



UNIVERSITY OF MINNESOTA ROCHESTER

Assistant Vice Chancellor for Student Success, Engagement, and Equity

The **Assistant Vice Chancellor (AVC) for Student Success, Engagement, and Equity (SSEE)** will serve as a collaborative, engaged leader of the innovative University of Minnesota Rochester (UMR) student development team, focused on student diversity, inclusion, equity, retention, engagement and wellbeing. At UMR our diverse student body and commitment to the success of all students, including those who have traditionally been underrepresented in higher education, are core to our identity and future. Working closely and collaboratively with academic affairs, this student affairs AVC will lead and connect student development programs and will represent student development on campus and with University of Minnesota system colleagues.

As a growing campus devoted to educational innovation, we seek a visible, optimistic, and dynamic student development leader; at the same time, given the size and stage of our young campus, this leader will also need to work side-by-side with colleagues in all aspects of student development. The AVC will lead and facilitate a multi-faceted staff to increase student success, engagement, equity and retention. That staff includes a team of student success coaches as well as individual staff members with the following areas of focus: health and wellness, residential life, counseling, disability services and student activities. Together, this leader and their staff also manage student orientation, student conduct, care reporting, biased incident response, student Title IX issues, and the “living learning communities.” At UMR, all students engage in all of the “high impact practices” identified by the American Association of Colleges and Universities (AAC&U) while we also pilot and test other potential high-impact practices. This student-centered leader will model UMR values of respect, diversity and inclusivity, community, evidenced-based decision making and human potential. The AVC for SSEE reports to the Chancellor, working closely and collaboratively with the Vice Chancellor for Academic Affairs and Innovation.

The Assistant Vice Chancellor position is a full-time, 12-month, senior administrative position. The AVC reports directly to the Chancellor of the University of Minnesota Rochester while working in close collaboration with the Vice Chancellor for Academic Affairs and Innovation. The position is open until filled. Salary is competitive and commensurate with education and experience.

About the University of Minnesota Rochester:

Our Vision is to *transform higher education through innovations that empower graduates to solve the grand health challenges of the 21st-century*. In this vibrant context, students are at the center of all we do – including faculty research focused on the efficacy of educational

innovation. By offering a distinctive health sciences education, UMR prepares students for a broad spectrum of career pathways including patient care; resilience, wellbeing and mental health; health care research and discovery; global health and public policy; emerging health technologies and the business and leadership of healthcare. In its second decade of serving students, the campus community is growing and currently serves more than 900 undergraduate and graduate students in the heart of downtown Rochester. Through creative partnerships, this campus aims to grow in size and influence in its second decade. At UMR, relationships and research drive student success. Our approved strategic growth plan has been aligned with the University of Minnesota System strategic plan ([MPact 2025](#)) establishing key metrics and aspirations. For more information about the University of Minnesota Rochester campus, please visit <http://r.umn.edu/about-umr>.

Specific responsibilities of the role include but are not limited to the following:

- As a student-focused leader, provides a positive, dynamic, visible presence on campus, modeling engagement, inclusion, and respect.
- Provides student development, equity, and retention leadership and expertise for the campus, working closely with other members of the chancellor's leadership team.
- Leads and is responsible for student development staff and outcomes through strategic project management, evidence-based practice, and coordination with faculty and other relevant staff in this intentionally matrixed campus community.
- Provides oversight for student development operating budgets, working closely with the Vice Chancellor for Finance and Campus Resources and the Chancellor to ensure alignment with strategic priorities.
- Manages the policies and processes associated with student-related Title IX/sexual misconduct, general student conduct, biased incident reports, and care reporting for at-risk students.
- Provides retention and equity expertise as a member of the *Enrollment Management Team*, the campus *Diversity and Inclusion Committee*, and the chancellor's leadership team.
- Works collaboratively and strategically with the Vice Chancellor for Academic Affairs and Innovation and faculty to ensure coordination and intentional integration of curricular and co-curricular endeavors and to contribute expertise to foundation and grant proposals that include student development elements.
- Works collaboratively with other officers of the University of Minnesota system to meet the student development objectives of the system-wide and campus level strategic plans.



Qualifications

Candidates for UMR's Assistant Vice Chancellor for Student Success, Engagement and Equity must have the following qualifications:

- A relevant graduate degree.
- Prior experience in student development leadership including the ability to serve as a catalyst for initiatives that increase student retention; enhance progress related to student equity, diversity, and inclusion; adapt and innovate in response to evidence; and inspire and guide team members to excellence in their interactions with students.
- Demonstrated commitment to using data to inform practice, with expertise emanating not only from experience but also a deep knowledge of relevant research.
- Ability to maintain high visibility on campus and to respond quickly to on campus situations.

The ideal candidate for the position will have the following qualifications, expertise, and characteristics:

- Doctoral level academic preparation in student development theory and/or equitable practices in higher education.
- Success in obtaining grant funding, especially for initiatives related to access, diversity, inclusion, and student success.
- Experience in assessment of student development programming and efficacy.

Note that a person with these qualifications would have the opportunity to advance to the Associate Vice Chancellor position classification.

Key Leadership Competencies

- Finds joy and purpose in supporting student success.
- Models respect for all.
- Has a visible and positive presence.
- Excels at collaborative project management.
- Generates and implements evidence-based solutions.
- Is reflective, curious, empathetic, and approachable.
- Thinks strategically and works collaboratively.
- Facilitates inclusive decision-making communicated with transparency.
- Motivates, inspires, and empowers students and staff.
- Listens well and builds trusting relationships.
- Operates with integrity.

