



Vice Chancellor for Student Affairs

The University of Illinois Chicago ([UIC](#)) invites applications, inquiries, and nominations in its search for the next Vice Chancellor for Student Affairs. The University seeks a dynamic leader who will embrace UIC's distinctive profile as one of the most diverse research universities in the country, supporting its mission to provide the broadest access to the highest levels of educational, research, and clinical excellence. UIC has made [commitments](#) to:

- Create knowledge that transforms our views of the world and, through sharing and application, transforms the world.
- Provide a wide range of students with the educational opportunity only a leading research university can offer.
- Address the challenges and opportunities facing not only Chicago but all Great Cities of the 21st century.
- Foster scholarship and practices that reflect and respond to the increasing diversity of the U.S. in a rapidly globalizing world.
- Train professionals in a wide range of public-service disciplines, serving Illinois as the state's principal educator of health-science professionals and as a major healthcare provider to underserved communities.

With over 34,000 students, UIC is Chicago's largest and only public R1 research university. UIC prides itself as a national leader among public higher education institutions in providing access to underrepresented students. It is a designated Minority-Serving Institution (MSI), Asian American and Native American Pacific Islander-Serving Institution (AANAPISI), and a Hispanic-Serving Institution (HSI). As reflected in UIC's fall 2023 [undergraduate diversity data](#), the campus has no majority undergraduate population. Its 2023 freshmen class was the largest ever, with more than 46% first-generation college students. Fifty-four percent of UIC undergraduates receive Pell Grants, and 80% of UIC students are commuters.

Vision for Student Success at University of Illinois Chicago

Student success is central to UIC's mission to offer the broadest access to the highest levels of educational, research, and clinical excellence. Both because of and in pursuit of that mission, UIC is

intentional about supporting students from underrepresented populations and low resource backgrounds. UIC is a campus of rich diversity that recognizes its multicultural communities as its greatest asset.

Recruiting, retaining, and graduating students into the world with a sense of belonging and purpose is, without question, the top priority for UIC. UIC wants all of its students to possess essential skills for lifelong learning – such as critical thinking, ethical reasoning, the ability to work in diverse groups, and strong communication skills. UIC wants its students to have a healthy appreciation for nuance, context, and diverse perspectives. UIC is preparing its students for a complex, interconnected, and rapidly changing world, enabling them to find professional success and become engaged citizens who can think independently, lead creatively, and ultimately strengthen the resilience of our democratic nation.

Student success at UIC is about providing a comprehensive portfolio of services at scale, making it possible for all students, regardless of major, pre-college preparation, or graduate/professional program, to thrive.

Position Summary

The Vice Chancellor for Student Affairs (VCSA) serves as the senior student affairs officer for UIC and is responsible for providing vision, innovation, and strategic leadership for its comprehensive, integrated, and inclusive undergraduate, graduate, and professional student-life ecosystem that serves a diverse, multi-ethnic, and international student population.

Reporting to the Chancellor, the VCSA advises UIC's leadership on providing the best possible student experience for the entire campus across modalities and includes responsibility for new student and transition programs; student support services including legal services, tutoring, testing; advocacy, student conduct, and crisis management; residence life and housing; health and well-being including counseling services; student large scale programs and activities, organizations, fraternity and sorority life, leadership development, and commuter and off-campus life; civic engagement; spiritual life; and career exploration.

The VCSA is responsible for the [Office of the Vice Chancellor for Student Affairs](#) (OVCSA), with a team of five associate and assistant vice chancellors who report directly to the VCSA, 226.5 employees, and approximately 1500 student employees. With its [mission](#) to cultivate intentional engagement in partnership with and on behalf of each student, the OVCSA creates purposeful learning opportunities through innovative programs, delivers supportive services that enhance the student experience and contribute to student success, and provides welcoming spaces in an inclusive community on campus and in Chicago. The OVCSA will partner with student support offices across the University to develop and implement a shared vision of complementary services that contribute to student well-being and success.

Additionally, as articulated in UIC's [student learning outcomes framework](#), it is essential that the OVCSA's programming enables students to connect classroom learning with their out-of-the-classroom experiences by providing opportunities for students to integrate skills that will serve them beyond their time at UIC.

To guide its work with students, the OVCSA has established five [strategic priorities](#) that focus on:

- Student-Centered Culture
- Welcoming and Modern Environments
- Synergy with Chicago
- Organizational Effectiveness/Organizational Innovation
- Enterprising Strength and Resources

In designing, resourcing, and delivering UIC's centrally managed student-support services, the VCSA is specifically charged with:

- Working collaboratively with UIC's diverse stakeholders, including the Office of the Provost and Vice Chancellor for Academic Affairs and reporting units, as well as the Offices of the Vice Chancellors for Health Affairs, Finance, Equity and Diversity, Advancement, and Innovation and Strategic Partnerships, the Department of Intercollegiate Athletics, and across the Colleges to advance the mission of Student Affairs and develop student-centered policies, practices, and services that maximize efficiency, care, and support for students.
- Providing direct oversight and leadership to the Office of the Vice Chancellor for Student Affairs, which includes: the Office of the Vice Chancellor; the Office of the Dean of Students which includes student advocacy and accountability, career services, student legal services, and veterans services; Student Health and Wellness including campus recreation, counseling, and emergency intervention; Administrative Operations including student housing, creative and technology services, and campus ID management; Planning and Assessment; and Student Engagement including student activities, commuter and off campus student services, civic engagement, and new student and family programs.
- Developing and fostering leadership skills and qualities within the Student Affairs team through mentorship, professional development, and inspiration, cultivating talent, and quantifying results through measurable goals.
- In partnership with Office of the Provost and Vice Chancellor for Academic Affairs, cultivating a culture of data analytics, assessment, and evaluation for data-informed decision-making, iterative design, and continuous improvement to understand and augment the experience of all students, remain in compliance with accreditation standards, and inform the development and management of co-curricular resources that effectively support student success.
- In coordination with the Office of the Vice Chancellor for Finance, developing and managing a robust fiscal strategy for the division, including budgeting and financial planning, resource allocation, expenditures, and efficiencies.
- Working with the Office of the Vice Chancellor for Finance and the Office of the Vice Chancellor for Administrative Services to design physical spaces and places for students that foster engagement, well-being, belonging, and success.

- Partnering with Academic Affairs, Finance, Administrative Services, and other divisions in developing a business plan to enable sustainable investment in residential, social, and recreational spaces for students that appeal to a diverse population of non-residential and residential students, including a long-range plan for the University's student-residence portfolio of legacy dormitories and recently completed assets.
- Fostering positive student relations by maintaining effective lines of communication with student leaders and serving as a strong advocate for non-academic, extracurricular, and co-curricular student needs.
- Working closely with Advancement to enhance philanthropic support for student support and success.
- Participating as appropriate in University of Illinois System activities pertaining to student affairs and representing the Chancellor, as requested.
- Reviewing and recommending student fees annually.
- Contributing to the Chancellor's effective leadership of all aspects of the University, including serving as a thought partner to the Chancellor on the student experience.
- Helping to calibrate investments across mission areas and to balance short- and long-term aspirations.
- Performing other related duties and participating in special projects as assigned.

Opportunities and Priorities

Through creating University-wide partnerships and strategies, the VCSA will conceive, plan, and sustain best-in-class student affairs programming for a modern urban research university with a highly diverse student population that includes commuters and residents, undergraduate, graduate, and professional students, and international students. In enacting and establishing programs and practices that advance student engagement and a shared vision for student success, the VCSA will have the exciting opportunity to help shape the future of UIC and serve UIC's mission of providing the broadest access to the highest levels of educational, research, and clinical excellence.

Creating a New Vision for Student Affairs

The VCSA will bring a forward-looking vision that embodies a commitment to ensuring appropriate services for all student populations: undergraduate, graduate, and professional. Within the decentralized structure and culture of UIC, implementing this vision will require the VCSA to work intentionally and strategically with student-supporting partners from across the campus, including career services within graduate and professional colleges and schools, utilizing existing student-serving assets to enhance the collective impact and drive toward a shared vision of student support.

Enhancing the Holistic Student Experience

With a focus on student learning and personal development both inside and outside the classroom, UIC seeks to design co-curricular opportunities that enable students to apply classroom experiences in real world endeavors. The VCSA will serve as an institutional change agent and strategic partner for UIC's senior leadership to develop transformative co-curricular programming that broadens and enhances the undergraduate, graduate, and professional student experience in all modalities, meets the needs of current and future students, and increases engagement, retention, and graduation rates among all UIC students.

Increasing Access and Inclusion

UIC's mission, values, and priorities speak directly to a commitment to diversity, equity, inclusion, and accessibility. This commitment has been articulated and put into action through two diversity strategic planning cycles over the past dozen years. UIC has also made substantial investments in student success beginning with a campuswide Student Success Initiative in 2012. In alignment with UIC's vision for student success, the VCSA will play a critical role in continuing these efforts through participation in UIC's 2024 Equity Plan, developed by an interdisciplinary committee in response to a request from the Illinois Board of Higher Education and shaped by the [UI System's ACCESS 2030 Initiatives](#).

Competencies and Qualifications

The next VCSA will collaboratively cultivate, develop, and implement a student-centered, supportive culture that ignites students' passion by enriching their academic, personal, and professional goals. The VCSA will build connections with students to gain insight and feedback about their experiences on a primarily commuter campus, to assess and respond to their needs and ensure a positive experience at UIC. The VCSA will be a transparent and enthusiastic communicator who can establish and pursue clear strategic priorities. Additionally, the VCSA will generate and manage resources effectively to steadily advance those priorities.

The Chancellor, Provost, Vice Chancellor for Academic Affairs, and University stakeholders more generally anticipate and appreciate that each candidate will possess strengths in different measures. Nonetheless, the successful candidate will bring a majority of the following qualities to the role:

- A master's degree or doctoral degree in a related field from an accredited institution of higher education and a minimum of ten (10) years administrative experience in student affairs leadership within a large, complex environment.
- Strong record of achievement in student affairs at a four-year college or university.
- Demonstrated success managing complex budgetary and administrative issues.
- Significant experience effectively supervising and leading academic professionals and staff, including student employees.

- Commitment to student development and learning, and ability to articulate the view of students to the academic community.
- Excellent communication skills.
- Ability to work with varied constituencies to reach consensus and drive change.
- Experience in building and maintaining collaborative relationships with various stakeholders.
- Exceptional team leadership, training, coaching, and mentoring ability.
- Commitment to making higher education more inclusive.
- Active involvement and leadership in national student affairs professional organizations (e.g., NASPA, ACPA).
- Appreciation of and ability to work well with student and faculty governance.
- Demonstrated experience taking decisive and measured approaches related to crisis management, conflict resolution, and mediation efforts.
- A record of accomplishment fostering change management, process improvement, and the development and implementation of effective, efficient policies and processes.

Preferred Qualifications:

- Experience within a large, public, research university, preferably with an academic health system, is highly desirable.
- Experience supervising and leading unionized employees.
- Demonstrable experience leading change across a unit, department, or institution.

The University of Illinois Chicago

UIC is a thriving hub for research, education, and innovation. Its 16 academic colleges serve more than 34,000 undergraduate, graduate, and professional students. UIC is recognized as one of the best public universities and one of the most diverse campuses in the nation. UIC's main campus is located in the heart of Chicago. It is an integral part of the educational, technological, and cultural fabric of one of the world's greatest cities. UIC also maintains campuses and/or offers educational programs in Rockford, Peoria, Springfield, Quad Cities, and Urbana.

UIC is led by Marie Lynn Miranda, PhD, its 10th Chancellor, who took office in July 2023. Chancellor Miranda's [priorities](#) for UIC are:

- Student success, focusing on recruitment, retention, and graduation while fostering a sense of belonging and connection among all students – undergraduate, professional, and graduate.
- Research and research infrastructure, positioning UIC at the forefront of knowledge and discovery.
- Engagement with the community with a focus on educational and health equity.
- Partnerships with businesses and nonprofits to enhance faculty opportunities and strengthen student engagement and employment opportunities.
- Recruiting and retaining the best faculty and staff, ensuring that the people who make UIC excel feel seen, valued and motivated.

UIC's comprehensive academic and research offerings span over 100 departments and divisions, with 94 bachelor's, 102 master's and 63 doctoral degree programs. With over 22,000 undergraduate students and approximately 2,579 faculty members, the University's undergraduate academic experience is enhanced by a low 1-to-18 faculty-student ratio. UIC enrolls almost 8,000 graduate students across programs in architecture, the arts, business, education, engineering, the humanities, law, public health, the sciences, social work, and urban planning and public affairs.

The UIC Flames compete in 18 NCAA Division I sports as a member of the Missouri Valley Conference, which includes 12 public and private institutions that have strong academic reputations and a tradition of athletic success. UIC's own success includes more than 70 conference championships and nearly 50 NCAA Championship appearances.

University Leadership

[Dr. Marie Lynn Miranda](#) became UIC's 10th chancellor in July 2023. A respected leader in geospatial health informatics, Chancellor Miranda has faculty appointments in the department of pediatrics and the department of mathematics, statistics, and computer science. Before coming to UIC, she held faculty and academic leadership roles at Duke University, the University of Michigan, Rice University, and the University of Notre Dame. She was provost at both Rice and Notre Dame.

Chancellor Miranda is also director of the Children's Environmental Health Initiative (CEHI), a research, education, and outreach organization committed to fostering environments where all people can prosper. The initiative is best known for its work on childhood lead exposure, contributing to the Center for Disease Control's decision to set a more protective standard for childhood blood lead levels, developing strategies for combatting lead in drinking water, and identifying lead in aviation gasoline as a contributor to elevated blood lead levels. CEHI's most recent work focuses on racial residential segregation and how segregated neighborhoods experience greater exposure to social and environmental stressors, which drives health and educational disparities. Among her many academic honors, she is a fellow of the American Association for the Advancement of Science.

The University of Illinois System

The [University of Illinois System](#) (UI System) is the state's largest system of higher education, with more than 94,700 students, three main campuses (Urbana-Champaign, Chicago, and Springfield),

regional campuses, the UI Health hospital and clinics, research facilities, and Extension offices throughout the state. The University of Illinois System is overseen by a 13-member Board of Trustees and President [Tim Killeen, PhD](#), along with the Chancellors of each of the Universities.

Under the leadership of President Killeen, the UI System established a set of [guiding principles](#) addressing: freedom of speech on campus; globalization and immigration; civic engagement; excellence with integrity; fostering healthy relationships across the campuses; and financial and environmental sustainability. While these principles reflect contemporary concerns, they are very much in keeping with the original – and fundamental – ideals of the land-grant institution: advancing society through education and knowledge and contributing to the public good. The UI System provides opportunities for education to a broad cross-section of students and helps create a thriving economy for the state, developing generations of innovators, entrepreneurs, and leaders while advancing the frontiers of knowledge to benefit society. Additional information about the UI System may be found [here](#).

To Apply

The University of Illinois Chicago has retained [Opus Partners](#) to support this recruitment. [Craig Smith](#), Senior Partner, [Ann K. Adams](#), Associate Partner, and [KD Sweaney](#), Senior Associate, are leading the search. Confidential inquiries and nominations should be submitted by email to KD Sweaney at kd.sweaney@opuspartners.net. To be considered by the University's search committee, candidates must provide a CV/resume and a letter of introduction that addresses the specific responsibilities, expectations, and qualifications described above, and submit these through an [electronic application](#) by November 7th, 2024 for fullest consideration. Please consult Opus Partners for more information about the application process.

The University of Illinois Chicago is an affirmative action, equal opportunity employer that has a strong institutional commitment to the principle of diversity and is particularly interested in receiving applications from a broad spectrum of people. We are committed to equal employment opportunities regardless of sex, gender identity, sexual orientation, race, color, religion, national origin, disability, protected Veteran status, age, or any other characteristic protected by law.

Offers of employment by the University of Illinois may be subject to approval by the University's Board of Trustees and are made contingent upon the candidate's successful completion of any criminal background checks and other pre-employment assessments that may be required for the position being offered. Additional information regarding such pre-employment checks and assessments may be provided as applicable during the hiring process.

As a qualifying federal contractor, the University of Illinois System uses E-Verify to verify employment eligibility. The University of Illinois System requires candidates selected for hire to disclose any documented finding of sexual misconduct or sexual harassment and to authorize inquiries to current and former employers regarding findings of sexual misconduct or sexual harassment. For more information, visit [Policy on Consideration of Sexual Misconduct in Prior Employment](#).