



Vice Chancellor for Student Affairs





EXECUTIVE SUMMARY

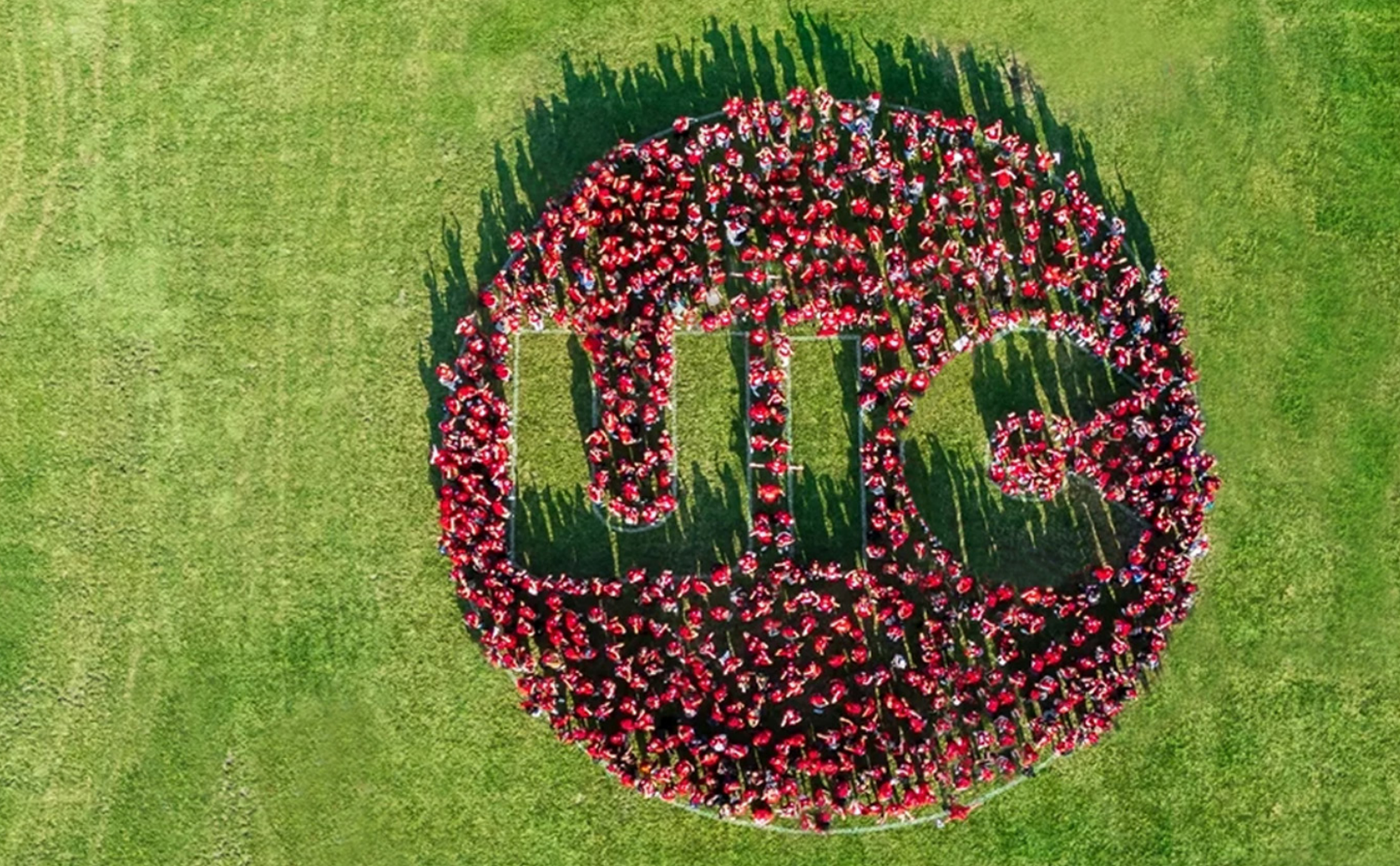
The University of Illinois Chicago ([UIC](#)) invites applications, inquiries and nominations in its search for the next Vice Chancellor for Student Affairs (VCSA). The university seeks a dynamic leader who will embrace UIC's distinctive profile as one of the most diverse research universities in the 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 nearly 34,000 students, UIC is Chicago's largest university 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), and a Hispanic-Serving Institution (HSI). The university has no majority undergraduate population. Its 2024 freshman class was the second largest ever, with 40% first-generation students. More than 50% of UIC first-year students receive Pell Grants, and 80-90% of UIC students are commuters.



STUDENT AFFAIRS AT UIC

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 have the essential skills for lifelong learning — skills such as critical thinking,

ethical reasoning, working in diverse groups and being strong communicators. UIC wants its students to have a healthy appreciation for nuance, context and diverse perspectives. The university is preparing its students for a complex, interconnected and rapidly changing world, enabling students 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.



OPPORTUNITIES AND EXPECTATIONS

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, multiethnic and international student population.

Reporting directly to the Chancellor, the Vice Chancellor for Student Affairs (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 and 226.5 full-time staff. The VCSA advises UIC's leadership on providing the best possible student experience for the entire campus — including undergraduate, graduate and professional students — across modalities.

The role includes responsibility for new student and transition programs; student-support services including legal services, tutoring and 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 new VCSA will have the opportunity to create a new vision for OVCSA, driving toward a shared vision for student support within the decentralized structure of UIC. The VCSA will serve as an institutional change agent and strategic partner for UIC's senior leadership, particularly in developing transformative extracurricular programming. With a focus on student learning and personal development both inside and outside the classroom, UIC seeks to be intentional about designing co-curricular opportunities that enable students to apply classroom experiences in real-world endeavors. Finally, the VCSA will play a critical role in continuing the university's efforts to increase access and inclusion through participation in UIC's 2024 Equity Plan, developed by an interdisciplinary committee in response to a requirement set by the Illinois Board of Higher Education and shaped by the UI System's ACCESS 2030 Initiatives.

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 the 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 nonresidential 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 nonacademic, 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 AHEAD

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 U of I System's [ACCESS 2030 Initiatives](#).

PERSONAL AND PROFESSIONAL QUALIFICATIONS

The Chancellor, Provost and Vice Chancellor for Academic Affairs, the Vice Chancellor for Health Affairs and university stakeholders more generally anticipate and appreciate that each candidate will possess strengths in different measure. 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 10 years of 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.

The following criteria are preferred:

- ▶ 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.

VICE CHANCELLOR FOR STUDENT AFFAIRS ORGANIZATIONAL CHART





THE UNIVERSITY OF ILLINOIS CHICAGO

The University of Illinois Chicago (UIC) is Chicago's public research university and is a Department of Education-designated Minority-Serving Institution (MSI). It serves as a thriving hub for research, education and innovation.

Its fall 2024 enrollment is 33,906 undergraduate, graduate and professional students across 16 colleges, including seven health sciences colleges and Chicago's only public law school. UIC is led by Dr. Marie Lynn Miranda, its 10th chancellor, who took office in July 2023 with a focus on access, equity and excellence.

UIC is classified as an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI) and a Hispanic-Serving Institution (HSI) — one of only 21 HSIs classified as very high research status (R1) by the Carnegie Foundation for the Advancement of Teaching.

In addition, the diverse patient population served by the University of Illinois Hospital & Clinics (UI Health) includes many who are significantly underserved in health promotion and health care. UIC is advancing multiple initiatives to address health disparities and promote diversity within all its colleges.

UIC's FY 2024 research award portfolio, which reached nearly \$500 million, supports over 3,500 different sponsored research projects and produces drug and technology licensing revenue of more than \$35 million. UIC ranks fifth for research expenditures among high Hispanic-enrollment institutions in the 2022 NSF Higher Education Research and Development Survey. UIC is also home to several notable NIH research programs, such as the Center for Clinical and Translational Science, a \$22 million center that provides a nucleus for basic, translational, data science and community-based research.

UIC's projected FY 2024 revenues are \$3.97 billion, including \$1.43 billion in medical center revenues.

UIC's comprehensive academic and research offerings span over 100 departments and divisions, including biomedical and health disciplines, urban planning, public affairs, arts, social work, business, education, law, humanities, social sciences, natural sciences and engineering, with several graduate programs ranking in the top 20 in the country, according to the 2024 U.S. News & World Report Best Graduate Schools rankings. Students and faculty across many disciplines have opportunities to engage and collaborate with Chicago-based corporations, as well as with leading researchers at Argonne National Laboratory and Fermilab.

UIC's faculty (except for those in the Retzky College of Pharmacy, College of Medicine, College of Dentistry and School of Law) are represented by two collective bargaining units — Tenure System and Non-Tenure System — by UIC United Faculty Local 6456, IFT-AFT. The current contracts expire Aug. 15, 2026. UIC employs over 2,900 academic professional staff and over 6,500 civil service support staff. A majority of the support staff is represented by various trade, service and professional unions. Over 1,500 teaching and graduate assistants are employed by UIC and represented by the Graduate Employees Organization Local 6297. The current contract expires Aug. 15, 2025.

UIC also maintains campuses and/or offers educational programs in Rockford, Peoria, Springfield, Quad Cities and Urbana.

COLLEGES AND SCHOOLS

[College of Applied Health Sciences](#)

[College of Architecture, Design, and the Arts](#)

[College of Business Administration](#)

[College of Dentistry](#)

[College of Education](#)

[College of Engineering](#)

[College of Liberal Arts and Sciences](#)

[College of Medicine](#)

[College of Nursing](#)

[College of Urban Planning and Public Affairs](#)

[Graduate College](#)

[Honors College](#)

[Jane Addams College of Social Work](#)

[Retzky College of Pharmacy](#)

[School of Law](#)

[School of Public Health](#)

In 2023, UIC's employee (faculty and staff) diversity data by race/ethnicity reflected: **Latina/o/x/e** 15%; **White** 39%; **Asian** 16%; **Black** 16%; **International** 11%; **Multi-Race** 2%; **Unknown** 2%; **American Indian or Alaska Native** <1%; **Native Hawaiian and Pacific Islander** 0%.

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.

LEADERSHIP

[Marie Lynn Miranda, PhD](#), became the 10th chancellor of the University of Illinois Chicago in July 2023. A leader in geospatial health informatics, she is also a faculty member in both the Department of Pediatrics and the Department of Mathematics, Statistics, and Computer Science. Chancellor Miranda resonates deeply with UIC's mission to provide the broadest access to the highest levels of educational, research, and clinical excellence.

As chancellor, Miranda's priorities include advancing student success and faculty scholarship; enhancing UIC's \$500 million research portfolio; engaging with the Chicago community to address health and educational equity; partnering with the corporate, nonprofit, and government sectors to provide opportunities to UIC students and faculty; and building a positive and uplifting environment for all who work and study at UIC.

Chancellor Miranda trained at Duke University and Harvard University; she is a fellow of the American Association for the Advancement of Science. She actively participates in Chicago's civic life, serving on various national and local boards, and is deeply committed to the role of UIC in more equitably shaping Chicago, Illinois, and the world.

[Karen Colley, PhD](#), is UIC's Provost and Vice Chancellor for Academic Affairs. Provost Colley joined the UIC faculty in 1991, becoming a full professor in 2002. Before assuming the role of Provost and Vice Chancellor, she led the effort for UIC to become a member of the Center for the Integration of Research, Teaching, and Learning national network and previously served as the institutional leader for [CIRTL@UIC](#). Earlier in her career, Provost Colley focused on graduate student education by co-founding and co-leading the Graduate Education in Medical Sciences program in the College of Medicine, the first umbrella graduate program at UIC. She also served as the associate director of the Medical Scientist Training Program and as the associate dean for graduate research and education in the College of Medicine. She was appointed interim dean for research and the senior associate dean for faculty affairs in the College of Medicine prior to moving into the position of dean of the Graduate College in 2012.

[Robert Barish, MD, MBA](#), is UIC's Vice Chancellor for Health Affairs. Since 2016, VCHA Barish has overseen the University of Illinois Hospital & Clinics (UI Health), which includes health science education, research and health care delivery at UIC's seven health science colleges and regional campuses, hospital, clinics and federally qualified health center sites. Prior to joining UIC, Dr. Barish served as chancellor of the LSU Health Sciences Center at Shreveport from 2009 to 2015, where he provided leadership for the schools of medicine, allied health and graduate programs, a major academic medical center and two affiliated hospitals. Dr. Barish spent 24 years at the University of Maryland School of Medicine. He served as chief of emergency medicine from 1985 to 1996 and built a nationally recognized program. He was named associate dean for clinical affairs in 1998 and eventually became vice dean for clinical affairs in 2005. In 2019, Dr. Barish received The William Cullen Bryant Award — the highest honor from his alma mater, New York Medical College. He has served as the Chair of the Board of the Association of Academic Health Centers (AAHC) since 2020. Most recently, in 2022, Dr. Barish was appointed to the Board of Directors for the Association of American Medical Colleges (AAMC).



ABOUT CHICAGO

Chicago, located on Lake Michigan in Illinois, is the third largest city in the U.S., and an important global hub for culture and commerce. Internationally famed for its bold architecture, it has a skyline punctuated by skyscrapers such as the iconic John Hancock Center, the 1,451-foot Willis Tower (formerly the Sears Tower), and the neo-Gothic Tribune Tower. The city is also renowned for its museums and well-established civic and cultural institutions, including globally recognized restaurants, theaters and sophisticated entertainment. A robust public transportation system, including the dense and interconnected network of Chicago Transit Authority (CTA) trains and buses and the Metra commuter rail system, conveniently connects UIC to the entire six-county Chicago metropolitan region. Some of the best public and private schools in Illinois and the Midwest are located in Chicago and its suburbs.

There are 77 distinct community neighborhoods within the city, made up of people from many diverse ethnicities. Greek, Polish, Hispanic, Chinese, Irish, Italian, Lithuanian and African are just a smattering of cultures that can be found in Chicago. One recent estimate suggested that over 153 unique languages are spoken by residents of Chicago and its suburbs.

UIC is predominately located in the University Village and bustling and historic Little Italy neighborhoods, with a law school located about 1.5 miles east of the University Hall administrative building in Chicago's vibrant loop central business district. Lying between the east and west sides of campus and stretching from north to south, it is an area that is diverse both ethnically and socioeconomically. The west side of campus — which includes the health sciences colleges and UI Health hospital system — is in close proximity to other important Chicago and regional institutions, including Rush University Medical Center, John Stroger Jr. Hospital of Cook County and the Jesse Brown VA Medical Center.

Chicago offers a lifestyle that is rivaled by few U.S. or international cities and is a wonderful place to live, work and play.

For more information about the City of Chicago:

- ▶ [Chicago History](#)
- ▶ [Chicago Facts and Statistics](#)
- ▶ [Chicago Attractions](#)



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 and submit these [online](#) by **November 21, 2024**, for fullest consideration. Please consult Opus Partners for more information about the application process.

Location and Salary

This position will be based in Chicago, IL. The salary will be commensurate with experience.

Working Conditions

General office environment. Regular travel is not expected but may occur occasionally around previously scheduled events. Requires sitting for extended periods of time, standing, visual acumen, manual dexterity and fingering for working with computer keyboards.

Equity Statement

The University of Illinois System is an equal opportunity employer, including but not limited to disability and/or veteran status, and complies with all applicable state and federal employment mandates. Please visit [Required Employment Notices and Posters](#) to view our non-discrimination statement and find additional information about required background checks, sexual harassment/misconduct disclosures, and employment eligibility review through E-Verify.

The university provides accommodations to applicants and employees. [Request an Accommodation.](#)

