

# SEARCH PROFILE:

PROVOST, SENIOR VICE PRESIDENT  
OF ACADEMIC AND STUDENT AFFAIRS



CHICAGO STATE UNIVERSITY

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## THE OPPORTUNITY

Chicago State University (CSU), a four year, residential, comprehensive university invites inquiries, nominations, and applications for the position of Provost, Senior Vice President of Academic and Student Affairs (Provost). Reporting to President Zaldwaynaka “Z” Scott, who has led CSU since 2018, and serving as a member of the president’s Cabinet, the provost is the chief academic and student affairs officer of the University. The provost is responsible for visionary leadership, and must be committed to the University culture of academic excellence to ensure an innovative, sustainable, and impactful future.

The next Provost will work collaboratively with dynamic teams in the President’s Cabinet, Vice Presidents, among the academic deans, various University councils and committees, and with a faculty and staff deeply committed to students and shared governance. The successful candidate will provide leadership and stability and, ultimately, make decisions to ensure that the University delivers a strong and relevant educational experience for a diverse student body. The Provost will also provide the necessary leadership and vision to move CSU forward in achieving its aspiration: to be a top-of-mind, destination, and first-choice university for students and their families, staff, and faculty.



# ABOUT CHICAGO STATE UNIVERSITY

Chicago State University (CSU), founded in 1867, is the oldest public university in the Chicago Metropolitan area. CSU is deeply dedicated to equity in education, holding the distinction of being the sole U.S. Department of Education-designated four-year Predominantly Black Institution (PBI) in Illinois.

Renowned as a prominent higher education destination in Illinois, CSU's 161 acre campus boasts expansive open spaces and wooded areas, creating an impressive landscape on Chicago's South Side. Conveniently located near the recently renovated CTA 95th Street station and various transit systems, the campus offers commuter students, faculty, and staff convenient access to campus.

Faculty, staff and administration at CSU are dedicated to providing a high-quality, affordable education that cultivates intellectual curiosity, critical thinking, and global citizenship. The culture embraces a diverse student body and faculty, fostering an inclusive environment where every individual's voice is valued and respected. CSU is dedicated to academic excellence across a broad spectrum of disciplines, offering a comprehensive range of undergraduate, graduate, and professional programs. With a focus on innovation and cutting-edge research, the university encourages interdisciplinary collaboration and encourages faculty and students to expand the boundaries of knowledge.

At the core of CSU is a commitment to student success. The university provides comprehensive support services, personalized mentoring, and a rich array of extracurricular opportunities to ensure that every student has the tools and resources needed to excel academically and personally.

CSU exists to create transformative change in their students, staff and faculty, and community, unapologetic in their pursuit of growth and excellence. The new brand identity, Ever in Motion embodies this powerful new energy and commitment while embracing the university's rich 153 year history of accomplishments.

CSU takes pride in its deep connections to the local community and beyond. Through partnerships with businesses, nonprofits, and government agencies, the university actively contributes to the social, cultural, and economic development of the region. CSU students and faculty are engaged in meaningful service-learning initiatives that address societal challenges and create positive change.

Rooted in its commitment to access and opportunity, CSU provides a transformative educational experience that empowers students to thrive in a dynamic and ever-changing world.

Chicago State University stands firmly committed to fostering equity through education. Recent accolades and studies underscore our dedication to empowering underrepresented communities:

- **Leading the Charge in Supporting African American Students:** Recognized by the University of Southern California's Race and Equity Center, CSU proudly holds the top position in Illinois and is tied for second nationwide among public 10 universities for its outstanding dedication to educating and supporting African American students.
- **Transforming Lives Through Economic Mobility:** A groundbreaking study on economic mobility, conducted by Harvard University economist Raj Chetty and featured in the New York Times, highlighted CSU's pivotal role. Graduates from Chicago State University demonstrated remarkable success in improving their economic status with a college degree. In the ranking of the nation's best universities for economic mobility, CSU secured an impressive #2 spot out of 103 colleges and universities in Illinois, placing in the top 4% nationwide among over 2,000 institutions.

These achievements reaffirm Chicago State University's unwavering commitment to equity, transforming lives through education, and empowering students to reach their fullest potential.





## CAMPUS LEADERSHIP

Zaldwaynaka “Z” Scott, was unanimously elected by the Board of Trustees as the 12th permanent president of Chicago State University, commencing her tenure on July 1, 2018.

During her leadership, President Scott spearheaded the formulation and progression of the CSU Strategic Plan 2020-2025. This strategic blueprint positions the institution at the forefront of transformation, dedicated to empowering students’ lives through innovative approaches and a commitment to ethical leadership. Under her guidance, the university underwent a significant re-branding initiative, marked by the introduction of new brand assets and impactful campaigns. These efforts were aimed at rejuvenating the institution’s reputation and increasing awareness among emerging stakeholders.

President Scott is a prominent advocate for equity in higher education. Notably, she convened and served as co-chair of the Equity Working Group, a coalition comprising leaders from diverse sectors such as education, public institutions, private enterprises, philanthropy, and community development. This collaborative effort aimed to devise a comprehensive action plan addressing Black student access and success within the landscape of higher education in Illinois.



*“As an anchor institution on Chicago’s South Side, our impact reverberates through the community. Our academic achievements are fueling workforce diversity and socioeconomic empowerment, underpinned by graduates who command a \$843,000 advantage over their careers. This kind of impact is transformational to students, families, and the future leaders of tomorrow.”*

From President Scott’s Message in the 2023 Annual Report.



# CSU AND THE CONGRESSIONAL CAUCUS TO SUPPORT PREDOMINANTLY BLACK INSTITUTIONS

Chicago State University alumnus and U.S. Representative Danny K. Davis (D-IL) together with Representative Yvette D. Clarke (D-NY), Representative Jonathan Jackson (D-IL), and Representative Robin Kelly (D-IL) on the historic establishment of the Congressional Predominantly Black Institutions (PBI) Caucus. The Caucus will unite policymakers who share the goal of understanding and affirmatively advancing policies to support our nation's PBIs.

The formation of the PBI Caucus was a critical milestone for the National Coalition of Predominantly Black Institutions of Higher Education, which was co-founded by Chicago State University, under the leadership of President Scott and the University of Baltimore in 2021. It has grown into partnerships with 21 colleges and universities across 13 states working together to educate our Congressional leaders, the White House, the U.S. Department of Education, and others on PBI's impact in advancing Black students to access and secure a college education.

## ACCOLADES

President's Annual Report can be located [here](#)

- CSU is Illinois' only four-year U.S. DOE-designated Predominantly Black Institution.
- CSU is ranked 1st in Illinois and tied 2nd nationwide among public universities for equity in educating and supporting African American students.
- CSU is ranked 2nd in the nation for the number of African American physics graduates each year by the American Physics Society.
- CSU is ranked in top 4% nationwide among all colleges and universities for economic mobility.

## ESSENTIAL SERVICES AND STUDENT SUPPORT

CSU provides a suite of data-driven academic programs, well-being supports and scholarships designed to achieve a critical goal: increasing CSU student enrollment, retention, and graduation rates. The Cougar Commitment is a comprehensive, student-centered partnership with students, families, and communities to create access to higher education and support students all the way through graduation.

This innovative initiative reflects CSU's mission and is at the heart of the University's commitment to student success. One of the key components is the Rise Academy, a program

designed to assist first-year, often first-generation, students through year one, offering them all the tools they need to succeed. Starting with a five-week intensive summer course that earns them credits, students get immersed in college life with classmates, professors, and the campus

community. Every Rise Academy student receives a scholarship that covers tuition, fees, textbooks, a laptop, and Internet access for that year.

The Honors College was founded in 2004 as a means to better serve talented and highly motivated undergraduate students. Since its inception the College has been committed to developing critical thinkers focused on leadership and addressing local, regional, national, and global issues.

SuccessU is a program to assist incoming freshmen whose pre-college education did not fully prepare them to reach

their academic potential. In turn, the SuccessU program provides students with needed resources to help them take full advantage of the educational opportunities Chicago State University offers and to help them succeed during their first year of college with the end goal being graduation.

In addition to the Rise Academy and SuccessU, CSU delivers an intentional and holistic suite of academic, financial and personal well-being support to our student scholars designed to address the myriad barriers standing between them and their dream of earning a college degree. Some examples include:

- Food Pantry: Partnership with the Greater Food Depository which provides a range of staples. The on-campus pantry serves more than 30 students per week.
- Health and Wellness Center: Provides comprehensive services, including primary care and prevention, women's health, immunizations, preventative healthcare and education, consultation and health advocacy. The Center has approximately 1,200 visits over the course of the fall and spring semesters.
- Cougar Closet: Provides lightly used professional clothes to students, particularly to allow access to clothing appropriate for interviews and career-building activities including job and internship interviews.
- Scholarships: Awarded by CSU to deserving student scholars totaled nearly \$4M during the past school-year.





## UNIVERSITY VISION, MISSION, VALUES

### VISION

Chicago State University will be recognized for innovations in teaching and research, community development and civic engagement. We will promote excellence, ethical leadership, entrepreneurship, and social and environmental justice. We will embrace, engage, educate, propel and elevate our students and community to transform lives locally and globally.

### MISSION

Chicago State University transforms students' lives by innovative teaching, research, and community partnerships through excellence in ethical leadership, cultural enhancement, economic development, and justice.

### VALUES

- Personal and academic excellence
- Personal, professional and academic integrity
- Diversity, Equity, and inclusion
- Leadership, service, philanthropy, social justice, and entrepreneurship
- Creative and innovative thinking and learning
- Pride in self, community, and the university
- Lifelong learning

## STRATEGIC PLAN

In December of 2019, The Chicago State University Board of Trustees approved the [2020-2025 Strategic Plan](#). The Provost has a critical role in leading and engaging deans and other academic leaders to collectively advance the university's mission, vision and strategic plan.

Strategic Goals include:

- **Goal 1:** Academic Excellence, Innovation and Student Transformation: A positive student experience and transformation will be at the center of decision making. Strengthen the institutional policies and structures that support and enhance academic innovation in undergraduate, graduate and professional studies; support student/faculty research and foster faculty and staff development.
- **Goal 2:** Student Enrollment, Retention and Graduation: Develop and implement recruitment, retention and progression strategies that seek to encourage innovative and collaborative efforts between academic and non-academic units in efforts to ensure student success in the various programs of study.
- **Goal 3:** University Culture, Climate and Accountability: Create, communicate, and sustain an inclusive and welcoming university climate that fosters an institution that is ethically and socially responsible.
- **Goal 4:** Strengthened Infrastructure: Improve and maintain the physical, technological and operational infrastructures that support all functions of the University.
- **Goal 5:** Cost Efficiencies and Diverse Revenue Streams: Ensure the University has the resources to support the academic mission and student experience.
- **Goal 6:** Community Service, Urban Leadership and Economic Engagement: Create partnerships, engage and assist our local community through service, urban leadership, economic development activities, and mutually beneficial partnerships.

## ACADEMICS AT CSU

(Course Catalog is available [here](#))

CSU has a dynamic academic profile which is constantly evolving to meet the changing needs of society and the future of work. With four distinctive Colleges, an Honors College, Division of Continuing Education and Nontraditional Degree Programs and Global Education, CSU offers students a rich, diverse, and comprehensive educational environment. Academic programs are provided through multiple modalities (face-to-face, hybrid, and online) as well as scheduled during days and evenings, Monday through Saturday, to address students' varied lifestyles and academic needs.

CSU offers 32 undergraduate majors, 24 graduate level degree programs, and 16 certificate programs. The Honors College provides a challenging interdisciplinary curriculum for students who have demonstrated strong academic skills. Continuing Education offers workforce development, community programs, and non-degree programs to the community.

University-wide coursework, services, and activities at CSU are strategically designed with a vision aimed at profoundly impacting students' lives and nurturing their ability to think critically to accommodate the changing dynamics of a dynamic global society. CSU faculty are dedicated to enhancing access to post-secondary education and fostering achievement among underserved and first-generation students. Situated in Chicago's vibrant south side, CSU remains steadfast in its commitment to uplifting the community by elevating the attainment of Baccalaureate degrees among minority populations, first-generation students, and those pursuing nontraditional educational paths. With a student to faculty ratio of 11:1, there is ample opportunity for personal

attention, mentorship and student-faculty research.

CSU is home to 142 full-time faculty and 75 part-time faculty. They are experts in their fields who know exactly what it takes for students to excel in the professional arena. All faculty and staff on campus are keenly aware of the challenges facing students and alumni as a consequence of the rapid evolution of today's global economy. The University aims to produce graduates who possess the skills and credentials to achieve satisfying careers, and to this end, there is close cooperation between the Office of Career Services and faculty academic advisors and internship coordinators.

### INFORMATION ON THE UNIVERSITY'S COLLEGES CAN BE FOUND [HERE](#).

- College of Arts and Sciences
- College of Business
- College of Education
- College of Health Sciences and Pharmacy

Chicago State University is committed to the power of small classes, active learning, and a low faculty-to-student ratio. Faculty believe education is enhanced through experiential learning and therefore intentionally connect the classroom to the community and the community to the classrooms. They are committed to the ongoing and expanding utilization of evolving technological and pedagogical tools and techniques.







## STUDENT AFFAIRS AT CSU

(Student Handbook is available [here](#))

Campus life is an extremely important part of the Chicago State University experience. The Provost oversees a dynamic team of professionals dedicated to student success. This Division requires visionary leadership and strategic management, managing the financial affairs of the student affairs operation, and creating programs and strategies that support a dynamic, intentional, and success-oriented student experience to complement and enhance learning and development. The new Provost will work collaboratively across the institution to provide strong and effective management and support of initiatives that affect the general quality of life and sense of belonging for CSU students.

The Dean of Student Affairs is responsible for the Department of Student Affairs (DOSA) which provides a variety of programs and services to support students' academic endeavors, their personal growth and development, and their overall quality of life.

The Dean of Student Affairs is responsible for the formulation of the policy governing student activities on campus. DOSA serves as the liaison, resource, and referral center for any student concerns and as the coordinator of matters related to student life. It provides leadership for, and maintains a close relationship with students, student publications, student organizations, and

### AREAS UNDER THE DEPARTMENT OF STUDENTS AFFAIRS

- Abilities Office
- Office of Academic Support
- African American Male Resource Center
- Career Development Center
- Counseling Center
- Housing & Residence Life
- Latino Resource Center
- Lesbian, Gay, Bisexual, Transgender, Queer+
- Student Activities
- Women's Resource Center

other administrative units at the University. DOSA is a student-centered team of caring professionals committed to empowering students to achieve their educational, personal, and career goals. In collaboration with faculty, higher education administrators and students, CSU's extracurricular programs and services include a variety of activities and events for commuter and residential students.

## FAST FACTS – 2022-2023 DATA

### TOTAL ENROLLMENT: 1467

Undergrad; 868 Graduate; 2325 Total

### STUDENT-FACULTY RATIO: 11:1

### LIVE ON CAMPUS: 11%

### ILLINOIS RESIDENT BEFORE COLLEGE: 87.9%

### ATHLETICS:

National Collegiate Athletic Association's Division I. Sports include basketball, cross country, golf, soccer, tennis, track & field and volleyball. Mascot is the Cougars.

### SIX -YEAR GRADUATION RATES:

All FTFT students- 17% and all FTFT Pell-eligible students- 12% Transfer Student Graduation Rate: 40%

### STUDENTS

	UNDERGRADUATE	GRADUATE
Female	67%	68%
Black/African American	75%	58%
Hispanic/Latino/a	7%	3%
White	2%	11%
U.S. Nonresident	4%	14%
Race/Ethnicity Unknown	10%	8%
Two or More Races	2%	2%

### UNIVERSITY EMPLOYEES

		FULL TIME PART TIME
Administration	146	0
Civil Service*	205	31
Faculty	142	75

\*These employees support many activities at CSU. They hold jobs in administrative, administrative support, crafts & trades, education & student services, research, service operations, technical and off-campus areas. Exempt Civil Service staff are staff whose classifications are considered to be administrative, professional, or executive as defined by the Fair Labor Standards Act (FLSA) and therefore exempted from overtime compensation.



*“We remain steadfast in our commitment to provide student-centered, equitable experiences for every student who calls Chicago State University Home.”*

Zaldwaynaka Scott, Esq. -  
President, Chicago State University





## LEADERSHIP AGENDA FOR THE PROVOST

The Provost provides comprehensive and visionary leadership for implementation of the University's mission and priorities, specifically regarding academic and financial leadership of the Colleges and the administrative functions within Academic Affairs. This position serves as the chief academic officer responsible for working collaboratively and cooperatively with University and academic leadership to create a transformative and interdisciplinary educational experience for current and future students of Chicago State University. The Provost is a collaborative leader and a scholar, dedicated to fostering the intellectual life of the University and student success, who is forward thinking and has a deep understanding of national and regional higher education trends, especially as they relate to minority-serving, public institutions in a post-COVID climate.

The provost must possess the financial acumen necessary to guide the financial decision making of the University's academic functions, while balancing the

need for innovation and progress with respect to the history and traditions of the University. CSU, like many public, minority-serving institutions, has faced enrollment challenges in recent years. The next Provost will bring knowledge of best practices in retention and persistence, and collaborate with leaders at the executive level, in academic programs, and in the areas of student success and support services to strengthen enrollment and implement creative strategies for recruiting and retaining a diverse student body.

It is essential for the Provost to be approachable, collaborative, and transparent inviting conversation and engagement with all campus and community stakeholders, and to build a culture in which all feel valued, respected, and inspired—a culturally responsive and inclusive leader who fosters an environment that encourages curiosity, care, and collaboration for student success.



## AREAS OF RESPONSIBILITY FOR THE PROVOST

The Provost promotes academic excellence, ethics, integrity, and foresight in the development, delivery and assessment of academic programs and student success initiatives, and fosters a supportive, student-centered learning environment. The Provost defines and advances the academic vision of the University, provides leadership in achieving and refining the goals of the strategic plan, coordinates the development of curriculum and of academic programs and services, promotes faculty development and research activity including the recruitment and retention of exceptional faculty, and leads efforts to ensure student success and campus diversity in the broadest sense.

The new Provost must have the ability to assess programs, processes and department structures for maximum efficiency and functionality.

- Lead and engage a very active and collaborative core of deans and other academic leaders to collectively advance the university's mission, vision and strategic plan.
- Supervise and engages the deans and other academic officials to collaboratively advance the university's vision and strategic plan.
- Maintain open communication among the various departments and Vice Presidents.
- Ensure appropriate assessment and accreditation processes are in place and actionable and that results from these are used to improve the academic quality of the institution.
- Engage with the University to shape, articulate and implement its vision as a university that is student centered, culturally competent, discovery (data) driven, and globally engaged.
- Work across campus and the external community, to promote and enhance student success, retention and graduate outcomes.
- Serve as both an advocate and inspirational leader for faculty, staff, and students.
- Foster, build, and empower a diverse, focused, and cohesive leadership team.

- Embrace and communicate change in a vibrant higher education environment.
- Coordinate activities and processes to bring together people from all areas of the institution in service to common goals.
- Lead efforts to foster our goal of being a "university of first choice" and an attractive transfer option for students looking to learn, live and work in an urban environment.
- Provide leadership that fosters collaborative decision-making.
- Promote and support a shared governance model within the university.
- Partner with University Advancement to support the university's fundraising efforts.
- Oversee and manage the Office of Grants and Research, including guiding the overall research agenda of the University.

### ACADEMIC LEADERSHIP

- Facilitate the creation and execution of a shared academic vision for the University dedicated to research, service, excellent student instruction and a student success strategy.
- Articulate the academic vision and provide leadership in academic strategic planning.
- Chair the Provost Council and serve as the University's academic spokesperson on a variety of committees throughout the University, the City of Chicago, Illinois and nation.
- Provide leadership and vision for all academic programs, and supervise the deans to advance academic priorities.
- Provide leadership for academic program planning and development, educational policy, program assessment, faculty evaluation, and faculty development.
- Provide leadership for the accreditation process, and enhance academic standards, including those established by professional accrediting bodies.
- Collaborate with the Vice President of Administrative



## AREAS OF RESPONSIBILITY FOR THE PROVOST (CONT.)

Services to manage academic facilities and space planning, ensuring facilities are fully utilized and created according to strategic priorities.

- Work in concert with the President, other administrators and the campus community to strengthen CSU's reputation as a student-centered leader in higher education.

### CURRICULUM

- Demonstrate and foster a commitment to shared governance and work closely with the Faculty Senate and other committees to develop academic policy and maintain standards.
- Foster an environment and identify opportunities to advance the University's impact on its students, community, state and society through innovative research and academic programming.
- Promote interdisciplinary and cross-college initiatives that will build on existing strengths.
- Guide the various educational policy committees in the formulation and implementation of the various academic policies
- Advance the role of graduate education at the university and coordinate activities associated with graduate programs. Provide supervision for the Associate Provost for Graduate and Professional Studies in the fulfillment of these and other related duties.
- Coordinate the development and implementation of strategies to enrich student success, including educational, research, social-emotional, co-curricular and extracurricular at both the undergraduate and graduate level.
- Promote and support a data-informed environment.
- Adjudicate academic student petitions and appeals as appropriate.
- Supervise the addition, deletion and changes in courses, curricula and programs and report changes to external accrediting bodies, Illinois Board of Higher Education and the CSU Board of Trustees.

### PERSONNEL

- Oversee faculty and academic staff recruitment, development, promotion, tenure and retention.
- Implement and ensure compliance with all personnel policies as outlined in the faculty contract and related University policies.
- Hire and evaluate deans and other senior staff in the academic affairs area.
- Promote leadership and professional development for administrators, faculty, staff and students.

- Provide supervision for the Associate Provost of Academic Innovation and the Associate Provost for Contract Administration and Academic Services and Associate Provost of Grants and Research, in the fulfillment of these and other related responsibilities.

### BUDGET PLANNING AND FISCAL MANAGEMENT

- Collaborate with all of the Vice Presidents in developing and managing an effective and sustainable budgetary model.
- Guide the Deans in planning and implementing the annual budget for the academic division of the University.
- Oversee the fiscal management of the campus academy to ensure the wise stewardship of resources.
- Seek new external funding and new revenue streams where appropriate.

### ACADEMIC REPRESENTATION

- Serve as an advisory member to the Board of Trustees.
- Serve on the President's Operations Team.
- Serve as academic institutional liaison to the Higher Learning Commission and Department of Education.
- Work with the Colleges and academic programs in the maintenance of professional accreditation.
- Serve or is represented on all campus wide committees and councils that deliberate on teaching, research and service functions of the University.
- Act as a representative of the university in other areas as required or as requested by the President.
- Representation to legislative governmental agencies regarding budgetary and academic needs.





## REQUIRED AND PREFERRED QUALIFICATIONS

CSU's next Provost should possess a distinguished record of academic leadership, while also demonstrating commitment to scholarship, teaching, learning, innovation and service. The successful candidate must embrace academic excellence, ethics, and personal integrity, and must have a record that exhibits the leadership abilities required to help achieve the University's vision. Equally important will be leading the University to meet its goal of increasing enrollment, retention and graduation rates. This person should be a strategic planner and visionary leader.

The desired leader should have a proven track record for building an accomplished, talented, and diverse leadership team, and experience with successful and strategic allocation of limited resources. The candidate should exhibit a broad understanding of the rapidly changing environment for public higher education in the U.S.

The ideal candidate is a strategic thinker, capable of evaluating, enhancing, and transforming academic initiatives, ultimately fostering an environment conducive to growth and innovation. The Provost must thrive on the challenge of effecting meaningful change and possess the resilience and tenacity required to navigate complex environments while inspiring others to embrace innovation and growth.

The new Provost, Senior Vice President of Academic and Student Affairs shall demonstrate the following **required** credentials:

- Candidates should possess a minimum of ten years' experience as a vice provost, dean or other significant academic leadership position with supervision experience.
- Candidates should have a terminal doctorate with credentials that merit appointment as a full professor in an academic department at CSU.

The new Provost may additionally possess some of the following **preferred** credentials:

- Experience in a unionized faculty environment, preferably in a four-year, public university setting.
- Experience working at a minority-serving institution.
- Strong written and oral communication skills; able to effectively communicate across various populations.
- Financial acumen; experience with complex budgeting and resource management.

- Proficient in collaborating with diverse stakeholders, departments, and faculty members to understand perspectives and garner support for proposed changes. Adept at fostering a culture of collaboration and transparency.
- Possesses a passion for problem-solving and a relentless drive to effect positive change. Exceptional relationship building skills; ability to gain trust and manage people effectively.
- Possesses a proven track record of initiating and managing change processes within complex academic environments. Capable of navigating challenges and resistance while championing meaningful transformation.
- Fundraising and grant writing/management experience.
- Commitment to advancing research and a strong scholarship record.
- Successful experience supporting student success initiatives as they relate to retention, persistence and graduation rates.
- Demonstrated commitment to and evidence of a history of successful shared governance strategies.
- Knowledge and understanding of the role Student Affairs plays in campus culture and student development.
- Experience with educational philosophies/practices that help to educate and support under-resourced students.
- Experience with supporting and developing graduate and professional degree programs.
- Experience working with community college partners.
- Budget management experience in a complex, multifaceted environment with competing priorities.
- Develops and implements a forward-thinking vision for academic excellence, leveraging insights from data to set strategic goals and guide the institution towards continuous improvement.
- Understands emerging technologies and the effective application of instructional technologies to enhance student learning.
- Adept at conducting comprehensive evaluations of existing academic processes and structures. Proficient in identifying areas for improvement, streamlining inefficiencies, and implementing solutions that drive impactful change.
- Demonstrates a proactive approach to problem-solving by employing creative and innovative strategies to address challenges.



## NOMINATION AND APPLICATION PROCESS

Chicago State University is being assisted by Academic Search. Confidential discussions may be arranged by contacting Nancy Crimmin, Ed.D., Senior Consultant at [nancy.crimmin@academicsearch.org](mailto:nancy.crimmin@academicsearch.org). The position is open until filled, but only applications received by January 29, 2024 can be assured full consideration.

Nominations should include the nominee's full name, position, institution/organization, and email address.

A completed application includes four documents, to be submitted electronically in .pdf format to [ChicagostateProvost@academicsearch.org](mailto:ChicagostateProvost@academicsearch.org).

- A detailed letter of interest addressing the leadership agenda and qualifications as outlined in this profile;
- A full résumé/curriculum vitae with relevant scholarly and administrative responsibilities and accomplishments;
- A list of five professional references, including names, phone numbers, and email addresses, noting the candidate's relationship for each reference. References will not be contacted until later in the search process and only with the candidate's permission; and
- A diversity statement (no more than 600 words) that addresses your philosophy, commitment, and experiences in creating a safe and welcoming environment. This statement may address personal and professional experiences, lessons learned, and anticipated projects. Concrete examples are encouraged.

### Strengthened By Diversity

CSU is an Equal Opportunity Institution committed to cultural, racial, and multi-ethnic communities and compliance with the Americans with Disabilities Act. Persons who need reasonable accommodations under the Americans with Disabilities Act to participate in the application process should contact the Office of Human Resources at 773-995-2040 or [HR@csu.edu](mailto:HR@csu.edu).



# ABOUT ACADEMIC SEARCH

Academic Search is assisting Chicago State University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.



Committed to IDENTIFYING  
AND DEVELOPING LEADERS  
by providing the highest  
level of EXECUTIVE  
SEARCH to our  
higher education  
partners.