



Vice Chancellor for Student Affairs

A thriving public research university and critical engine of social mobility located on Massachusetts' Southcoast, UMass Dartmouth seeks a Vice Chancellor for Student Affairs (VCSA). Reporting directly to the Chancellor, the VCSA oversees a comprehensive student affairs organization with a \$40 million annual budget. The VCSA leads efforts to create and sustain a vibrant, healthy student experience for all UMass Dartmouth students—residential, commuter, and online; undergraduate and graduate; traditional and non-traditional. The Vice Chancellor will foster strong partnerships with the Provost, Deans, and other campus leaders to promote student success and enhance retention and graduation rates. The successful candidate will demonstrate sustained experience in engaging with a diverse student population to build community and an inclusive, equitable environment. Departments reporting to the VCSA include the Career Development Center; Center for Access and Success; Center for Women, Gender & Sexuality; Police Department; Counseling Center; Frederick Douglass Unity House; Health Services; Housing and Residential Education; LiveWell/Health Education; Center for Religious and Spiritual Life; Student Activities Involvement and Leadership; and Student Conduct and Dispute Resolution.

ABOUT THE UNIVERSITY

UMass Dartmouth distinguishes itself as a dynamic public research university dedicated to engaged learning and innovative research, resulting in lifelong student success. The University's story is one of tremendous momentum and continuous expansion. Established in 1895, UMass Dartmouth has evolved from its textile roots into a comprehensive, nationally ranked research university that offers an array of highly regarded undergraduate and graduate programs in the liberal arts and sciences, business, engineering, nursing, and the visual and performing arts. The University also includes the only public law school in Massachusetts and a School of Marine Science and Technology offering graduate degrees. Last year, the University launched a new Honors College that features dedicated living and learning spaces, including Honors residence hall accommodations, classrooms, study spaces, and a computer lab. The University also boasts brand new first-year residence halls and dining commons with the goal of fostering a vibrant and welcoming residential community for students from their first days on campus.

Ranked second in Massachusetts for social mobility, UMass Dartmouth is proud to serve as an important engine of opportunity for a diverse and talented student body. Roughly 40 percent of UMass Dartmouth's most recent incoming class identify as students of color, roughly half are the first in their families to attend college, and 47 percent qualify for federal Pell Grants. The University's total enrollment is roughly 6,700 students, including approximately 4,900 undergraduates, 850 graduate students, and 950 online students. Roughly two-thirds of UMass Dartmouth's undergraduate students reside on campus.

UMass Dartmouth is proud of its roots in the beautiful Southcoast region of Massachusetts and sustains strong connections to the surrounding communities of New Bedford and Fall River.

THE ROLE OF THE VICE CHANCELLOR FOR STUDENT AFFAIRS

The Vice Chancellor for Student Affairs will be responsible for the strategic vision, personnel management, and fiscal management of the student affairs division. The Vice Chancellor will focus on removing systemic barriers and building new structures that will enable all of UMass Dartmouth's students to thrive.

The Vice Chancellor will report directly to the Chancellor, Mark Fuller. The Vice Chancellor will serve as a collaborative and collegial member of the Chancellor's leadership team, which currently includes:

- Chief Diversity Officer/Title IX Coordinator
- Chief of Staff
- Provost and Vice Chancellor for Academic Affairs
- Vice Chancellor for Advancement
- Vice Chancellor for Enrollment Management
- Vice Chancellor for Administration and Finance
- Assistant Vice Chancellor for Government Relations
- Assistant Vice Chancellor for Organizational Behavior

The Vice Chancellor will be supported by an Associate Vice Chancellor and Dean of Student Affairs and will oversee 84 staff in total. The Vice Chancellor currently supervises 10 direct reports, including the following:

- Associate VC and Dean of Students (vacant)
- Assistant VC for Career and Civic Engagement
- Chief of Police
- Co-Interim Assoc. VC for Student Affairs /Director of the Frederick Douglass Unity House
- Co-Interim Assoc. VC for Student Affairs/Director of the Center for Women, Gender & Sexuality
- Director of the Counseling & Student Development Center
- Director of Health Services
- Director of Housing & Residential Education
- Director of New Student & Family Programs
- Director of Student Activities

The VCSA will encourage collaboration and communication among all of these expert and talented staff members to ensure that robust, holistic, and equitable systems are developed and implemented across the division and for all students.

OPPORTUNITIES AND CHALLENGES

The Vice President for Student Affairs will be asked to address the following:

- **Develop a forward-looking strategic vision for UMass Dartmouth's student life division that harmonizes with the University's emerging strategic priorities and mission:** The Vice Chancellor will be charged with collaboratively developing and leading the implementation of a divisional strategic plan that aligns with the University's overarching strategic direction. Key priorities for

the future of UMass Dartmouth's student life division include continued and intensified focus on: enlivening the residential, student experience; strengthening the sense of community and belonging for residential, commuter, and online students from all backgrounds; enhancing student experiences including enrichment activities, career readiness and work force development; substantive opportunities for community engagement; and more fully connecting life inside the classroom to life outside the classroom.

- **Enhance student success, retention, and graduation rates:** The VCSA will partner with the Provost, Deans, and the Vice Chancellor for Enrollment to determine and implement the most effective strategies to enhance recruitment and retention efforts, with particular emphasis on first-generation students, and the goals of maximizing the academic experience, engaging with the campus and surrounding community, and substantially improving student graduation rates.
- **Further build and sustain an equitable and inclusive climate for all members of the campus community:** The VCSA will demonstrate a personal and professional commitment to diversity, equity, access, and inclusion and will work to create systems and programs that ensure UMass Dartmouth is a place where all students, regardless of background, can thrive. The VCSA will also work to ensure campus services and supports evolve to match the changing demographics of the student body, and that all students feel well supported, whether undergraduate or graduate, residential, commuter, or online.
- **Align UMass Dartmouth's student life policies with nationally recognized best practices:** The VCSA will bring a deep familiarity in developing programs, managing risk, and building and sustaining an inclusive campus community. They will work with division staff and other campus constituencies to identify the division's current strengths as well as areas for future growth and lead efforts to create a student-centered mindset throughout the university. The Vice Chancellor will be responsible for transforming the Student Affairs division over time into a model operation that is based on nationally recognized and proven practices but thoughtfully adapted for the specific mission and needs of UMass Dartmouth.
- **Work with student affairs staff, campus partners, and students to proactively ensure student well-being:** As on all campuses across the nation, UMass Dartmouth students face a multitude of external and internal pressures which can significantly challenge their mental and physical health. The VCSA will work with divisional staff, undergraduate and graduate students, as well as leaders across the University to determine how UMass Dartmouth can best support students through education, programming, and initiatives tailored to their collective needs. This includes best practices for student wellness and safety in areas including alcohol and drug use, healthy relationships, and identity-based harassment.
- **Recruit, retain, and mentor a talented professional student affairs staff:** The VCSA will be pleased to find that the student affairs staff is a professional, dedicated group eager to work closely with a best-practices expert to further elevate its already strong operations. The VCSA will further cultivate the talents of each individual staff member and encourage their continued professional development. The VCSA will also recruit new staff members with a particular focus on ensuring that students from backgrounds traditionally underrepresented in higher education continue to see in the student affairs staff individuals whose experiences reflect their own.

DESIRED QUALIFICATIONS

The ideal candidate will have an advanced degree in a relevant field and bring many of the following skills and experiences to the role:

- A strong understanding of national trends and best practices in student affairs, and the judgment to evaluate which would be most effective and most appropriate for UMass Dartmouth;
- A powerful commitment to diversity, equity, and inclusion, including a track record of creating successful initiatives targeted toward the success of first-generation students;
- Experience of managing institutional resources effectively and of working collaboratively with campus leadership to ensure a trajectory of financial sustainability;
- A dynamic presence and desire to be accessible and visible to students, families and campus partners;
- A familiarity in working with key student groups, including student government, Greek Life, and various student clubs and organizations to proactively involve them in shaping the campus experience;
- Demonstrated experience of successfully leading a team through a period of change with optimism and energy;
- Flexibility, patience, and an ability to build consensus for meaningful and long-lasting change;
- An understanding of emergency protocols and crisis response procedures;
- Experience of effectively managing staff in a unionized workplace;
- Experience preparing and administering a divisional budget, reflecting the support of strategic priorities both in a division and the larger University;
- A personal and professional commitment to ensuring that the work and workplace of the division are both shaped by the highest principles of inclusion and equity;
- A commitment to the public research and social opportunity mission of UMass Dartmouth.

CONTACT

For best consideration, please send all nominations and applications to:



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It is the policy of UMass Dartmouth not to discriminate against any applicant for admission or employment, or against any employee, or in any educational programs, on the basis of race, color, religion, national origin, age, veteran status, disability, sex, or sexual orientation.