

# SEARCH PROFILE:

VICE PRESIDENT FOR CAMPUS LIFE



**LAKE FOREST  
COLLEGE**

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Lake Forest College seeks an experienced leader in higher education to serve as its inaugural Vice President for Campus Life. Located just 30 miles north of Chicago, and connected by train, Lake Forest College offers the best of all worlds: an idyllic campus set in a residential community just minutes from Lake Michigan with access to the third largest city in the country and all the opportunities that affords. Enrollment is healthy and the campus is vibrant.

This position is an excellent opportunity for a visionary, creative, accomplished higher education leader ready to oversee and guide an important functional area at one of the top liberal arts colleges. In the last few decades, more than \$100 million dollars have been invested to improve campus infrastructure leading to a new science center, an expansion and renovation of the largest academic building, residential improvements, and new and improved athletics facilities. The campus has embarked on a forward-thinking, nimble, and student-centric Strategic Framework that includes a Campus Plan which will guide the physical blueprint of the College for the next decade and beyond. The Framework, known as Our Forester Future, and its associated priorities will be supported by a comprehensive fundraising campaign, the largest in the College's history.





## ABOUT THE COLLEGE

Lake Forest College is a selective, highly ranked, private liberal arts college recognized for its pragmatic application of the liberal arts, interdisciplinary curriculum and strong commitment to student success and post-graduate outcomes. The College is renowned for its unique blend of academic excellence, experiential learning, and career preparation, resulting in exceptional outcomes for its students and alumni. The College was recently ranked as:

- the top liberal-arts college in the Midwest by the *Wall Street Journal*.
- the #1 college in the country for Social Mobility by *U.S. News & World Report*.
- #13 Best Value national liberal arts college by *U.S. News & World Report*.

Founded in 1857, the College has experienced growth during the past several years and enrolls nearly 1,850 students, drawn from 44 states and 119 countries, who can choose from among 34 majors and 49 minors. Lake Forest College boasts an excellent faculty, a skilled and dedicated staff, an accomplished and diverse student body, and a picturesque campus. More information on the College and recent rankings can be found at <https://www.lakeforest.edu/about-us/reputation-rankings-and-facts>.

The Vice President for Campus Life will join an institution already primed for success and ready to address the challenges of the future. Unlike most national liberal arts colleges, Lake Forest is located near a world-class city with direct access by train, and we have taken advantage of our location in distinctive ways:

- scores of Chicago-area internships
- a residential program in The Loop
- Center for Chicago programs that coordinates class trips and brings Chicago speakers to campus

Our metropolitan location attracts students, faculty, and staff who know that the connection with a major city enhances their scholarship, research, and teaching.

Lake Forest has married its liberal arts tradition with exceptional career preparation and pragmatism. In fact, our mission statement (approved unanimously by faculty and trustees) notes: “We prepare our students for, and help them attain, productive and rewarding careers.”

The Gorter Family Career Advancement Center has gained national attention for this career preparation model and has contributed to a job placement rate of over 96 percent.



## ABOUT THE COLLEGE (CONT.)



### THE PRESIDENT

This is an exciting moment at Lake Forest College. In July 2022, Dr. Jill Baren became the College's 14th president and the first woman in the role. President Baren is eager to welcome a new partner in the Vice President for Campus Life who will continue to move Lake Forest College forward for a successful future. In

collaboration with President Baren and a team of talented senior leaders, the next Vice President for Campus Life will provide creative, visionary, and strategic leadership to the College during a time of further growth and transition. As the College creates the framework for the next chapter of its history, including accommodating larger incoming classes, the Vice President will collaborate with other members of the senior leadership team to enable Lake Forest College to respond to the changing higher education environment and create a vision for a sustainable future for the institution.

### Strategic Framework

The 2023-2028 Strategic Framework: Our Forester Future amplifies points of distinction and emphasizes operational excellence and efficiency to proactively and strategically rise above the headwinds and demographic trends to position Lake Forest College for sustained success and do so in a way that balances our capital infrastructure needs with our human resources needs.

President Baren champions a Framework as a method of priority setting for each academic year, while allowing the College to nimbly adjust course if needed. The Framework focuses on Foresters first: our students, faculty, and staff. Next, the Framework outlines the resources and partnerships that are needed to support all Foresters.

The goals of the framework are to:

- Position Lake Forest College as a leading, liberal arts institution with an unparalleled pragmatic and modern approach to education.
- Develop a clear, actionable, and nimble priority-setting framework for the future.
- Capitalize on our strong brand identity to continue to refine our programmatic niches and market relevance

Staff, faculty, and students who serve on various workstreams of Our Forester Future Framework lead the execution of annual strategic priorities. Read more on the Framework and priorities here: <https://www.lakeforest.edu/about-us/administration/strategic-framework>.

### SENIOR STAFF

The Vice President of Campus Life will join a talented senior staff. In the last two years, President Baren has recruited several talented leaders, including: Krebs Provost, Dean of the Faculty, and Vice President for Academic Affairs; Vice President of Advancement; Vice President for Communications and Marketing, and Vice President for Finance and Institutional Planning. Other members of the senior team include the Vice President for Enrollment, the Vice President of Information Technology Services, the Vice President of Strategic Initiatives and Career Advancement, the Associate Vice President of Human Resources, and a Faculty Special Advisor to the President.

### FACULTY

Lake Forest College faculty are teachers and mentors who are singularly focused on their students' success. As experts in their fields, faculty regularly publish books and articles and conduct research with students, and they use Chicago as a living classroom. Ninety-eight percent of full-time faculty hold a PhD or terminal degree from leading graduate programs, including Northwestern University, Princeton University, University of Pennsylvania, MIT, Harvard University, University of Michigan, and University of Chicago. Many have been awarded grants and fellowships and are recognized for their research and teaching by prestigious organizations such as the National Science Foundation, National Institutes of Health, National Endowment for the Humanities, and Andrew Mellon Foundation. They are regularly contacted for expert comment in media such as The New York Times, The Washington Post, The Wall Street Journal, The Economist, National Public Radio, and others. Faculty also plays a critical role in a student's time out of the classroom, serving as faculty mentors to student organizations and sitting side by side with student leaders in select College governance committees.

In total, Lake Forest College employees 312 full time faculty and staff, and 123 part time instructors and staff. The diverse and talented employees of Lake Forest College help to foster a friendly and welcoming environment on campus and are dedicated to the College's mission and to students' success.

### ALUMNI AND FUNDRAISING

Lake Forest College has more than 16,000 alumni living across the US and around the world. Nearly one in three alumni engage annually with the College by volunteering, mentoring, or attending in person or online programs and events, and one in five alumni are active donors. In recent years, we have been nationally recognized for our outstanding alumni career network and young alumni giving and engagement.

## ABOUT THE COLLEGE (CONT.)

Katie Spieth, Vice President for Advancement and Secretary of the College, is building an experienced and creative advancement function in preparation to launch a comprehensive campaign in the next few years. This campaign will be the largest and most successful in the College's history. Previous campaigns focused on capital improvements, including the improvement of many building and student spaces. The next campaign will assist in growing the College's endowment and funding key priorities identified in the Forester Future Framework.

### LOCATION AND CAMPUS

The City of Lake Forest, the North Shore, and the nearby world-class city of Chicago are rich with resources for recreation, entertainment, culture, and more. The City of Lake Forest, population 20,000, is a safe, suburban community recognized for its natural beauty, sensitivity to open space and preservation of its historic structures and landscapes. A vibrant downtown business district, including historic Market Square and the Metra train station, is a 10-minute walk from campus. The beautiful Lake Michigan beach is also a 10-minute walk from campus.

Lake Forest College sits on 107 wooded acres, one-half mile from Lake Michigan and 30 miles north of Chicago. It is largely a walking (or biking, or sometimes skateboarding) campus.

The contained campus is colloquially split into three sections: North, Middle, and South. On North Campus, just one academic building, the hallmark Durand Art Institute, is surrounded by three residential buildings including a living and learning community for international students. Middle Campus is the academic hub boasting a newly expanded and renovated Lillard Science Center with state-of-the-art technology for undergraduate teaching and research, the largest academic building, Brown Hall, (expanded

and renovated in 2021), administrative buildings, the admissions welcome center, the Mohr Student Center among other important student spaces. South Campus is home to the College's Athletic facilities as well as residence halls, which are now home to the Freshman first-year experience.

### ACADEMIC PROGRAMS

Lake Forest College offers a variety of distinctive programs both in the liberal arts and professional areas of study, including:

- 34 majors
- 49 minors
- 15 accelerated programs and affiliations
- 3 pre-professional programs
- 2 graduate programs

The College offers majors in both finance and business, which are not available at many liberal arts colleges; entrepreneurship and innovation is the most popular minor at the College. The new Health Professions Program is a unique partnership with Rosalind Franklin University of Medicine and Science, allowing students direct pathways to numerous popular health careers.

The African American Studies Program was elevated to full department status in spring 2021 in response to great student interest. Our self-designed major enables students to work with a faculty advisor to design a major suited to their academic interests.

The Richter Scholar Program offers one-on-one research opportunities with a professor during the summer after the student's first year.

Areas of study, including pre-professional programs and graduate programs, can be found online at [www.lakeforest.edu](http://www.lakeforest.edu).





## ABOUT THE COLLEGE (CONT.)

[edu/academics](https://www.lakeforest.edu/academics).

### CAREER PREPARATION

Our Gorter Family Career Advancement Center (CAC) is a national model. Career development and planning programs begin during a student's first year on campus and include four stages of personal exploration and career development through Career Milestones program, which helps students gain the skills and experiences they need to be successful and to build a strong network within their Pathway, connecting them to a network of mentors including faculty, staff, employers and trustees that will provide them with industry insight and help them land meaningful jobs.

Students can join one or all five communities including the Build Your Own community, which is customized to a student's specific interests and connects them to career opportunities across the following pathways:

- Business, Finance, and Data Science
- Creative Arts and Communication
- Law and Public Service
- Science and Health Care
- Build Your Own

These communities have Leadership Teams that consist of alumni, faculty, professional staff, employers, College trustees, and current students. These Leadership Teams are part advocate, part advisory board, and they help to competitively prepare students for jobs and internships to stay on the forefront of recruiting trends.

Lake Forest has been featured, along with Stanford and Rutgers, for its institutional focus on career preparation in the *Chronicle of Higher Education's* report on "Transforming the Campus Career Center: New Models for a New Era." The CAC has 11 professional career center staff—more than twice the national average, including dedicated advisors for specialized career industry areas. Ninety-six percent of Lake Forest College graduates land jobs, attend graduate school, or pursue other chosen opportunities within six to nine months.

### DIVERSITY, EQUITY, AND INCLUSION

**The Lake Forest College Community is dedicated to diversity, equity, and inclusion.**

#### Faculty Diversity Statement

*The faculty at Lake Forest College are committed to creating a truly inclusive community that allows all members to thrive, including those who are members of underrepresented minority groups in higher education or in society more broadly. We respect and support diverse perspectives, and we value the numerous identities and experiences of our students and colleagues. We will continue to strive for increased diversity, equity, and inclusion as a faculty to ensure that the diversity of our student body is represented among our faculty.*

*Teaching and mentoring students at Lake Forest College are privileges we hold dear, and we recognize that what we teach carries weight in and beyond the classroom. We pledge to speak thoughtfully, to encourage civil discussion, to practice nondiscrimination, and to respect all members of our community. We will not tolerate acts of violence or hate in our community. We commit to the ongoing evaluation and communication of our practices and policies, consistent with this statement and in service to our community.*

### ATHLETICS

In Forester Athletics, maintaining "A Tradition of Excellence" is paramount. Excellence is what the Athletic Department strives for in every aspect of its programming. Whether it is varsity athletics, club sports, intramurals, physical education, or general recreation, the College encourages participation, honor, achievement, and most of all, effort.

All athletics programs embrace the principles of gender equity, cultural diversity, sportsmanship, and fair play. Members of the Athletic Department support the College's mission by consistently challenging students to reach their potential as students and athletes. We support and encourage academic excellence and take great pride in students who excel academically. Similarly, we take great pride in those who excel athletically.

Lake Forest College sponsors 25 varsity sports, 12 men and 13 women. Teams are core members of the Midwest Conference, Northern Collegiate Hockey Association, and affiliate members for men's and women's golf in the St. Louis Intercollegiate Athletic Conference. Men's and women's handball compete under the United States Handball Association.

Recent sports additions include men's and women's golf (2014), track (2018), and lacrosse (2021). The addition of lacrosse was supported with a new turf field, Mohr Field, and lockers. Student athletes comprise about 28 percent of the student body.





## OUR FORESTER FUTURE – THE TRANSFORMATIONAL STUDENT EXPERIENCE

### Our Promise

Lake Forest College is more than just an institution of higher learning - it is a tight-knit community committed to maximizing the potential of each student. Our enduring and distinctive bookmark logo features three acorns. Acorns symbolize growth, fresh starts, and above all, potential. When students choose Lake Forest College, they plant themselves in rich soil that supports germination, rooting, and the flourishing of their academic and personal development. With time, care, and the right conditions, Lake Forest College nurtures students into “Foresters,” who are well-rounded individuals prepared to lead and contribute within a global community.

### Our Vision

Lake Forest College students thrive in intimate academic settings, possessing an innate curiosity about the world around them and a genuine desire to forge meaningful connections with others. As they embark on their academic, professional, and personal journeys, our students bring with them an open and curious mind primed for inquiry and discovery. Guided by the principles in our mission statement, Foresters embody the qualities of self-awareness, resilience, adaptability, entrepreneurship, versatility, and resourcefulness.

### Our Approach

We provide students with carefully curated tools and pathways to explore their academic interests while gaining practical, real-world experience. From tailored first-year programs to ongoing advising, mentorship, and comprehensive career guidance, the Forester journey is facilitated by accessible and invested experts. Students benefit from a quintessential college

experience on a safe and beautiful campus with direct access to Chicago. In this supportive environment our students develop professional and leadership skills both inside and outside the classroom. Our unique location leverages opportunities “in the Forest” and “in the Loop” utilizing the full potential of community resources to help shape our students’ dreams.

Faculty serve not only as professors, but they are also life-long advisors, mentors, champions, and advocates often introducing students to new disciplines, concepts, and ideas. They encourage students to explore the intersections of fields of study as well as the breadth and depth of academic inquiry which comprise the powerful advantage of a liberal arts education. The Forester community is organically diverse and challenges students to learn, grow, and develop empathy for people of varying backgrounds and perspectives. Foresters learn to solve problems collectively, discuss matters amicably, and constantly work toward creating community and an environment in which people from all backgrounds feel a sense of belonging.

### Our Goal

We cultivate students who will excel as critical thinkers, articulate communicators, and globally engaged community members. Through the work and dedication of faculty and staff, Foresters emerge as lifelong and agile learners equipped to thrive in ever-evolving workplaces, organizations, and communities. They are highly prepared for post-graduate careers and for life itself, becoming compassionate, culturally attuned, and engaged members of society. Graduation is not an ending; it is a celebration along the journey. Matriculating at Lake Forest College means you are a “Forester Forever.”





## THE OFFICE OF CAMPUS LIFE

The new Vice President will lead the recently re-vised and reorganized Office of Campus Life, formerly called the Office of Student Affairs. The new title reflects the broader scope and range of activities needed to deliver on the promise of a Transformational Student Experience (TSE) at Lake Forest College. The Office of Campus Life will ensure our ongoing commitment to creating a safe, healthy, and inclusive environment for all campus constituents - students, faculty, and staff.

The two most significant additions to the VPCL portfolio include:

- **The Office of Inclusive Excellence:** Developed in response to several years of work and recommendations, the Office of Inclusive Excellence strives to create an environment that values, engages, and includes the rich diversity of past, current, and future students, staff, faculty, administrators, and alumni. The College will embark on a search to recruit an Associate Dean of Inclusive Excellence, who will report to the Vice President for Campus Life and who will be charged to create and foster an environment of inclusion and belonging.
- **The Department of Athletics:** Forester Athletics is a critical part of campus life. By nesting Athletics within the Office of Campus Life, the College aims to provide a deeply integrated student experience, one that ensures a unified approach to all elements of student's experiences at the College, while celebrating the Tradition of Excellence that has been created within the Department.

The Office of Campus Life will also oversee other critical functions within student affairs, including residence life, health and wellness, public safety, Title IX, and the [Gates Center for Personal Growth and Leadership](#).

This position is an excellent opportunity for a visionary, creative, accomplished higher education leader who is ready to lead campus life at one of the top liberal arts colleges in the nation.





## THE VICE PRESIDENT FOR CAMPUS LIFE: OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP

To successfully deliver a transformational student experience at Lake Forest College, the new Vice President for Campus Life (VPCL) will expertly administer the following areas:

### **LEADERSHIP AGENDA:**

#### **Foster a Holistic Campus Experience**

- Build a more cohesive campus community where every student, faculty, and staff member can thrive and find joy and fulfillment in the place where they live, work, and learn.
- Build a close partnership with the Krebs Provost and Vice President of Academic Affairs to ensure a vibrant student experience inside and outside the classroom and advocate on behalf of student academic and co-curricular needs to foster collaborative relationships and an environment that promotes success and retention.
- In close alignment with the Provost and other College leaders to develop, promote, implement, and assess learning experiences that align with the College's residential curriculum and promote a holistic educational experience.
- As part of the President's staff, engage in collegewide leadership discussions which build the culture of a transformative student experience and a vital campus wide culture.
- Advise and assist the president and senior leadership colleagues particularly in relation to complex student issues, current and emerging trends in student life and student affairs, including crisis situations.
- Assure faculty and staff inclusion and participation in campus life.
- Whatever their individual affiliations and memberships, assure that students think of themselves as Foresters first, not student athletes or members of individual organizations but as campus wide citizens.
- Provide active and positive representation of Campus Life in interactions with all key stakeholders to include students, faculty, staff, families, and other College constituents.

#### **Support an Equitable and Inclusive Environment**

- Establish, encourage, and foster an environment of respect, recognition and active inclusion of the diverse backgrounds and perspectives of students, faculty, and staff.
- Assure a campus climate that centers principles of DEIB (Diversity, Equity, Inclusion, Belonging) and combats social inequity.
- Ensure that Lake Forest College students have experiences that develop understanding, respect, and appreciation for the diverse cultures, identities of the community members around them.

#### **Serve as a Spokesperson and Compelling Advocate for Lake Forest College's Transformational Campus Life Experience**

- Clearly communicate OCL goals/roles throughout the College.
- Strengthen the College's position as a thought leader in the various aspects of campus and student life through active and ongoing engagement in national conferences and dialog.
- Be a visible and enthusiastic role model in campus activities.
- With supporters and potential donors, make the case for the Transformational Student Experience and Lake Forest College's vision for a campus culture that is integrated, seamless and dynamic.
- Bring an innovative and entrepreneurial spirit and contribute to the continued implementation of the College's strategic framework, especially as it relates to campus life.
- Guide strategic planning, program development, assessment and goal implementation for all campus life units and the division in alignment with institutional goals and objectives.
- Develop, implement, and manage division-wide operations and budgets, ensuring the efficient and effective stewardship of resources.



# THE VICE PRESIDENT FOR CAMPUS LIFE: OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP (CONT.)

- Maintain current knowledge and understanding of applicable local, state, and federal laws and regulations that impact student behaviors and policies, student conduct and student activities.
  - Respond appropriately and in a timely manner to a variety of complex student issues and student crisis situations while maintaining required levels of confidentiality and professionalism.
  - Ensure that the Office of Campus Life is utilizing effective assessment and evaluation methods, best practices, and metrics to support data-driven decision making and to provide information related to student learning, programmatic and effectiveness outcomes to the College.
  - Provide oversight for all activities related to student conduct, Title IX, and equity proceedings, ensuring due process and the administration of applicable College policies and procedures.
  - Assure a robust array of programs for the mostly on-campus student population.
  - Focus on strengthening student groups and their integration into the full life of the campus.
  - Assure an advisory rather than supervisory approach to supporting student groups.
  - Provide a balance of challenge and support for all students, removing logistical and bureaucratic challenges, while assuring a rigorous and dynamic student learning environment
- ADDITIONAL RESPONSIBILITIES INCLUDE:**
- Build a climate of trust, transparency, and openness by working collaboratively and communicating frequently with faculty and staff, with deans, and with executive leaders.
  - Cultivate positive working relationships across the College to promote a transformational student experience, a holistic campus environment, innovation, and student-centered practices and services.
  - Provide accountability, professional development and mentoring for all direct reports. Enhance cultural diversity, inclusivity, and well-being for professional staff.
  - Partner with the Krebs Provost and the Vice President of Academic Affairs to align campus life and the academic program, assuring a cohesive, seamless student experience from admissions through graduation and beyond.
  - Liaison to Board of Trustees, providing support to the Student Experience and Student Success Committee

## REQUIRED AND PREFERRED QUALIFICATIONS AND EXPERIENCES

### REQUIRED QUALIFICATIONS

- Master's degree from an accredited college or university. EdD or PhD preferred.
- A creative problem solver who is willing to take risks to create a cutting-edge campus life division (especially in areas of residence life, orientation, First Year Students, and student clubs and activities)
- Experience in personnel management, direct supervision of staff and building successful teams.
- Significant, progressive leadership experience in student affairs or a related field, suitable for appointment at the vice-presidential level.
- Excellent interpersonal, organizational, communication, and leadership skills and the ability to work collaboratively and effectively with students, faculty, staff, and senior administration
- Knowledge of Division III athletics and title IX.
- Demonstrated understanding of and commitment to a liberal arts education, the ability to recruit, lead, recognize and retain talented staff.
- Knowledge of conflict resolution strategies and methods.
- Demonstrated experience in establishing and maintaining collaborative working relationships with faculty, staff, colleagues, trustees, and other campus community members.
- Ability to develop collaboration among diverse groups and to lead and manage change.
- Successful completion of satisfactory background checks.







## PROCEDURES FOR NOMINATION AND APPLICATION

Lake Forest is being assisted in this search by Dr. Katherine Haley, Senior Consultant from Academic Search.

Applications should be submitted as three separate PDF documents and include the following:

- A thoughtful letter of interest addressing, as appropriate, the key responsibilities and qualifications outlined in this profile,
- A current resume/CV, showing relevant administrative responsibilities and accomplishments.
- An annotated list of 5 references with contact information, who will not be contacted without candidate's prior approval.

Inquiries, nominations, and applications should be sent to: [LFCVPCampusLife@academicsearch.org](mailto:LFCVPCampusLife@academicsearch.org).

For nominations, please include the nominee's name, position, employer, and email address.

All information from and about candidates will be kept in strict confidence in perpetuity. For full consideration by the search committee, applications should be submitted by **December 6, 2024**.

*Lake Forest College does not discriminate on the basis of race, color, religion, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, parental status, marital status, age, disability, citizenship status, veteran status, genetic information, or any other classification protected by law in matters of admissions, employment, housing, or services or in the educational programs or activities it operates.*

*Lake Forest College complies with federal and state laws that prohibit discrimination based on the protected categories listed above, including Title IX of the Education Amendments of 1972, which prohibits discrimination based on sex (including sexual misconduct) in the College's educational programs and activities.*



# ABOUT ACADEMIC SEARCH

Academic Search is assisting Lake Forest College 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.

