



Northern Illinois University

Associate Vice Provost for Student Success

LEADERSHIP PROFILE

Summer 2021

Executive Summary

Northern Illinois University (NIU) seeks a dynamic, collaborative academic leader to serve as associate vice provost (AVP) for student success. The AVP reports to the senior vice provost and is responsible for providing senior level leadership and planning for the facilitation of key student success and retention initiatives across the university. The AVP will understand and employ national best practices to guide development and implementation of efforts in student success. The AVP will advise the senior vice provost and other campus leaders on key retention and student success issues, provide recommendations for strategic planning and collaborate with several diverse student support units. The AVP will build and foster collaborations within and outside NIU to establish critical partnerships that support the mission of the university. The AVP will serve on the Student Experience Team (SET) leadership team and foster partnerships with Academic Diversity, Equity and Inclusion as well as Student Affairs. The AVP has oversight authority for the Office of Student Engagement and Experiential Learning (OSEEL), Orientation and First-Year Programs (OFP), Career Services, Academic Advising Center, Student Athlete Academic Support Services (SAASS), Navigate and Retention coordinator, Planning and Assessment director, and Huskie Academic Support Center including providing leadership around fiscal, structural and performance related matters. The successful candidate possesses a unique combination of strong leadership, interpersonal skills, student-focused mindset, visionary nature and the strong organizational skills to oversee the implementation of initiatives at a practical level. Additionally, the candidate demonstrates commitment to advancing NIU's mission, vision and values; a deep commitment to equity, diversity and inclusion; and an understanding of innovative approaches and best practices in the field.

NIU is a high research (R2) and Carnegie-engaged institution that enrolls over 16,500 students, approximately 750 international students and 4,500 graduate students. NIU is home to more than 130 degree programs across seven colleges, in addition to a variety of programs that lead to both undergraduate and graduate certificates. The successful candidate will enhance the university's growing reputation as a leading public and national research university; build on the institution's substantial strengths in teaching, research, engagement and outreach; and importantly, share in NIU's commitment to creating an equitable and inclusive learning and living environment.

Expectations for Leadership

The AVP provides innovative and forward-looking leadership and direction for the student success programs of the university and works collaboratively to establish direction, priorities, goals and innovative solutions to problems. The candidate is of unimpeachable integrity and superb judgment, exemplified by fairness, flexibility, empathy, responsiveness, and broad and compelling personal and professional experience. Exceptional communications skills are required — especially strong listening skills and an ability to find and form consensus. The primary duties of the AVP include:

- Work with academic colleges; Student Affairs; Academic Diversity, Equity and Inclusion; students; and advising services (academic, career, and financial) to leverage synergies and respond to issues collaboratively and efficiently.
- Provide leadership as part of the strategic enrollment plan to identify ways to institutionalize and enhance high impact practices as a means for increasing student retention, persistence, and academic, career and financial success.
- Continue to identify possible synergies among academic service units and encourage and support collaboration and partnership where possible.
- Identify grant funding opportunities and complete grant proposals.
- Provide strategic leadership for institutional efforts to identify, enhance and track student success.
- Work in partnership with colleges and campus units to ensure alignment with strategic goals related to retention, persistence and career success.
- Have direct oversight of the following units: Office of Student Engagement and Experiential Learning (OSEEL), Orientation and First-year Experience (OFP), Career Services, Academic Advising Center, Student Athlete Academic Support Services (SAASS), Huskie Academic Support Center, the Provost's Student Advisory Board, the Navigate and Retention Coordinator and Director of Planning and Assessment.
- Work with and further develop partnerships with external partners including the Presidents for Latino Student Success, One Goal, Bottom Line and other similar partnerships.
- Serve on the ACCAP Committee or other similar campus-wide committees. Attend meetings with advising directors, providing support and information where needed. Support efforts to recognize outstanding faculty and staff exemplars in engaged learning.

Professional Qualifications and Personal Qualities

The AVP is an energetic, self-assured leader of stature with a deep knowledge of and commitment to the vision and functions of the student success field. The AVP is also a capable executive with skills in fiscal and human resource management and student service. The successful candidate must have the personal leadership style necessary to advance the educational mission of NIU and inspire faculty, staff and students.

The successful candidate has the following required qualifications:

- Doctoral degree with a minimum of seven years relevant experience leading student success initiatives.
- Proven leadership ability and demonstrated experience managing complex multiyear projects involving human and fiscal resources.
- Proven experience working with different stakeholders across the university.
- Demonstrated commitment to diversity, equity and inclusion.

In addition, the candidate possesses the following preferred qualifications, demonstrating knowledge, skills and abilities as follows:

- Excellent interpersonal and communication skills (including writing and public speaking).
- Excellent organizational, analytical and creative problem-solving skills.
- Ability to manage multiple areas, events and deadlines simultaneously, and demonstrated ability to cultivate and maintain collaborative and effective work relations with all levels of management, staff, administration and academic personnel.
- Ability to work effectively under pressure and to use judgment in accomplishing tasks of an urgent, sensitive or confidential nature; balance conflicting priorities; and make decisions from a range of choices.
- Ability to work with faculty, administrators and students in a collegial fashion.
- Experience in working independently in creating new programs.
- High level of initiative and flexibility.
- Proficiency with office software programs.
- Experience in grant writing and contract management.

Procedure for Candidacy

Candidates should provide a curriculum vitae and letter of intent that address the responsibilities and qualifications described in this position announcement. Finalists will be asked to provide contact information for three to five professional references.

Inquiries, nominations and applications are invited. For full consideration, applicant materials should be received by June 27, 2021. To view a full leadership profile or directly apply for the position, please visit niu.edu/work-at-niu/provost. All application materials should be submitted using **NIU's employment portal**. All inquiries and nominations may be directed to the co-chairs of the search committee, Kelly Olson (kolson9@niu.edu) and Taylor Atkins (etatkins@niu.edu).

Lisa C. Freeman, President



Lisa C. Freeman was appointed the 13th president of NIU in September 2018. In this role, President Freeman works to support all aspects of the university's mission, emphasizing NIU's continued commitments to promoting the social mobility of our students, producing high-impact scholarship and engaging with our region. Accordingly, she strives to create a learning environment where students, faculty and staff from a wide range of backgrounds feel welcome and included. President Freeman has been a member of NIU's senior leadership team and a professor of biology since 2010. She served as NIU's vice president for research and graduate studies from 2010 to 2013. She became executive vice president and provost in May 2014 after serving on an interim basis.

President Freeman earned a bachelor's degree in 1981, then a master's degree and a doctor of veterinary medicine in 1986 from Cornell University. She went on to earn a doctor of philosophy in 1989 at The Ohio State University, and subsequently worked as a postdoctoral fellow and research scientist at the University of Rochester School of Medicine. In 2004-05, President Freeman was a fellow of the American Council on Education hosted by the University at Buffalo.

President Freeman's latest State of the University address, delivered Nov. 17, 2020, can be viewed on her [website](#).

Beth Ingram, Executive Vice President and Provost



Beth Ingram was appointed as executive vice president and provost (EVPP) in May 2019. In this role, Ingram reports directly to the president and works to support the mission, vision and values of NIU. The provost functions as the chief academic officer and leads the Division of Academic Affairs, which includes all of the academic colleges, the university libraries, the graduate school, international affairs, academic support services, undergraduate affairs, faculty affairs and resource planning.

The executive vice president oversees Institutional Effectiveness and Student Affairs and shares with the president a reporting line for Academic Diversity, Equity and Inclusion. The executive vice president and provost works in partnership with the president and vice president of Administration and Finance on all matters related to university budgets and decision-making.

Ingram earned a bachelor's degree in 1981 from the University of Iowa, then a Ph.D. in economics from the University of Minnesota in 1986. She spent most of her academic career at the University of Iowa, attaining tenure before moving into various administrative positions. Prior to NIU, Ingram served as provost at North Dakota State University.

Northern Illinois University — An Overview

About NIU

America's most enduring institutions are those created to meet specific needs and allowed to evolve as those needs change. Such is the story of Northern Illinois University, which celebrated its 125th anniversary in 2020.

Since Northern Illinois University was chartered in 1895, it has been the recipient of numerous prestigious national rankings and recognitions that have highlighted academic achievements across the university. These are proud honors for NIU because they confirm some of the principles we value most. For example, NIU's ranking of 150 for National Universities and among the top 200 national universities for Social Mobility (131), Research (194) and Service (136) by "Washington Monthly" demonstrates our commitment to providing students with cutting-edge curriculum while also inspiring them to give back to their communities. Ranked in the top 10% for Social Mobility by Payscale.com, the university remains dedicated to its mission of making a college degree accessible and achievable for everyone.

We have grown into a world-class university that attracts students from around the globe while still primarily serving Illinois. Our reputation and close proximity to Chicago provide our faculty and students with the opportunity to build exceptional national and international partnerships with such industries as Fermilab in Batavia, Ideal Industries in Sycamore and Argonne National Laboratory in Lemont, as well as with the legendary Moscow Art Theatre in Russia.

Our system of shared governance and community engagement has led to the creation of a distinct culture at NIU — one that encourages collaboration between researchers, students, staff, community members, alumni and friends of NIU. We embrace our diversity and understand the importance of maintaining connections between people, and we seek a leader who will build on NIU's accomplishments by understanding those who have contributed to NIU's success.



Vision, Mission and Values

At NIU, we are wholeheartedly dedicated to our vision, mission and values as they help shape all that we do.

Vision

Northern Illinois University's vision is to be an engine for innovation to advance social mobility; promote personal, professional and intellectual growth; and transform the world through research, artistry, teaching and outreach.

Mission

The mission of Northern Illinois University is to empower students through educational excellence and experiential learning as we pursue knowledge, share our research and artistry, and engage communities for the benefit of the region, state, nation and world.

Values

In pursuing our vision and fulfilling our mission, we value and practice:

- Curiosity and creativity.
 - We provide our students active learning experiences.
 - We champion innovation.
 - We commit our resources to supporting students, faculty and staff in their research, artistry and professional development.
- Equity and inclusion.
 - We seek and are strengthened by the diverse perspectives and experiences of our university community members.
 - We use an inclusive decision-making process.
 - We appreciate and respect every member of our community.
- Ethics and integrity.
 - We prepare our students to become global leaders who work to build a better society.
 - We model ethical behavior in and out of the classroom.
 - We are transparent and accountable to our stakeholders.
- Service and stewardship.
 - We serve society and confront local, national and global challenges through collaborations that improve our learning, teaching and research.
 - We make accessible the knowledge and resources we create.
 - We promote our students' success through advising and mentoring.

Commitment to Diversity and Inclusion

Proximity to Chicago and its suburbs make NIU a **diverse community** that celebrates the lived experiences each student, faculty and staff bring to campus and the learning environment. Huskies value the ideas and insights every person has to offer, and we discover our commonalities by embracing and discussing our differences. We grow from challenging one another, and we're strong because of the way that we support one another. Most importantly, we value a sense of pride in being a Huskie and belonging to the Huskie family.

Our **Northern Pact, presidential commissions, cultural resource centers, diversity workshops and conversations** — all working in conjunction with our **Office of Academic Diversity, Equity and Inclusion** — prepare our students for a global workforce and enrich the lives of all who live, study and work here.

Academics

NIU has a long, rich tradition of academic excellence with a breadth of programmatic offerings that support the academic aspirations of our students. Our nationally and internationally recognized faculty are not only dedicated to advancing their academic disciplines, but, in collaboration with NIU staff, are also focused on providing meaningful curricular and co-curricular experiences that prepare NIU students to be successful in achieving their future goals.

NIU is classified by the Carnegie Foundation as a Research University/High Research Activity and a Carnegie Engaged University. NIU offers baccalaureate, master's, doctoral and law degrees across more than 40 academic departments and **seven colleges**: Business, Education, Engineering and Engineering Technology, Health and Human Sciences, Law, Liberal Arts and Sciences, and Visual and Performing Arts.

Our research, artistry and scholarship enterprises address complex, real-world challenges both in our region and across the world. With our growing Honors Program, we continue to attract the brightest students by providing them with robust learning opportunities, faculty research experiences and connections to help launch their careers.

Student Life

At NIU, there's something for everyone. We have over 300 student organizations dedicated to a variety of interests: academic and professional, community service, diversity and cultural, governing bodies, fraternity and sororities, honorary societies, political, military, programming and performing, recreational and sports, religious, and social, to name a few.

About 3,500 students live on campus in our five residence halls and the Northern View Community apartments. Students have access to residential computer labs, dining centers, classrooms, social areas and centralized tutoring and writing centers.

The renovated Holmes Student Center, our campus hub, features a completely revitalized bookstore, as well as a new Qdoba Mexican Eats restaurant and Starbucks. Students can gather, eat, drink, bowl, sing karaoke, listen to live music, watch the game or take on competitors at one of our trivia nights at the new Huskie Den, with its bowling center and bar and grill. They'll find everything under one roof, including quick snacks at The Depot convenience store or an elegant dinner at our student-run Ellington's Restaurant.



Athletics

NIU, one of 12 universities that make up the Mid-American Conference (MAC), has a highly successful Division I athletic program with 16 sports. NIU Athletics consistently rank among the best in the nation in academic performance and graduation rates and is the recipient of the NCAA and Minority Opportunities Athletic Association (MOAA) Award for Diversity and Inclusion.

Alumni

NIU has a fiercely proud alumni base of well over 200,000 and boasts accomplished careers in a diverse array of fields and professions. They primarily reside in the northern Illinois region, creating dynamic professional networks for NIU students and faculty, and providing economic vitality to the region and state.

Greater DeKalb Community

Located 65 miles from downtown Chicago, the third largest city in the U.S., DeKalb is a vibrant community of approximately 44,000 residents with excellent schools and state-of-the-art health care, offering big-city arts and culture in a small-town atmosphere relatively free of traffic and congestion. There are also excellent shopping, dining, and arts and entertainment options close to NIU and DeKalb in the neighboring community of Sycamore, in the city of Rockford and the towns of the Fox River Valley. Chicago's world-class museums, restaurants and theater scenes are easily accessible from DeKalb.

Major corporations are also taking notice of all that DeKalb has to offer. Ferrara Candy Company, based in Chicago, announced in February that it is investing \$100 million in the city with the construction of a new 1.6 million square-foot manufacturing and distribution facility, adding approximately 500 new jobs to the region. In June, Facebook announced it would build an \$800 million data center in DeKalb, its 12th in the United States.

Learn more about DeKalb and the [surrounding area](#).





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