SEARCH PROSPECTUS:

Vice President for Student Success
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Illinois Central College is a two-year community college and “Achieving the Dream” (ATD) network member serving the greater Peoria region of central Illinois. The College provides an affordable and high quality education, serving as a launch pad for its students by providing workforce-based experiences that tackle the region’s workforce gaps to allow for a sustainable family wage that is necessary for the region.

Founded in 1967, the college serves all or parts of ten Central Illinois counties: Peoria, Tazewell, Woodford, Bureau, Logan, Marshall, Livingston, McLean, Stark, Mason and is the seventh largest community college district in Illinois in terms of square miles (2,322 square miles). Spanning three campus locations, East Peoria, which is the flagship campus, Peoria, and Pekin campuses, students can find appropriate services including libraries and police presence, on each.

Essential Facts about the College are at this link: https://icc.edu/about-icc/institutional-research/essential-facts/.

Accredited by the Higher Learning Commission, Illinois Central College awards Associate degrees in Arts, Science, General Studies, Engineering
SCIENCES, AND APPLIED SCIENCE, AS WELL AS
OCCUPATIONAL CERTIFICATES THROUGH APPROXIMATELY
2,300 CLASSES EACH FALL AND SPRING. THE AVERAGE
CLASS SIZE IS 15 AND STUDENTS ARE TAUGHT BY ABOUT
180 FULL-TIME FACULTY AND 430 ADJUNCT (PART-TIME)
FACULTY. WHILE NEARLY 70% OF STUDENTS RECEIVE SOME
FORM OF FINANCIAL AID AT ICC, THE COLLEGE OFFERS
THE LOWEST TUITION RATE OF COLLEGES AND UNIVERSITIES
IN CENTRAL ILLINOIS, AND THE ICC EDUCATIONAL
FOUNDATION AWARDS MORE THAN 600 SCHOLARSHIPS
EACH YEAR.

SEARCH PROSPECTUS: Vice President for Student Success

CORE VALUES - IT IS WHAT GUIDES
OUR ACTIONS

At ICC we have principles and ideals that guide our daily
actions. Identified by staff and students, we call these our
Core Values. These values reflect the mission, purpose,
philosophy, and beliefs of Illinois Central College. Living the
Core Values helps ICC to succeed in its mission.

Our Core Values are: Learning, Community, Integrity,
Responsibility, and Excellence. The values should always be
listed in this order. We can remember the order by thinking:

ICC begins first and foremost with LEARNING through
a COMMUNITY of learners and teachers. INTEGRITY
supports the work we do by emphasizing honesty,
ethical behavior, and trustworthiness. By taking
RESPONSIBILITY for our work and our actions, we
help our students, colleagues, and college achieve
EXCELLENCE.

MISSION STATEMENT

“Through learning, minds change. We believe by
changing minds, we can change the world.”

ICC’s mission statement explains why our college exists.
This mission was developed by the college community and
provided insights into the College’s Core Values and its
reason for being. The College expressed the belief that
through learning, minds change. Minds become more open
to diverse peoples and ideas, they are energized for creativity
and innovation, and they are prepared for the rigor of
problem-solving. When these things occur, students, faculty,
and staff have the tools to change the world.

To learn more about this vital institution, please
follow the following links:

• History: https://icc.edu/about-icc/college-community/
college-history/
• Diversity and Inclusion: https://icc.edu/about-icc/
diversity-icc/
• Accreditation and Continuous Improvement: https://icc.
edu/about-icc/quality-initiatives/accreditation-and-aqip/
• Organization Charts for the College can be found at
https://icc.edu/directory/administrative/
STUDENT SUCCESS

The division of Student Success at Illinois Central College is aligned deeply with the mission and vision of the college, in providing the services that each student requires, no matter how different from each other a student may be, to assure they are successful in their studies and upon graduation. The College is an Achieving the Dream institution and believes that identifying emerging needs and ways to improve practices across the full spectrum of capacities required for the whole student is essential for their success.

The office of Student Success is comprised of the following areas:

- Enrollment Services
- Student Communications and Customer Relations
- Students Accounts
- Registrar
- Counseling
- Advising
- Financial Aid
- Testing Administration
- Student Conduct and Behavioral Intervention Team
- Student Life
- Transfer/Articulation
- Access Services
- Athletics
- Veterans Affairs
- Campus Housing
The new Vice President (VP) will join a dedicated and dynamic President and senior team of administrators who are committed to the impact of student success on the community of students who are enrolled at ICC. The next VPSS will provide strategic, innovative, and passionate leadership for Deans and Directors to enable student success across the College. The Vice President will collaborate to achieve institutional and division goals and lead systems development to meet the needs of a diverse student population and enhance student learning, persistence, and completion.

The College is seeking candidates who possess experience with student success initiatives and change initiatives that address how we serve students. Experience in evaluating the quantitative aspects of student services (assessment), managing processes, and staying abreast of policy change and updating are attributes that are needed in the next Vice President. Team-building and stewardship of governance are qualities the new VP must bring to this appointment. This new VP will be someone who brings a collaborative approach across the services that support students, and an innovative perspective to how we best meet our student’s varying needs. It is imperative that the next Vice President have had national exposure to student success trends, preferably within the context of an Achieving the Dream institution. The College is very interested in a candidate who will seek to become a part of the community and will want to live in the region to understand it best, as well as to be available to attend student events of all types.
THE POSITION OF VICE PRESIDENT FOR STUDENT SUCCESS (CONT.)

ESSENTIAL DUTIES AND RESPONSIBILITIES:
This list is meant to be representative, not exhaustive. Some may not perform all the duties listed while in other cases related duties may also be assigned. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

• Collaborates with vice presidents and president to develop, maintain, and assess the coordinated delivery of essential student services that lead to positive student learning outcomes, including: onboarding new students, orientation, registration, financial aid, student records, advising, testing and assessment, counseling, enrollment management, Veterans Affairs, student development, services to students with disabilities, and student conduct.

• Works collaboratively with the Vice President of Academic Affairs and Vice President of Marketing and Institutional Advancement to ensure a seamless student experience from inquiry and application through enrollment, persistence, and graduation. (Student Success Model/Student Journey Model)

• Leads the development and implementation of data-informed strategies to improve the onboarding and enrollment processes, as well as increase retention, progression, and graduation.

• Oversees the development, evaluation, and review of college-wide policies and procedures related to the student experience at the college.

• Serves on the Strategic Enrollment Management Committee as well as other college-wide committees as appropriate.

• Oversees a comprehensive division-wide assessment program including student learning outcomes, program outcomes, functional program reviews and other data sources.

• Accountable for the strategic and operational planning for the Student Success Division as well as oversight for division staffing, budgeting, and related state and federal compliance issues.

• Know, understand and act in accordance with Illinois Central College’s Cougar CARE Principles, including connecting with students, building relationships, acting promptly and professionally and working with a team.
MINIMUM QUALIFICATIONS

The requirements listed below are representative of the knowledge, skills, and abilities required to satisfactorily perform the essential functions.

- Master’s degree from an accredited institution.
- A minimum of five years of administrative level (Dean or higher level) leadership in student services in a higher education setting with responsibilities related to those described in the essential duties.
- A minimum of five years of experience with strategic enrollment management practices that positively impact recruitment, retention, progression, and completion.
- A demonstrated commitment to equity and inclusion.
- Comprehensive knowledge of student development theory, enrollment management, and higher education policy.
- Ability to manage a large and complex organization and budget as well as lead organizational change.
- Proven ability to create an organizational culture that is responsive to student needs.
- Fluency with data and analytics to identify student barriers to success and leading indicators of student retention and success.
- Ability to design and implement a comprehensive division-wide assessment program including student learning outcomes, program outcomes, functional program reviews and other data sources.
- Ability to work effectively in a diverse community and meet the needs of diverse student populations.
- Ability to work effectively as a team member with all segments of the College.
- Excellent listening, written, and oral communication skills.

PREFERRED QUALIFICATIONS

- Earned doctoral degree from an accredited institution.
- Seven to ten years of experience serving in a student services division.
- Experience from a community college in implementing student success processes, systems and initiatives.
- Experience in decreasing performance gaps of underperforming student demographics.
Peoria is the Peoria County seat and the largest city on the Illinois River, giving its downtown picturesque views that only a riverfront can provide. The Peoria RiverFront district is one of the state’s oldest urban areas, and is home to great restaurants, live entertainment, cultural centers and more. The city has more than 9,000 acres of parks, which include the Peoria Zoo, Luthy Botanical Garden and five public golf courses. The Peoria Park District was the city’s first park district and is the largest in the state. Peoria has been awarded the All-America City Award four times: in 1953, 1966, 1989 and 2013 and boasts strong healthcare, good schools, and industry partnerships relevant to the region.

Other institutions of higher education in the region include Bradley University, Midstate College, Methodist College, OSF St. Francis College of Nursing, University of Illinois College of Medicine, Illinois Central College and Robert Morris University. The greater Peoria region provides a number of types of living environments that is reflected in the student body at the College. From downtown urban structures to suburban communities to rural farmland living, options for housing are numerous and cover a wide spectrum.
Applications, nominations, and expressions of interest may be sent in complete confidence. **Full consideration will be given to all applications received by March 31, 2020.** Application materials, to include a letter of interest, curriculum vitae, and full contact information for five references – who will not be contacted without permission – should be electronically submitted to:

[ICCStudentSuccess@academicsearch.org](mailto:ICCStudentSuccess@academicsearch.org)

Confidential discussions about this opportunity may be arranged by contacting Kate Nolde at [kate.nolde@academicsearch.org](mailto:kate.nolde@academicsearch.org), Senior Consultant with Academic Search, Inc., Washington, D.C.

Further information about Illinois Central College can be explored at [www.icc.edu](http://www.icc.edu).

*It is the policy of Illinois Central College that no person shall, on the grounds of race, color, religion, sex, age, national origin, ancestry, disability, sexual orientation, or veteran status, be excluded from consideration for employment, denied employment with, or be subject to discrimination of any kind by the College. Inquiries and complaints may be addressed to the Vice President of Diversity, International, and Adult Education, Illinois Central College, 1 College Drive, East Peoria, IL 61635-0001, (309) 694-5561.*
ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting Illinois Central College in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit http://www.academicsearch.org/.

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