Rice University seeks an accomplished scholar and leader for the position of provost. The premier private research university in Texas, Rice is a member of the Association of American Universities and is consistently ranked among the top 20 national universities. The successful candidate will join an experienced and cohesive leadership team, working closely with Rice’s president, Board of Trustees, deans and senior administrators, and faculty.

We seek a colleague with an expansive view of the academy and insights into all aspects of the university. This includes robust and productive research and teaching endeavors across a wide spectrum of disciplines, with a strong focus on the student experience and outcomes. As chief academic officer, the provost will articulate the intellectual goals of the Rice faculty, engage and support the goals and strategies of deans and faculty members, and facilitate research through strategic enhancement and deployment of resources. Rice has undertaken ongoing investments in research and academic infrastructure and will look to the provost to foster development of new initiatives and to make strategic hires and investments to improve its academic and research capabilities and reputation. We seek a provost who will identify, promote, nurture, and sustain creative and innovative endeavors across the entire Rice community.

The University
Rice is an independent, coeducational and nonsectarian university with global reach whose mission as a leading research university is enhanced by its distinctive commitment to undergraduate education. The University aspires to pathbreaking research, unsurpassed teaching and contributions to the betterment of our world. Rice seeks to fulfill this mission by cultivating a diverse community of learning and discovery that produces leaders across the spectrum of human endeavor.

Rice celebrated its centennial in October 2012 and completed a $1.1 billion capital campaign on time six months later. The University is supported by a generous endowment of $5.5 billion (the sixth highest endowment per student among national universities) that has surpassed pre-recession levels, strong and growing applicant pools, and a vibrant research program that has exceeded $100 million in annual sponsored grants. Rice has a wide breadth of exceptional disciplinary strengths, while its small size of about 650 full-time faculty, 3,900 undergraduates and 2,700 graduate students facilitates close interaction between faculty and students and promotes cross-disciplinary research in a variety of research institutes and centers. Rice’s outstanding and highly selective undergraduate program is complemented by high-caliber graduate programs in the schools of Humanities, Social Sciences, Engineering, and Natural Sciences. Rice also has a highly ranked graduate business school and nationally preeminent schools of architecture and music, with distinguished graduate and undergraduate programs. The Baker Institute for Public Policy, and the Kinder Institute for Urban Research, and the Glasscock School of Continuing Studies help extend the university’s reach and impact in Houston and well beyond.

Rice University has an outstanding faculty, extraordinary graduate and undergraduate students, a large endowment, and a beautiful campus in one of the nation’s most dynamic and diverse cities. It began its second century with major investments in its research programs, including the Brockman Hall for Physics and the BioScience Research Collaborative. While preserving its low student-faculty ratio of about 6:1, Rice also recently increased its student body by 30 percent, which has added to the racial,
socioeconomic and geographic diversity of both undergraduate and graduate students. New buildings enable added research capabilities and meet student-body growth with improved residential, dining and recreational facilities. Major additions of public art have added to campus vibrancy. New art and social sciences buildings, an opera theater, and a football facility are in various planning and development stages.

Rice’s residential college system, the diverse and increasingly international student body, the honor system, and the opportunities to participate in a variety of activities ranging from entrepreneurial to the arts to community work to strong intramural and intercollegiate athletics complement the academic core and help explain why Rice students consistently express great satisfaction and enthusiasm for their Rice education and experience. Rice is ranked number two in the Princeton Review for student quality of life.

Rice’s founder, William Marsh Rice, an East Coast entrepreneur, saw Houston as a place of great promise and left his fortune to endow an institution that would be accessible to students regardless of economic background. Since opening in 1912, Rice has consistently deepened and broadened its research, education and service missions. The Jesse H. Jones Graduate School of Business was founded in 1974, and today ranks roughly in the top thirty business schools in the United States, and in the top five for its entrepreneurship and executive MBA programs. The Shepherd School of Music was formed in 1975 and in just three decades has become one of the leading music schools in the United States. The Baker Institute for Public Policy, launched in 1993, is recognized as one of the top university think tanks in the world, with specializations in energy, health and tax policy, Mexico and the Middle East. Rice emerged as one of the world’s nanoscience and technology centers following the discovery of carbon-60—the Buckyball—for which two Rice professors received a Nobel Prize.

At the same time, Rice University has maintained its historic commitment to affordability and access. Rice strives to attract the most qualified graduates from diverse backgrounds and to provide the support needed to attend and succeed here. In a recent New York Times ranking of the most economically diverse top colleges, it ranked fourth among national universities. There is no racial or ethnic majority in the undergraduate student body. Rice was the only Association of American Universities member ranked among the top ten by the Princeton Review for interactions among students from diverse backgrounds.

The University’s 300-acre, tree-shaded campus is strategically and enviably located at the intersection of the world-renowned Texas Medical Center, the city’s second largest public park, the Houston Museum District, premier residential areas and Rice Village, a popular shopping and dining area. The University is just a three-mile light-rail train ride from the center of downtown Houston, which features ballet, theater, symphony and opera in addition to major league sports. Rice is consistently recognized as one of the best places to work in Houston, and among the best colleges to work (No. 7 in recent survey by Glassdoor). It is similarly recognized for student satisfaction, with a ranking of No. 2 from Princeton Review for student quality of life, in part because of Rice’s unique residential college system, its honor system, its highly diverse and increasingly international student body, and both intramural and inter-collegiate athletics.

The Setting
Houston in 2014 is America’s fourth largest city. It continues to grow and is expected to become the third largest city soon. Home to both the global energy industry and the largest medical center in the world, Houston is a vibrant mix of Hispanic, white, black, and Asian people, with no group a majority.
The New York Times recently reported that Houston is the nation’s most diverse city, with 90 different languages spoken within city limits. U.S. census data shows that Houston is one of America’s most integrated cities. It is also the city with the fastest growing population of young college graduates over the past ten years.

Houston prides itself in creating opportunity. Houston has the second largest number of Fortune 500 companies of any U.S. city and is among the top ten in job creation in the nation, in large part through entrepreneurial ventures. The city generates more revenue from oil and gas technology than from actual oil and gas production and is rapidly developing as a center for alternative energy. Texas now ranks first in the nation in wind energy production, exceeding California by a factor of three. Houston communities rank in the top ten nationally in educational attainment, with some of Houston’s public schools found among the best in the U.S.

Houston is a technology city, with the second highest concentration of engineers in the United States. Besides the concentration of energy and medical institutions, Houston is home to NASA’s Johnson Space Center and the Lunar Planetary Institute, one of the world’s leading centers for space exploration and research, exemplifying some of the range of the city’s science, technology, and research work. As one of the country’s most vital and largest ports, Houston is a destination and point of entry for the world and the world’s commerce. The city’s vibrant success is both deep and wide. Houston unemployment rates are currently under national averages, with cost of living indices lower than those of other major urban centers.

Houston is also a city of arts and culture. It has vibrant resident symphony orchestra, opera, ballet and theater companies, as well as a number of diverse independent dance, music, and theatre venues. Houston has the second highest concentration of theater seats in the country. Its museums are internationally recognized and range from the major fine arts and contemporary arts museums to unique collections such as the Rothko Chapel and the Menil Collection.

Rice benefits from, and takes advantage of, the opportunities Houston provides. Rice has played a vital role in the city’s history and success, and still does. Rice alumni currently occupy both the offices of the mayor and top county officer, and three of its alumni currently serve in the U.S. Congress. Houston’s growth in the last 30 years, including the continued growth of the energy, medical research and treatment, and related technology industries, mean that the region’s infrastructure needs to keep pace. Rice has, and will continue, to have a critical role. Houston is a natural laboratory and audience for Rice’s education. Faculty across multiple departments and centers study issues encompassing migration of peoples and cultures and seek to understand the nature and consequences of cultural interactions that characterize today’s world, the nation, Texas, and Houston. Rice students are increasingly encouraged to expand their educational experiences to include programs research endeavors in the city.

Although its summers are hot, the city has mild and pleasant autumns, winters and springs and is within easy distance of the Gulf of Mexico and its beaches. Houston’s location at the crossroads of the Americas means that it is easy to travel to all major cities, not only in the United States and Europe, but to Latin America, Europe, Asia, the Middle East and Africa, and to come home again.

The Opportunity
Rice University is at an important juncture. Rice continues its commitments to recruiting and retaining outstanding faculty; attracting extraordinary undergraduate and graduate students; increasing diversity among students, faculty, and staff; and increasing research creativity, productivity, and impact. Current priorities include strengthening the relationships with the institutions of the Texas Medical Center, increasing international engagement, investing in both quality classroom teaching and digital learning,
building a more robust presence of the arts, and contributing through scientific research, policy analysis and education to the global challenges of sustainable energy and human health.

Rice has made recent hires to improve its economics, physics, psychology and bioengineering departments, among others, and plans to hire 100 or more faculty members over the next five years. It has started new centers in Asian studies, urban research, religious tolerance and Jewish studies. A major opportunity for the new provost is to plan both the personnel and infrastructure developments required for the future. Rice is emerging as a leading contributor to digital education and works with a number of partners in developing digital materials across the educational spectrum.

The new provost will also have opportunities to build on existing international partnerships and collaborations. In addition to strong faculty and institutional ties to both Europe and Asia, the University’s proximity to Latin America, coupled with Houston’s strong ties to the region, offer great opportunities for Latin American engagement in the arts, humanities, natural and social sciences, engineering and policy studies.

During the last two decades, Rice has forged strong relationships with the city’s vibrant and diverse arts community. With outstanding collections at the Museum of Fine Arts Houston and local foundation support, a Ph.D. in Art History has been developed as well as an evolving program in restoration that also includes the unique Menil Collection. The new Moody Center for the Arts will be the centerpiece of deeper collaborations between Rice and the city’s Museum District.

Rice’s financial position is strong. It has maintained its AAA rating even while undertaking substantial debt for its construction program and roughly doubling its operating budget over the last decade. Nonetheless, a major challenge for Rice is to optimize its research impact through more efficient use of its resources, while taking advantage of the small size to construct additional meaningful faculty-driven, inter-disciplinary collaborations. The institution’s informal culture, its intimacy and scale, and the high level of student enthusiasm for their Rice experience, help foster initiatives that have a profound influence on the direction of Rice’s research mission and the educational experience it offers. The University seeks success and impact through collaborative activity, both internal and external.

The Position
The provost will join a thriving university community and become a member of an experienced and cohesive leadership team that has generated significant momentum toward fulfilling Rice’s local, national and international aspirations. The provost will inherit a substantially developed infrastructure and, while no doubt continuing to make administrative improvements, will be able to concentrate on the many research, educational and human capital development opportunities to further University’s mission.

We seek an accomplished scholar and dynamic leader who will further all aspects of the research and teaching missions to advance Rice’s stature as one of the country’s and world’s great research universities. The provost works closely with Rice’s president and senior administrators as well as with the Board of Trustees and Houston community leaders. As Rice’s chief academic officer, the provost is expected to support the aspirations and goals of the deans and faculty, to articulate and advance the intellectual goals of the Rice faculty, to facilitate the university’s research endeavor by strategic enhancement and deployment of resources, and to develop new opportunities to raise the level of excellence in the university’s schools, departments, institutes and centers.
We seek a creative and collaborative colleague who understands and embraces the full breadth of the university's teaching, research, and service missions. Collaboration is essential to how Rice works. The Faculty Senate works collaboratively with the administration and is deeply involved in helping formulate the university's priorities and policies. The Board of Trustees and the president, senior administrative officers, and deans, have established a practice and a commitment to collaboration.

The provost’s understanding of the University’s missions encompasses appreciation for the distinctive need of science and engineering enterprises for the research infrastructure and support required for success, the contributions of the social sciences and humanities toward understanding diverse human cultures, social institutions, thought analysis and history, and fostering creativity and excellence in the arts. The provost must have an expansive view of the entire university, understand the context of a private university of Rice’s size and scope, and be able to develop the unusual opportunities for both internal and external collaboration offered and needed by an institution this size against the sometimes wider capabilities of its larger competitors.

We seek an individual with a passion for the academy, excellent communication and collaboration skills, and personal qualities of vision, integrity, patience, empathy and a sense of humor. The successful candidate will be:

- An academic leader who can enable Rice’s national and international aspirations — who, by identifying opportunities and marshalling the resources necessary, can increase Rice’s capacity for basic and applied research, support school and departmental success, and foster innovative multidisciplinary undertakings.
- A strategic thinker who, working as a partner with the president and the Board of Trustees, will enable the university to identify the priorities and develop the strategies that will launch a second century of success for Rice.
- A committed educator who seeks to assess and improve educational quality and effectiveness and judiciously bring to bear the educational potential of new pedagogies and technologies.
- A champion of diversity who will foster a culture of inclusion which makes the diversity of our faculty, students and staff a core ingredient of our success.
- A consensus builder who will inspire confidence, build trust and consensus with the deans and faculty, and contribute to a vibrant environment in which faculty, staff and students are motivated to excel.
- A decisive, versatile personality who will catalyze and sustain an inclusive campus-wide dialogue with the Rice faculty and students while also prioritizing the multiple demands and aspirations of the Rice community.
- An effective administrator to continue Rice’s mission to recognize, recruit, develop, reward and retain top talent, to uplift the standing of its academic units, and to address the complexities and the evolving role of the university in the 21st century.
- A financial manager to strategically develop and align university resources to maximize the effectiveness of Rice’s human capital and increase the efficiency of its operations.
- An academic emissary for Rice who will enthusiastically advocate for and represent the university on the local, state, national and international stages.
- An ecumenical thinker whose ethos reflects the values of the institution.

**Qualifications**

*Intellectual breadth:* Candidates must value and appreciate all of Rice’s academic and research domains. Their professional experience must exhibit intellectual rigor, curiosity, and creativity in developing new
programs and initiatives that complement and leverage institutional and academic assets as well as increase distinctive contributions to globally important research and education.

Engagement and Inclusion: Candidates must believe in a culture of accessibility and inclusion. They must have a record of engaging faculty, deans, and administrators on an academic and personal level as well as facilitating a substantive dialogue about academic priorities and policies, budgets and faculty development, and opportunities for synergy and optimization across the schools. They must have demonstrated a commitment to the diversity of the academic community and support its role in achieving institutional success.

Ability to lead and execute: Candidates must demonstrate the ability to be decisive, flexible and effective in pursuing Rice’s goals. They must be able, with appropriate input, to develop a shared context for major decisions, gain buy-in for decisions and communicate those decisions transparently. They must have demonstrated the ability to build new endeavors within the academic enterprise, as well as to transition older endeavors in new directions. They must be able to create a culture of accountability where everyone is aware of their commitments, progress is tracked and the consequences of decisions are assessed and managed with empathy and efficiency. They must display a commitment to follow through, responsiveness, and processes and systems that create efficiency in institutional performance and decision-making.

Partnership and teamwork: Candidates must be have a broad institutional perspective and demonstrate the ability to be inclusive, collaborative, and flexible. They must work as a meaningful partner with Rice’s president, senior leadership and board, generate and develop ideas that guide the strategic direction of the University, and make meaningful contributions to major tactical decisions that directly impact fulfillment of the university’s agenda. They must demonstrate the ability to build institutional partnerships and relationships that accrue benefit to Rice’s academic enterprise.

Rice University is committed to affirmative action and equal opportunity in education and employment. Rice does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, age, disability or veteran status.

All inquiries, applications, and nominations will be kept strictly confidential absent permission to proceed otherwise. Inquiries and materials may be submitted to:

Jonathan Fortescue, Managing Partner or
Jessica G. Ray, Senior Associate
101 Main Street, 14th Floor
Cambridge MA 02142
(617) 401-2988
92110@parksquare.com