

## Vice Provost for Access and Opportunity

### Position Description

The mission of the University of Michigan is to serve the people of Michigan and the world through preeminence in creating, communicating, preserving, and applying knowledge, art, and academic values, and in developing leaders and citizens who will challenge the present and enrich the future.

In furtherance of this mission, the University of Michigan (U-M) seeks a collaborative, experienced, and innovative leader to serve as **Vice Provost for Access and Opportunity (VPAO)**. Reporting directly to the Provost and Executive Vice President for Academic Affairs, the VPAO will provide strategic leadership for a comprehensive portfolio of programs, partnerships, and initiatives that expand access, foster belonging, and advance student success across the Ann Arbor campus and beyond.

The VPAO will serve as the university's senior academic leader for access and opportunity, guiding efforts that span the full continuum from K–12 outreach and college readiness through undergraduate and graduate success, faculty development, and institutional capacity building. While the position focuses primarily on student access and opportunity, the VPAO also advances opportunities for faculty and staff and strengthens the institutional culture that enables all members of the university community to thrive.

### Role and Scope

The Vice Provost for Access and Opportunity's synergistic portfolio functions as both a hub of expertise and a network of impact. The VPAO leads three very active student-serving units: the **Center for Educational Outreach (CEO)**, **Wolverine Pathways**, and the **Office of Academic Multicultural Initiatives (OAMI)**. VPAO is supported by a small central office within the Provost's Office. Together, these units form a coordinated continuum of access, readiness, transition, success, and belonging.

The directors of the three units report directly to the VPAO, who also supervises the work of three assistant vice provosts, while being supported by business and communications staff as well as an executive assistant. The central office also takes on a number of projects on behalf of the Provost Office and the university community, including support for the Jewish Life and Antisemitism Task Force, the Women of Color in the Academic Project, the annual Honors Convocation, and the Talking Maize and Blue Open Inquiry Project, among others.

As a member of the Provost's Executive Team and Academic Planning Group, the VPAO collaborates with the Provost, deans, and senior leaders across academic and administrative units. Access & Opportunity maintains especially strong ties with Student Life units as well as

with the Bowman Center, ADVANCE, and M-PACT. In this capacity, the Vice Provost also serves as a key institutional connector, building campus-wide and community-based partnerships across the university and the state of Michigan.

Candidates must be a current tenured faculty member on the Ann Arbor campus, holding the rank of professor. The VPAO is an academic leader who is energized by the challenges of the moment and the many others that will emerge. The ideal candidate will bring a distinguished record of scholarly achievement and administrative success, an excellent command of aspects of access and opportunity issues in higher education, a history of facilitating effective partnerships and driving innovation, and experience leading high-impact, large-scale change projects.

### **Key Responsibilities**

#### **Strategic Leadership and Vision**

- Provide vision and leadership for a comprehensive access and opportunity strategy aligned with the university's mission and student success priorities.
- Advance a holistic understanding of access that extends beyond admission to include readiness, transition, academic achievement, belonging, well-being, and post-graduation success.
- Strengthen institutional capacity by coordinating efforts, sharing expertise, and fostering collaboration across academic and administrative units.

#### **Programs and Partnerships**

- Lead and oversee programs that expand access to the University of Michigan, including K–12 outreach, college readiness, and advising.
- Support students throughout their academic journeys by promoting initiatives that ease transitions, foster resilience, and connect students to essential resources and supportive networks.
- Cultivate authentic partnerships with communities, internal and external to the U-M, to advance access and opportunity across campus and the state of Michigan.

#### **Culture, Belonging, and Engagement**

- Enhance institutional culture, policies, practices, and norms to ensure all students experience a sense of belonging and see themselves as valued members of the university community.
- Promote spiritual, religious, secular, and interfaith engagement, and provide leadership for initiatives that support the disability community and advance accessibility.
- Oversee signature initiatives and institutional contributions that strengthen pluralism, dialogue, and campus climate.

## **Organizational Leadership**

- Oversee the Center for Educational Outreach, Wolverine Pathways, and the Office of Academic Multicultural Initiatives, supporting a “unit-first” model that honors autonomy while encouraging collaboration and shared resources.
- Lead and support a small central team in the Provost’s Office, including assistant vice provosts and operational staff.
- Provide strategic oversight for communications, advancement coordination, and cross-unit operational alignment.

## **Faculty and Institutional Engagement**

- Partner with Faculty Affairs to support faculty hiring at senior ranks, tenure and promotion processes, and faculty development initiatives that advance excellence and inclusion.
- Serve as a thought partner to deans and academic leaders on strategies that strengthen student success and institutional effectiveness.

## **Qualifications**

- A tenured faculty member on the Ann Arbor campus, holding the rank of professor.
- Significant interdisciplinary knowledge of higher education access and opportunity research/scholarship (from multiple methods and epistemological orientations) and practice.
- Demonstrated executive leadership experience, including strategic planning, systems thinking, and the ability to translate vision into effective implementation.
- A strong record of collaboration, transparency, and relationship-building across diverse constituencies.
- Demonstrated experience leading programs or partnerships that enhance access, student success, and institutional capacity.
- Excellent written and oral communication skills.

## **Appointment Terms**

This position is at 50% administrative effort and has the possibility of an appointment up to 75%. The Vice Provost for Access and Opportunity is expected to maintain a reduced-effort faculty appointment while serving in the role. The appointment is anticipated to be for three years, with the possibility of renewal.

## **Application Process**

Interested individuals should submit a letter of interest and curriculum vitae to [vpasearch@umich.edu](mailto:vpasearch@umich.edu) by Monday, May 11, 2026.