



POSITION PROFILE

VICE CHANCELLOR FOR STUDENT SUCCESS

MISSOURI
S&T



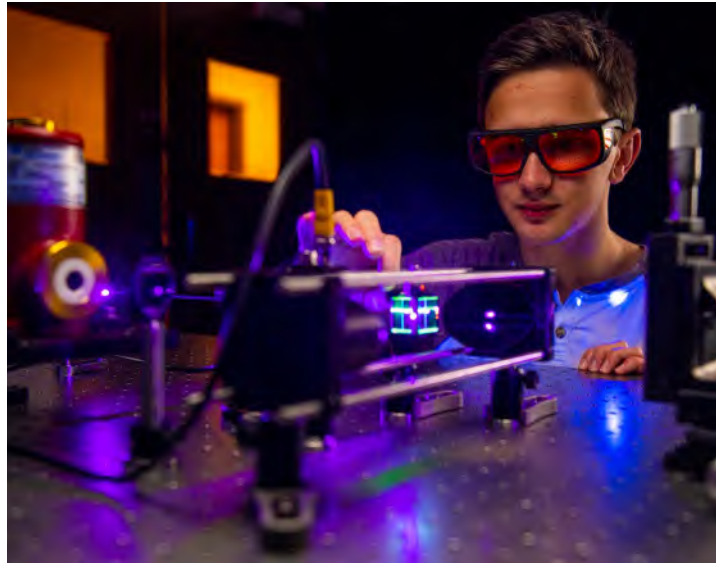
ABOUT MISSOURI S&T

Designated as both a land-grant and space-grant institution, Missouri S&T has a rich academic tradition dating back to its founding in 1870 as the Missouri School of Mines and Metallurgy.

The university currently enrolls over 7,000 students and is home to more than 350 faculty, many of whom are [recognized as among the top performers](#) in their respective fields. Missouri S&T is frequently commended as a leading institution for [career placement and return on investment](#) and a [top destination for engineering majors](#). Under the leadership of [Chancellor Mohammad Dehghani](#) and [Provost Colin Potts](#), Missouri S&T is pursuing three primary “[North Star Goals](#)” in the coming years: growing enrollment, elevating the university’s rank and reputation, and advancing to an R1 Carnegie Classification.

Missouri S&T participates in Division II intercollegiate sports and hosts 17 men's and women's athletic teams. The university counts around 60,000 living alumni, including world-famous astronauts, scientists, engineers, inventors and business leaders. One of four universities within the [University of Missouri System](#), Missouri S&T also benefits from shared services, partnership agreements and other forms of collaboration with its peer institutions.

Missouri S&T is located in the community of Rolla and surrounded by the scenic beauty of the Missouri Ozarks. Known as a welcoming, family-friendly and affordable community, Rolla offers plentiful opportunities for outdoor recreation, quality K-12 schools and a regional medical center. Rolla is approximately 1.5 hours away from numerous urban amenities in the St. Louis area, including world-class museums, shopping, sporting events and other cultural attractions.



The Vice Chancellor for Student Success will serve as a champion for the Missouri S&T student community, providing strategic direction and administrative oversight to initiatives that promote student development, belonging, wellness, community, engagement and academic support.

This role involves collaboration across the university to support programs and policies that advance student retention, persistence and timely degree completion while fostering a culture of care and support. The successful candidate will be a visionary leader who can effectively advocate for the undergraduate student experience within a leading STEM-focused research university.



ABOUT THE DIVISION OF STUDENT SUCCESS

To enhance support for Missouri S&T students, the existing divisions of Student Affairs and Undergraduate Education are being transformed into the combined Division of Student Success. The portfolio for the inaugural Vice Chancellor for Student Success is projected to include the following areas:

Academic Success

Academic Support, Student Accessibility, the Student Success Center, and focused support programs for first-generation students, veterans, etc.

Academic Enrichment

Honors Academy, the Kummer Student Design and Experiential Learning Center, Residential Life, and other experiential learning initiatives

Student Futures

Career Opportunities and Employer Relations, Academic Advising, and Faculty Mentoring

Student Well-Being and Belonging

Student Health and Well-Being, Student Accountability and Support, Athletics and Recreation, Student Involvement, and Family Relations

DIVISION HIGHLIGHTS

To showcase Missouri S&T's unique campus environment, the below section offers further detail on several components of the Vice Chancellor's leadership portfolio:

Student Involvement

Student Involvement creates opportunities for S&T students to cultivate meaningful connections and maximize personal and professional development opportunities. Students make an active commitment to the campus community through their participation in nearly 200 recognized organizations, leadership development programs, volunteer services, and through various events and activities.

Over one fourth of the campus community participates in a fraternity or sorority, which has been linked to improved student persistence and retention through institutional research. Students and community members enjoy globally recognized performing arts programs presented through Leach Theatre, with over 5,000 attendees per year. Students also lead service programs throughout the community and coordinate an annual [St. Patrick's Day](#) celebration, a unique Missouri S&T tradition dating back over 115 years.

Career Opportunities and Employer Relations

The Career Opportunities and Employer Relations (COER) department has a national reputation, ranking [third in the nation](#) for public university career placement and consistently holding some of the largest career fair events in the nation. Over 480 companies attended the Fall 2023 career fair. A positive outcome rate of 97% and a university average starting salary of \$77,255 are both testaments to the exceptional opportunities and professional development support provided through COER.



Student Well-Being

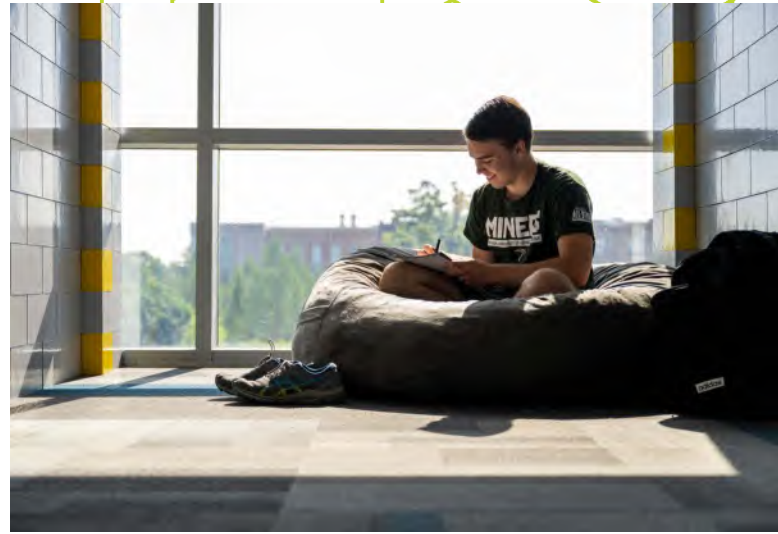
Student Well-Being, an integrated department of licensed mental health professionals, health educators, prevention specialists and peer wellness educators, offers holistic well-being support through counseling services, health promotion initiatives and prevention programs aimed at enhancing student success. Employing the [Personalized Model of Care](#), the department tailors resources to students' unique needs, providing individual or group counseling, health coaching, wellness consultations, peer support and other diverse resources.

Cornerstone Peers

A strategic mentorship and intervention program, the Cornerstone Peers program assists students in achieving their goals and closing achievement gaps. Incoming students are selected through predictive analytics to take part in an incentivized scholarship program. Participants in Cornerstone are matched with an upper-class peer mentor, attend bi-weekly peer mentor group meetings and complete student success checklist items. The Cornerstone Peers program is proven to help students achieve their academic goals, with Cornerstone students earning higher grades and choosing to remain at S&T at higher rates than similar students who do not participate in the program.

Kummer Student Design and Experiential Learning Center

The Student Design and Experiential Learning Center is home to 20 competitive Design Teams with 27 unique projects. Each of the teams is student directed and student led from the inception of design through manufacturing, prototyping, testing and competition. Whether the team is building and flying rockets, [Mars Rovers](#), formula cars, human powered vehicles, or [steel bridges](#) the same result is achieved: students learn to work together, manage a business, design, build, and compete. The best in experiential learning happens at the SDEL.



Missouri S&T's award-winning Design Teams are student-led through inception, design, build, and competition. The [Concrete Canoe Design Team](#) develops strong and lightweight boats for competitive races on the open water.



ABOUT THE ROLE

Reporting to the Chancellor, the Vice Chancellor for Student Success is an integral part of the university's senior leadership team. The Vice Chancellor is responsible for overseeing the strategic integration of Undergraduate Education and Student Affairs, a move designed to streamline student support services and curate a more holistic approach to student well-being and academic success.

The unique scope and responsibility of this position call for an experienced leader who can navigate the complexities of merging these two critical areas while fostering an environment where academic and personal development go hand in hand. This new role is a transformational opportunity for an inclusive and collaborative student success leader to join Missouri S&T's innovative campus community. Key objectives will include:

Strategic Leadership and Vision

- Craft and advance a shared vision for Student Success, preserving successful aspects of current programs while fostering innovation with a focus on student engagement, community, wellness, belonging and excellence.
- Advance Missouri S&T's North Star Goal of supporting 8,000 undergraduate students with a strategic emphasis on increasing first-year retention rates.
- Maintain currency with research, trends and best practices related to student success, retention and persistence.
- Engage in scholarly activities such as research, publications and presentations at national and international forums.
- Establish a strong presence as a thought leader in student success, contributing to the academic community's understanding of these critical areas.

Team Leadership and Development

- Lead the team through organizational changes and encourage flexibility and resilience among team members in the face of an evolving higher education landscape.
- Recruit, hire and retain a diverse and talented team.
- Create a supportive work environment that encourages positive cross-unit collaboration, communication, creativity and professional growth.
- Provide supervision to assigned senior leaders within the division.

Program Development and Management

- Lead the development of high-quality programs and institution-wide initiatives to enhance student success, well-being, engagement and student persistence to graduation.
- Develop a culture that is committed to continuous improvement, grounded in a growth mindset and informed by data; establish and maintain robust feedback systems to evaluate student satisfaction.
- Leverage technology to enhance student services and administrative efficiency, incorporating innovative solutions where applicable.

Collaboration and Engagement

- Build and maintain strong relationships with academic departments and administrative units to integrate student success initiatives into the academic experience.
- Lead joint initiatives and projects with other divisions within the university, such as Enrollment Management, to create integrated student experiences.
- Identify and develop strategic partnerships with external organizations, community members, businesses and educational institutions to enhance student opportunities and resources.
- Serve as a key advocate for student needs and priorities at the administrative level, ensuring that student voices are valued in university decision-making processes.
- Actively seek and participate in collaborative research opportunities that align with Missouri S&T's objectives in student success.

Resource Management

- Develop and oversee the division's budget, ensuring strategic allocation of resources in line with university priorities and goals.
- Explore and develop new revenue streams, including grants, partnerships and the cultivation of fundraising opportunities in partnership with University Advancement.
- Make strategic investments in programs and initiatives that align with the university's long-term goals.

Crisis Management

- Coordinate the Division's response to major crises and other unusual events impacting students within the University community.
- In partnership with University Police and other stakeholders, regularly review and update crisis management policies and procedures to reflect best practices and emerging needs.

The salary range for this position is competitive and commensurate with experience. Although not a requirement for hire, candidates with the necessary qualifications may be considered for a tenured appointment within a relevant academic discipline at Missouri S&T.



Held each semester, the MinerRama Involvement Fair is a great way for students to get to know the organizations and departments on the Missouri S&T campus.

DESIRED QUALIFICATIONS

Minimum qualifications for this role include a master's degree and 10 years of relevant experience. A doctoral degree (PhD, EdD, or equivalent credential) is strongly preferred. Candidates should have extensive experience in managing complex student success initiatives, with a demonstrated background in strategic planning and execution. Candidates should also have demonstrated experience in the development, assessment and evaluation of student success programs, services and facilities. A comprehensive understanding of theory and research related to student development, the ability to translate such knowledge into effective practice, and the ability to support new research initiatives related to student success is also desirable.

Competitive applicants will possess advanced skillsets in the areas of strategic leadership and resource management. Active involvement in the student success profession and expertise in critical issues such as student mental health and well-being, student retention and persistence, care management and the recruitment and development of professional talent is necessary. Successful candidates will also possess the competencies necessary for crisis management in areas related to student success and well-being. Additional desired qualifications include:

- **Dynamic Leadership:** Sincere engagement with students via a strong, visible presence and active participation in campus activities. Proven ability to address challenges with equanimity, discretion and respect.
- **Supervisory Skills:** Proven skills as a senior manager in complex postsecondary educational settings. Demonstrated ability to mentor and support staff from a range of student success functional areas.

- **Visionary Thinking:** Proven ability to communicate a compelling vision of student success and well-being that aligns with S&T's mission and goals.
- **Strategic Mindset:** Adept at identifying emerging trends and opportunities in student success, retention, and persistence and translating those opportunities into actionable strategies.
- **Communication Skills:** Excellent verbal and written communication skills, including conveying complex ideas clearly and effectively.
- **Collaboration Skills:** Ability to collaborate effectively with diverse stakeholders, fostering a culture of mutual respect and teamwork toward a common goal.
- **Creativity:** Passion for creativity and an innovative stance toward addressing student success challenges.

APPLICATION INSTRUCTIONS

To apply please submit a letter of application, curriculum vitae and list of five professional references. Professional references will be contacted later in the process prior to any hiring decision and the university will not contact references without prior candidate authorization.

CLICK TO APPLY

All applications received by **March 10, 2024**, will receive full consideration.

Nominations and inquiries for this search may be directed to Andrew Crain (amcrain@mst.edu), Lead Recruitment Consultant with the University of Missouri System.