of Law, where he oversaw significant growth in enrollment, fundraising, academic programs, and national rankings. As president, Parlow is focused on strengthening Chapman's national reputation, expanding opportunities for innovation and collaboration, and building upon the university's tradition of personalized education and student engagement.

Leadership



Michael Ibba, Ph.D., was appointed Executive Vice President, Provost, and Chief Academic Officer of Chapman University in October 2025. He earned his undergraduate degree in biochemistry from Imperial College London and completed his doctorate in microbial biochemistry at the University of Manchester. Following postdoctoral appointments at Novartis, ETH Zürich, and Yale University, Dr. Ibba established his own research group at the University of Copenhagen before joining The Ohio State University in 2001. Over 19 years at Ohio State, he held several academic leadership positions, including chair of microbiology, associate director of the Infectious Disease Institute, and co-director of an NIH-funded graduate training program. In 2020, he joined Chapman as Dean of the Schmid College of Science and Technology.

An internationally recognized scholar, Dr. Ibba has published more than 200 research articles, secured over $15 million in extramural funding, and has been elected a fellow of both the American Academy of Microbiology and the American Association for the Advancement of Science. As provost, he provides leadership for Chapman's academic mission with a focus on research growth, innovation, interdisciplinary scholarship, and student success.



Office of Provost

The Executive Vice President and Provost serves as Chapman University's Chief Academic Officer and works closely with the President, Board of Trustees, Vice Presidents, Academic Deans, faculty, and staff to advance the university's academic mission. The Office of the Provost encompasses Chapman's schools and colleges and a broad portfolio of academic and administrative functions, including academic administration, academic financial operations, faculty advancement and institutional effectiveness, faculty affairs, undergraduate and graduate education, research, institutional research, accreditation and assessment, global education, general education, tutoring and learning, undergraduate excellence, academic advising, honors, teaching and learning, and the Leatherby Libraries. The Office of the Provost works collaboratively across these areas to support academic excellence and operational effectiveness and serve as liaisons to deans and offices across the University.

For more information on the Office of the Provost, please visit this page.



Role of the Deputy Provost

Reporting directly to the Provost, the Deputy Provost serves as a senior strategic and operational leader for the university's academic enterprise, working across the schools, colleges, and administrative units within the Provost's portfolio to translate institutional priorities into coordinated action. As a senior member of the Provost's senior leadership team, the Deputy Provost will provide leadership for the planning, implementation, and ongoing management of key academic and administrative priorities, ensuring alignment of resources, processes, policies, and operations with the university's strategic goals.

Working closely with the Provost, deans, faculty leaders, and senior administrative colleagues, the Deputy Provost will help drive execution across a complex and highly interdependent academic organization. The Deputy Provost will identify opportunities to strengthen operations, improve coordination and decision-making, resolve issues that span organizational boundaries, and establish clear accountability for major initiatives. The Deputy Provost will serve as a trusted partner to the Provost while also holding substantial independent responsibility for advancing work across the Provost's portfolio.

Key Responsibilities

The Deputy Provost will directly oversee operations in several areas of the Office of the Provost and will bring strong communication, project management, operational, and organizational skills to the team. The Deputy Provost role covers the following key duties and responsibilities:

DIRECTLY OVERSEE OPERATIONS IN SEVERAL AREAS OF THE OFFICE OF THE PROVOST

- Provide direct leadership and oversight for designated areas and functions within the Office of the Provost.
- Ensure effective day-to-day operations, coordination, and communication across assigned areas.
- Establish clear priorities and expectations and ensure work is aligned with the Provost's broader goals and priorities.
- Identify opportunities to strengthen operations under the Deputy Provost's oversight.

PROVIDE STRATEGIC AND OPERATIONAL LEADERSHIP ACROSS THE OFFICE OF THE PROVOST

- Serve as a senior advisor, operational partner and deputy to the Provost, helping translate institutional and academic priorities into action.
- Lead and oversee key strategic and operational initiatives on behalf of the Provost, ensuring clear plans, responsibilities, timelines, and follow-through.
- Identify emerging issues, opportunities, and operational needs across the Provost's portfolio and work proactively to address them.
- Provide leadership and sound judgment on complex matters that require coordination across academic and administrative areas.
- Represent the Provost in institutional discussions and decision-making as appropriate, exercising significant independence and discretion.

LEAD IMPLEMENTATION ACROSS THE ACADEMIC ENTERPRISE

- Drive the implementation of major academic and institutional priorities that span schools, colleges, and administrative units.
- Establish clear accountability for key initiatives, monitor progress, and ensure that decisions and priorities move effectively from planning to execution.
- Bring together academic and administrative leaders to address cross-institutional challenges, resolve barriers, and advance shared priorities.
- Ensure appropriate coordination among units whose work is interconnected or requires shared decision-making.
- Develop approaches for assessing progress and identifying opportunities to strengthen implementation over time.

STRENGTHEN ACADEMIC OPERATIONS AND ORGANIZATIONAL EFFECTIVENESS

- Assess processes, systems, and organizational practices to identify opportunities to improve the effectiveness of academic operations.
- Lead efforts to strengthen coordination, clarify roles and responsibilities, and improve processes across the Provost's portfolio.
- Ensure that operational considerations, including resources, systems, data, and implementation requirements, inform academic planning and decision-making.
- Use data and analysis to support decision-making, monitor progress, and identify opportunities for continuous improvement.
- Help develop organizational structures and ways of working that enable the University to respond effectively to evolving institutional needs and priorities.

Key Responsibilities

PARTNER WITH DEANS, FACULTY LEADERS, AND UNIVERSITY LEADERSHIP

- Build strong, trusted partnerships with deans, faculty leaders, and senior academic and administrative colleagues across the University.
- Serve as a senior resource to academic leaders in addressing complex operational and institutional matters.
- Work across organizational boundaries to build alignment around shared priorities while recognizing the distinct needs and perspectives of schools, colleges, and units.
- Engage effectively with faculty governance and other shared governance structures, helping advance institutional priorities through consultation and collaboration.
- Partner with university leadership on initiatives that intersect with the academic enterprise, ensuring strong coordination between academic and administrative priorities.

REPRESENT THE PROVOST IN INSTITUTIONAL DISCUSSIONS AND DECISION-MAKING AS APPROPRIATE, EXERCISING SIGNIFICANT INDEPENDENCE AND DISCRETION

- Serve as a senior representative of the Provost in key institutional discussions, committees, and initiatives.
- Advance matters on the Provost's behalf, exercising independent judgment and discretion within established priorities.
- Navigate complex and sensitive issues, engaging the appropriate stakeholders and determining when matters require the Provost's direct involvement.
- Ensure institutional discussions and decisions remain aligned with the Provost's priorities and the broader goals of the University.



Qualifications & Characteristics

Chapman University seeks a Deputy Provost with a history of collaborative leadership. The successful candidate will also bring many of the following personal and professional qualities and characteristics:

- A graduate degree is highly desired.
- Eight years of progressively responsible administrative leadership experience, with a preference to those with twelve or more years of progressively responsible experience in higher education.
- Strong project management as well as time and task leadership skills, enabling multiple and complex projects to be completed on time.
- Financial acumen and knowledge of budgeting, human resources, and operations.
- Strong collaboration skills and ability to navigate organizational relationships and dynamics in advancing goals and priorities in a distributed environment.
- Exceptional interpersonal communication skills, ability to work with a wide range of individuals and constituencies with diverse backgrounds.
- Exceptional written and verbal communication skills.
- Strong commitment to Chapman University's mission and values.
- Deep knowledge of and experience with the dynamics of academic decision-making and shared governance within higher education is highly desired.



Compensation, Location, & Inquiries

Compensation will be commensurate with experience, with an anticipated salary range of approximately $225,000-$250,000.

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: https://www.imsearch.com/open-searches/chapman-university/deputy-provost

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Chapman University is an equal opportunity employer that provides equal employment opportunities to all individuals, regardless of their protected characteristics. All qualified applicants and employees are encouraged to apply and will receive consideration for employment without regard to race, color, religion, age, sex, sexual orientation, gender identity, gender expression, national origin, ancestry, citizenship status, physical disability, mental disability, medical condition, military and veteran status, marital status, pregnancy, genetic information or any other characteristic protected by state or federal law.

This document has been prepared based on the information provided by Chapman University. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Chapman University would supersede any conflicting information in this document.