

# University of La Verne

*University of La Verne  
Search for the Provost  
La Verne, California*

The University of La Verne (La Verne) is excited to welcome inquiries, nominations, and applications for the role of Provost. The Provost will work to strategically align the academic enterprise with the university's mission of offering a distinctive and relevant educational experience to a diverse population of traditional age, adult, and graduate learners. This is a unique opportunity to partner with an innovative new leader to further strengthen the academic and student experience at an institution with a rich history of values-based education across liberal arts and professional programs. The incoming Provost will become a part of a dynamic community of faculty, staff, students, and alumni to build upon the initiatives in the [2025 Strategic Vision](#) and continue the university's legacy of providing affordable, accessible, and high-quality education to students from across Southern California and around the world.

The University of La Verne is ranked sixth nationally for social mobility of students by *U.S. News & World Report* and among the top 10 best private national universities in California. La Verne serves approximately 6,000 traditional age and adult learners from myriad backgrounds, helping make the federally-designated Hispanic-Serving Institution one of the most diverse universities in the nation. Nearly half of the traditional undergraduates are first-generation students, and more than 70 percent of La Verne students receive some form of financial aid.

Founded in 1891, the University of La Verne is a private, not-for-profit university in La Verne, California, about 35 miles east of Los Angeles. The university comprises five colleges: the [College of Arts and Sciences](#), the [College of Business](#), the [LaFetra College of Education](#), the [College of Law and Public Service](#), and the [Cástulo de la Rocha College of Health and Community Well-Being](#). The university also encompasses [seven regional campuses](#) throughout Southern California and provides robust [online offerings](#). Scholastic opportunities abound, with 55 undergraduate programs, 18 master's degrees, five doctorates, and multiple credential programs.

The University of La Verne seeks a Provost dedicated to the belief that a quality, values-based education enriches the human condition by engendering community engagement, scholarly accomplishment, and professionalism. The next Provost will celebrate diversity and inclusion and be personally engaged and committed to helping students achieve their academic and professional goals. To do so, the Provost will be asked to address the following opportunities and challenges:

- Partner with campus leadership in developing and communicating a vision of academic success;
- Steward resources with an eye toward strategic budget management and resource generation;
- Model collaborative, effective leadership across the institution;
- Position the university as a model across the country for creating an academic community grounded in service of diversity, inclusivity, and equity;
- Build academic infrastructure to optimize the student experience.

A complete list of the desired qualifications and characteristics can be found at the conclusion of this document, which was produced with the support of Isaacson, Miller, a national executive search firm. All confidential applications, inquiries, and nominations should be directed to the parties listed at the end of this document.

### **About the University of La Verne**

The University of La Verne has a rich history of community-based learning. Founded 133 years ago as Lordsburg College by members of the Church of the Brethren, the college and community have undergone a dramatic evolution over the decades. Today, the Board of Trustees is independent of church control and the University of La Verne. The student body is remarkably diverse, and of the traditional undergraduate enrollment, 44 percent are first-generation students, and roughly half of the incoming class is Hispanic.

The university is organized across five colleges:

- **The College of Arts and Sciences** engages students with an innovative and challenging education in the traditional disciplines of a liberal arts education, including the fine arts, humanities, natural sciences, and social sciences, as well as graduate programs in psychology.
- **The College of Business** provides students with a broad-based management education emphasizing the application of theory to management practice that builds conceptual skills and core values needed to become effective leaders and managers in today's changing global environment.
- **The LaFetra College of Education** offers undergraduate, graduate, and credential programs that integrate theory and practical application, preparing educators and leaders with the knowledge, skills, and dispositions they need to succeed in today's schools, organizations, and diverse communities.
- **The Cástulo de la Rocha College of Health and Community Well-Being** is a hub for high-quality education, research, and innovation in health and the social determinants of health.
- **The College of Law and Public Service** immerses students in a program of study that combines substantive and applied learning while providing a values orientation that emphasizes professionalism and service to community-producing graduates who are prepared to meet the complex challenges of the modern practice of law.

For the past 50 years, the university has been recognized as a pioneer in adult education, offering specialized programs for adult learners at the La Verne and regional campuses. The Regional and Online Campuses (ROC) administer, in cooperation with the colleges and academic departments, the delivery of courses leading to degrees through the seven regional campuses, Campus Accelerated Program for Adults, and La Verne Online, providing education at times and places convenient to working adults. Along with encouraging diversity and inclusion, the university focuses on the individual, as evidenced by its student/faculty ratio of 12:1. Professors are personally engaged and committed to delivering an education

that is experiential and centered on “theory to practice.” For more information on the University of La Verne, visit [www.laverne.edu](http://www.laverne.edu).

### **Faculty and Academic Distinction**

La Verne’s faculty is made up of roughly 200 scholar-teachers, as well as a large number of exceptional adjunct faculty, who focus on creating a learning community that puts the student first. The university’s educational experience offers close student-faculty interactions, and virtually every undergraduate student is involved in a student thesis project that involves one-on-one mentoring by a faculty member. The January interterm also provides a focused learning experience in small groups, allowing for individualized attention, in-depth scholarship, and service learning, as well as opportunities for field study and international travel. The faculty prides itself on its ability to work with a diverse student population and to help them develop to their full potential.

The university recognizes the value of strongly promoting faculty research and scholarly, artistic, and professional activities to enhance both the educational experience and the academic reputation of the institution. The [Office of Research and Sponsored Programs](#) has been created to identify external funding opportunities and to assist faculty in grant preparation and administration.

### **Current Context**

With the conclusion of its 2025 Strategic Plan, the University of La Verne enters a new chapter of growth where they seek to continue amplifying their presence throughout Southern California and serving the needs of the local community. Most recently, the university welcomed its newest college, the Cástulo de la Rocha College of Health and Community Well-Being, which aims to serve as a hub for high-quality education, research, and innovation for the health needs of the community. As the Chief Academic Officer for the university, the Provost will be expected to work closely with the incoming interim President and longstanding Vice President for Administration and Finance, Avo Kechichian, the deans, and other university leaders to ensure the academic programs housed throughout the university are not only high-quality but also serve the wider market needs of each respective discipline.

Financially, like many private independent universities, the University of La Verne is a tuition-driven institution competing in a challenging market for enrollment. The university currently has 98% of its revenue derived from tuition and has a 2.7-3% increase in tuition approved for the upcoming year. Financial aid is a draw for many students, and the university provides generous packages for many of its students. The forthcoming strategic plan will incorporate these data points as the university focuses on expanding creative opportunities for additional revenue generation.

### **2025 Strategic Plan**

The University of La Verne is well into its 2025 Strategic Plan. This plan has positioned the university to compete successfully in an evolving higher education environment, centering academic excellence and focusing on the health of distinctive programs that address regional needs. The 2025 Strategic Plan is undergirded by four strategic themes:

1. High-Value Education
2. Inclusive Environment
3. Holistic Education
4. Performance Excellence and Innovation

The strategy takes into account future student demographics that will be increasingly Latinx, adult, veteran, transfer, and low-income by embracing La Verne's Hispanic-Serving Institution status and building upon its traditional strength with adult learners. The university continues to be a destination of choice for these fast-growing student demographics by offering a flexible, personalized, career-focused education within an inclusive learning environment for all students. For more information visit; <https://laverne.edu/2025-vision/>.

In preparation for the end of this strategic plan, the University has begun the process to create a new 2030 Master Plan that will look at the future facility and technology needs of the University. The primary concentration of the Master Plan will be on the main campus in the City of La Verne, but it will also consider all the University locations where students are taught including the Regional Campuses and the College of Law School. The Master Plan will address design, facility, technology, signage and infrastructure issues that are needed to support the growing academic reputation of the University of La Verne.

## **Students**

La Verne students are made up of traditional undergraduates, as well as graduate, adult, and online learners. The average student-faculty ratio is 14:1, and 66% of classes have no more than 19 students, which allows professors to focus on putting the student first. The University of La Verne offers students individualized learning experiences in a wide range of academic majors, rooted in a liberal education that embraces four core values: ethical reasoning, diversity and inclusivity, lifelong learning, and civic and community engagement. More broadly, the University of La Verne was one of the first universities in California to create bachelor's degree programs tailored specifically toward working adults, developing high-quality degree completion programs to enhance professional skills.

## **Role of the Provost**

The Office of the Provost provides leadership across a broad range of offices and functions at the university. The Provost has 11 direct reports, including the Budget and Office Manager, Executive Assistant, Vice Provost of Academic Programs, Assistant Vice Provost of Faculty Affairs, Associate Provost of Research and Wellness, Associate Provost of Ontario Innovation Corridor/Dean of College of Law and Public

Management, Dean of College of Arts and Sciences, Interim Dean, College of Health and Community Well-Being, Dean of La Fetra College of Education, Dean of College of Business, and the University Chaplain. The Provost works directly with the deans of the five academic units and the dean of the Regional and Online Campuses. Jointly, the deans of the academic units provide academic oversight for Regional and Online Campuses.

In addition to the academic units, the Office of the Provost oversees the following university functions and offices:

- Academic Support and Retention Services supports student success by providing services that promote degree completion through sound academic advising, comprehensive management of academic records, academic support for graduate students, and practical skills development to enhance learning. These offices work in collaboration with faculty to support the educational experience and advance completion to graduation.
  - Office of Academic Advising
  - Office of the Registrar
  - Graduate Academic Services
  - Academic Success Center
- The Center for Teaching and Learning assists the university in realizing its vision and full potential as an intentional learning organization by supporting faculty and staff, individually and collectively, to continue their rigorous and relevant ongoing development in coordination with the university's core values and strategic initiatives.
- The Elvin and Betty Wilson Library serves both the La Verne campus and all regional campuses with its book and periodical collection and its virtual library, allowing students access to electronic databases with over four million full-text articles.
- Office of Research and Sponsored Programs provides pre-award support to faculty and staff to find funding opportunities and assist with the preparation and submission of proposals for external funding, as well as providing post-award guidance and review to ensure compliance with institutional, agency, and federal award regulations.
- The Office of Religious and Spiritual Life fosters a vibrant university community of spiritual reflection and free inquiry. The office sponsors programs that engage aspects of religion, spirituality, interfaith cooperation, ethics, and meaning and encourages people to explore and deepen their own spirituality, develop an appreciation for religious diversity, integrate the spiritual and intellectual dimensions of life, engage in ethical reflection, and construct a vision of what they can contribute to the common good.

The Provost provides overall academic leadership, administrative support, and coordination for academic affairs across the university. They will lead the academic mission of the university through transparent communication and collective decision-making. The Provost is responsible for providing a cohesive and distinctive student experience, including setting academic priorities and overseeing budgeting. In support of the overall mission of the University of La Verne, the Provost will engage internal and external stakeholders and, together with senior leadership, help guide faculty and staff in a unified direction.

### **Key Opportunities and Challenges for the Provost**

The Provost will be a seasoned academic leader with proven experience in influencing positive organizational and cultural change. To be successful in this work, the Provost will address the following key opportunities and challenges:

#### ***Partner with campus leadership in developing and communicating a vision of academic success***

The new Provost will establish a vision around academic success on campus, working closely with executive leadership, faculty, and staff to create new opportunities for serving a broadly diverse student body. The Provost will engage the campus community in frequent dialogue to determine pathways to accomplish academic priorities and strategic goals while finding new ways to connect with the campus mission and continuing to strengthen the university's commitment to access and equity. The Provost will strategically strengthen the university's commitment to academic excellence and student success in a culture of transparency, inclusion, and optimism for the future.

#### ***Steward resources with an eye toward strategic budget management and resource generation***

The Provost will strategically allocate resources to support the academic mission and guide important decisions in line with the mission of the University of La Verne. This will entail balancing strategic priorities with a focus on providing robust services for student success, while advancing teaching and research within the context of the campus mission of serving students from all backgrounds. The Provost will work with campus leadership to explore and establish new levers for revenue generation while ensuring that any additional resources are allocated and utilized appropriately. They will work collaboratively to ensure a sustainable enrollment strategy and partner closely with the Vice President for Administration & Finance / Chief Financial Officer to ensure the university's story is conveyed consistently and effectively to all audiences.

#### ***Model collaborative, effective leadership across the institution***

Working jointly with the deans, faculty, staff, and students, the Provost will promote a culture of collaboration and accountability across the university. The Provost will embrace shared governance and demonstrate data-driven and inclusive decision-making to support the development of high-performing teams. In doing so, the Provost and leadership teams will execute institutional priorities, support opportunities for professional development and mentorship, and work to clarify viable pathways for career

development. The next Provost will provide stable leadership and inspire from the inside by adeptly executing a vision and understanding the process and skills of collaborative decision-making. The Provost will also effectively support all faculty members and, alongside the administrative leads, assess teaching needs and existing resources to ensure the productive and efficient use of all full-time and adjunct faculty.

***Position the university as a model across the country for creating an academic community grounded in service of diversity, inclusivity, and equity***

As a proud Hispanic-serving institution situated in one of the most diverse and dynamic regions in the country, the campus calls for a Provost who will collaborate with leaders across the institution to support the development of initiatives and programs that enrich the understanding and life of each student, both academically and socially. They will lead and facilitate conversations that champion a strong culture of diversity, equity, and inclusion in alignment with the university's mission as well as their campus-wide University Strategic Plan on Diversity. The Provost will make a conscious effort to strategically guide the university to provide a range of resources that meet the needs of the university's diverse learning communities and the local area. By working alongside the administration, faculty, and staff on these efforts, the Provost will position the university as a champion for its students and serve as an example for HSIs across the country.

***Build academic infrastructure to optimize the student experience***

As a part of a new leadership team taking the campus into its next transformative era, the Provost will bring fresh thinking to the university, leveraging the collective strengths of the campus to benefit a remarkably diverse group of students and to positively impact the region. Further, the Provost will evaluate, explore, and lead programmatic innovations and supports that enhance student retention and graduation success at all levels. Building upon the work of previous leadership and helping to forge a new strategic plan, the Provost will help chart a creative vision for the campus that establishes broad buy-in while introducing new ideas to help the institution continue to flourish.

**Qualifications and Characteristics**

The ideal candidate will possess many of the following experiences, skills, and abilities, or the demonstrated ability to grow and develop these traits:

- An earned doctorate or equivalent terminal degree and experience requisite for an appointment as a full professor;
- Demonstrated leadership in academic administration in higher education;
- Successful experience in program development and revenue generation in a complex and comprehensive university that includes undergraduate, graduate, and professional programs;
- Demonstrated commitment to the university's core values, student-centered culture, and teaching-learning focus;

- A record of success in promoting, initiating, and sustaining diversity, equity, and inclusion, preferably in support of Hispanic-serving Institutions;
- Superior communication skills; the ability to listen to all voices and to articulate a compelling message to all audiences;
- Clarity, crispness, and effectiveness in written and oral presentation;
- Excellent collaboration and consensus-building abilities to bring together a diverse group of constituents as well as a commitment to shared governance;
- A demonstrated understanding of the complexities of undergraduate and graduate enrollment management in a competitive and changing environment;
- Proven team player and leader, crafting successful decision-making structures and professional development opportunities for faculty and staff.

### **Location**

The city of La Verne (1887) and the University of La Verne (1891) grew up together, nestled in the foothills of the San Gabriel Mountains. The university is located in the heart of a quaint downtown where students can enjoy pleasant restaurants and cafes just steps from campus. Larger shopping centers can be found about a mile away. On the University of La Verne's main campus, students, faculty, and staff enjoy a small-town experience on the edge of one of the most vibrant metropolises in the world. The city of La Verne provides students with a safe and calm oasis for concentrated learning; at the same time, the cultural activities, natural wonders, and career opportunities of Los Angeles are only a short car, bus, or train ride away.

Students can engage with nature easily; local trails abound in the foothills and nearby regional parks. Southern California's famous beaches are located about an hour away, and desert exploration to the east and snowball fights to the north are easily accessible with a short drive along historic Route 66. Downtown Los Angeles is about 35 miles away, and those without cars can use nearby light rail lines, including a new stop under construction adjacent to campus, to travel to L.A., San Diego, Santa Barbara, and points in between.

### **Compensation**

The University of La Verne is required to provide a reasonable estimate of the compensation range for this role. This range takes into account the wide range of factors that are considered in making compensation decisions, including but not limited to experience, skills, knowledge, abilities, education, licensure and certifications, and other business and organizational needs. It is not typical for an individual to be offered a salary at or near the top of the range for a position. Salary offers are determined based on the final candidate's qualifications and experience. The budgeted salary range that the University reasonably expects to pay for this position is \$270,000 - \$300,000.

### **Applications, Inquiries, and Nominations**



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 for the search: <https://www.imsearch.com/open-searches/university-la-verne/provost>. Electronic submission of materials is required.

Julie Filizetti, Joseph Kralick, Kathy Martínez, and Cara Meyers  
Isaacson, Miller  
1000 Sansome Street, Suite 300  
San Francisco, CA 94111  
Phone: 415.655.4900  
Fax: 415.655.4905

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