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We are a diverse community of learners dedicated to preparing students to be curious, engaged, ethical, and purposeful citizens and leaders in local, national and global contexts.
ABOUT THE COLLEGE

Founded in 1861, North Central College is an independent, comprehensive college of the liberal arts and sciences that offers more than 70 undergraduate majors, 13 graduate programs with hopes to offer its first doctoral program soon. North Central provides a rigorous, student-centered education and fosters a diverse, inclusive and globally engaged community that prepares students for action and leadership in a complex world.

The College’s ongoing legacy of success in Naperville dates to 1870. Old Main was developed on property donated by Delcar Sleight (the Sleight Street namesake) with limestone gathered from local quarries, and Naperville residents donated the $25,000 necessary for the building’s construction, attracting what was then Plainfield College to Naperville. At the time, Old Main stood tall on the edge of a small, but ambitious town. Today, thanks to decades of thoughtful and strategic planning and development, the College thrives with a campus that has expanded to 68.5 acres with 41 facilities and nearly 1.35 million square feet of space, serving the College’s academic, artistic, athletic, dining, residential, administrative, operational, and community outreach endeavors.

MISSION STATEMENT

North Central College’s Mission Statement guides the work of faculty and staff: “We are a diverse community of learners dedicated to preparing students to be curious, engaged, ethical, and purposeful citizens and leaders in local, national and global contexts.”

The College serves a broad array of undergraduate and graduate students from throughout the country and around the globe who seek the College and its unique Naperville location to further their studies and explore Chicagoland and all its wonderful offerings. In fall 2020, the College’s total enrollment stood at 2,850, helping North Central maintain its position of strength as one of the great higher education success stories in the region.

At the core of the College’s brand is a world-class faculty, who deliver inspired instruction and a transformative educational experience. Great teaching has always been synonymous with a North Central College education.
ACADEMIC PROGRAMS, FACULTY AND STAFF

Academic Programs

North Central College is proud of its tradition of academic excellence and its mission to prepare students to be curious, engaged, ethical, and purposeful citizens and leaders in local, national and global contexts. The College’s reputation for academic excellence attracts students who are motivated by scholarly achievement and seek an environment for elevated confidence through inspired instruction and mentoring on their journey toward realizing their life’s direction.

The College offers engaging, inspiring and vigorous courses, designed to help students find their passion, awaken their drive to learn, and prepare them to make an impact in a dynamic world. Students can travel, conduct research, complete an internship, work and participate in high-impact practices, maximizing their collegiate experience.

Accolades

» U.S. News & World Report 2021
  Ranked:
  • No. 10 among “Best Colleges” in the Midwest
  • No. 8 among “Most Innovative Schools” in the Midwest
  • Ranked among “Best Midwestern Colleges” by Princeton Review, 2021
  • Ranked among “Best Colleges for Your Money” by Money magazine, 2021

» Named to Phi Theta Kappa’s Transfer Honor Roll, 2020
» Naperville ranked No. 3 “Best City to Live in America” by Niche, 2020
» Designated a “Changemaker Campus” by Ashoka U—an initiative of Ashoka, the world’s largest and leading network of social entrepreneurs, 2018
» Awarded NASPA Grand Silver and Gold Excellence Award for the comprehensive Cardinal First program, which supports first generation students, 2018
» North Central College Coffee Lab is one of only a few college-operated facilities in the nation dedicated to studying the craft of coffee, and the first to focus on the business of coffee.
At North Central College there are more than 70 undergraduate majors, minors and programs offered through 19 academic departments organized in three undergraduate college/schools (College of Arts and Sciences; School of Business and Entrepreneurship; School of Education and Health Sciences) along with 10 interdisciplinary programs, including the Shimer Great Books School. Graduate programs are housed within each college/school.

Curriculum and Coursework
Course work at North Central College is divided into three components: general education, exploration and the major.

KEY DISTINCTIVE FEATURES
1. General Education
In Fall 2019, North Central College transitioned to a semester academic calendar and implemented a new general education curriculum, Cardinal Directions. The Cardinal Directions Core Curriculum hones critical communication, thinking and problem-solving skills necessary for students to succeed at North Central College and beyond. In addition to an integrated seminar uniquely designed to help students transition to North Central, Cardinal Directions coursework offers a variety of well-tested “high impact” educational experiences to build skills sought by employers and graduate programs alike. Courses help students explore challenging topics from different perspectives, learn how to problem-solve and to participate effectively as ethical citizens and purposeful leaders in a diverse, globalized world.

Students are encouraged to choose Cardinal Directions courses that speak to their personal interests and long-term goals. They can select one of eight iCons, or interdisciplinary connections, which are groups of courses focused on a theme. Other Cardinal Directions requirements are fulfilled through courses that supplement or expand beyond a student’s academic major(s) or minor(s).

The current iCons include:

» Engaging Civic Life
» Challenging Inequity
» Sustaining Our World
» Thinking Globally

» Being Human
» Innovating the World
» Experiencing Place
» Examining Health

2. Interdisciplinary Opportunities
At North Central College, students can explore, study, and conduct research about topics that draw upon the methods and ideas of a variety of departments and programs. Students can also find an interdisciplinary major that prepares them for an emerging field of research or practice. Interdisciplinary courses, minors, majors, learning communities, clusters of courses or an individualized major developed under the supervision of a faculty sponsor—allow students to customize their education in preparation for a career or graduate degree.

Interdisciplinary majors or minors are offered as fully developed multi-disciplinary programs in areas such as:

» Chicago Area Studies
» Classical Studies
» East Asian Studies
» Environmental Studies
» Gender and Sexuality Studies
» Shimer Great Books School Program

» Global Studies
» History of Ideas
» Leadership, Ethics, and Values
» Middle Eastern and North African Studies
3. College Scholars

Students with a passion for critical thinking and academic achievement may participate in the College Scholars Program, which was created to: attract students capable of superior work and invite them to be part of a “community of excellence,” with increased opportunity for challenging and broadening intellectual experiences; develop a coherent set of academic experiences emphasizing interdisciplinary study, individualized research, global learning and the cultivation of leadership and teamwork skills within a community of highly-motivated peers; and provide a range of social and academic activities that encourages honors students to build relationships with each other, professors and honors students from other institutions (through state, regional and national honors conferences). The College Scholars Program is open to students from all academic disciplines, and its curriculum can fit with any of North Central’s majors or minors.

The title of College Scholar is bestowed upon graduating students who have completed all the specified program requirements. Each student in the program who completes the curriculum is recognized as a “College Scholar” at Commencement and on all official transcripts distributed by the Office of the Registrar.

4. Leadership, Ethics, and Values Program

Leadership, ethics and values are hallmarks of a North Central College education. Recognizing the need for responsible, values-sensitive leaders in business, government, the professions and service organizations, North Central has developed a distinctive, comprehensive program of courses and co-curricular activities designed to help students develop their own leadership capabilities. It is the College’s conviction that students who develop skills in leadership enhance their prospects for meaningful work, rewarding careers and the personal satisfaction that comes from taking the initiative and engaging others in the pursuit of worthy goals.

Faculty

North Central College’s faculty is distinguished for its great teaching. The College’s students thrive in small classes with faculty who love to teach, mentor, and interact beyond the classroom.

A distinctive professional term and faculty development grants encourage continued research and professional growth for faculty who regularly publish numerous articles and books but whose primary mission is teaching. The College has 13 endowed chairs for esteemed faculty along with the Ruge Fellows program, which is designed to reward senior faculty for extraordinary teaching abilities.

International Study

North Central College has exchange partnerships with universities in Australia, England, France, Germany, Greece, Japan, South Korea, Spain, Sweden and Taiwan; Students may also select one of North Central College’s direct enrollment programs in Australia, Botswana, Chile, China, England, Germany, Ireland, Italy, Jordan, Malta, New Zealand, Scotland, or Spain. Students may participate in an education abroad program for a semester and/or an academic year. In addition, there are three (3) semester group programs abroad in China/ Japan, Costa Rica and England. Twenty-five (25) of the education abroad programs allow students to conduct research, participate in an internship, volunteer or complete a practicum in their degree field.

The College also offers Cardinal Destination Courses Abroad (CDCA) which include a short-term international travel component in May (May term) in countries such as China, Ecuador, England, France, Germany, Greece, Guatemala, Ireland, Japan, Morocco, and Spain.
STRATEGIC PLAN
In spring 2017, the College’s Board of Trustees adopted a new Strategic Plan—Pathway to a Brilliant Future—which involves everyone within the campus community actively managing aspects of the plan for the benefit of students. The ambitious and aspirational plan includes 4 strategic imperatives, 19 strategies and approximately 200 tactics. The overarching Strategic Imperatives are:

» Student Learning and Success
» Diversity, Inclusion, Global Engagement
» College of Destination
» Culture of Excellence

The Strategic Plan is intentionally not time bound. Rather, the Plan will continue to evolve in response to the changing higher education landscape and marketplace. Importantly, nearly 80 users throughout campus provide regular updates using a specific strategic planning software tool. Work on the plan rolls up from the tactical level to the strategy level, which then rolls up to the strategic imperatives.

ENROLLMENT AND STUDENT ENGAGEMENT
North Central’s students come from 27 states and 32 countries but predominantly from Illinois and the upper Midwest. Our students are looking for a personalized academic experience, opportunities for Division III athletic participation and active involvement in myriad fine arts curricular and co-curricular programs, access to internships, Naperville’s vibrant downtown, and the cultural amenities of Chicago.

North Central College students gain tremendous benefits from the College’s blend of academic and co-curricular opportunities that prepare them to become global citizens.

Students may choose from more than 75 active clubs, special interest organizations, student government boards and preprofessional groups.

Categories include:

» Academics
» Community service and social action
» Faith and spiritual life
» Honor societies

» Intercultural
» Leadership
» Media and publications
» Music, art and activities
» Sports and recreation

North Central College offers students unique opportunities to practice intellectual and personal leadership and create experiences that will help define their futures.

North Central College students gain tremendous benefits from the College’s blend of academic and co-curricular opportunities that prepare them to become global citizens.
ATHLETICS
North Central College student-athletes compete in 27 intercollegiate sports (13 for men and 14 for women) in the NCAA Division III and the College Conference of Illinois & Wisconsin. North Central College has won 40 team national championships and 140 individual national championships. A total of 465 student-athletes have earned 1,202 All-America selections and 402 student-athletes have earned 666 national academic awards.

Varsity athletic teams include:

- Baseball (M)
- Basketball (M,W)
- Bowling (W)
- Cross Country (M,W)
- Football (M)
- Golf (M,W)
- Lacrosse (M,W)
- Soccer (M,W)
- Softball (W)
- Swimming and Diving (M,W)
- Tennis (M,W)
- Track and Field - indoor and outdoor (M,W)
- Triathlon (W)
- Volleyball (M,W)
- Wrestling (M,W)

ATHLETIC ACCOMPLISHMENTS
- 40 Team National Championships
- 140 Individual National Championships
- 465 student-athletes have earned 1,202 All-America selections
- 402 student-athletes have earned 666 national academic awards
FACILITIES

North Central College thrives with a campus that has expanded to 68.5 acres with 41 facilities and nearly 1.35 million square feet of space.

There are several notable additions and renovations to the campus since 2008 that demonstrate the College’s commitment to providing students, faculty and staff with remarkable facilities to support a robust living and learning environment:

» The Residence Hall/Recreation Center opened in 2009, adding nearly 400 beds to campus, along with a 200-meter indoor track, recreation facilities, a sports history gallery, and athletic training classrooms. It received Silver certification for Leadership in Energy and Environmental Design (LEED) from the U.S. Green Building Council.

» Meiley-Swallow Hall, which was acquired in 2004 and completely renovated in 2007-2008, accommodates speakers, concerts, and small stage productions in a 235-seat thrust stage theatre and provides three stories of art classrooms.

» The $30 million Wentz Concert Hall and Fine Arts Center, which was dedicated in 2008, features a 605-seat concert hall, 150-seat experimental theatre, an art gallery, rehearsal rooms, classrooms, and offices.

» Kiekhofer Hall and historic Koten Chapel, which provides spaces for academics and ministry and service after a $4.25 million renovation in 2005-2006.

» The historic, fully refurbished A.A. Smith House, built in 1885 by longtime College professor Henry C. Smith.

» A free-standing campus store at the corner of Ellsworth Street and Jefferson Avenue, which provides a College “storefront” in close proximity to downtown Naperville.

» The Rolland Center Boilerhouse Café, which was renovated and dedicated in 2004, expanded opportunities for informal community gatherings and provides the College’s neighbors with a location to grab a cup of coffee.

Even more recently, the College has been in a period of substantial capital construction, adding meaningful, transformative facilities to its campus. These projects have required strategic thinking, and careful planning, development, and programming to deliver projects on time and on budget.
The $60 million Dr. Myron Wentz Science Center, which opened and was dedicated in 2017, is the cornerstone of a five-year capital construction program to ensure future generations of students are prepared for an economy that increasingly places Science, Technology, Engineering and Mathematics (STEM) graduates in high demand. This facility is Chicagoland’s premier comprehensive science center and will make North Central College and Naperville a top destination for undergraduate STEM education.

Known as New Hall, the College’s newest residence hall is a $25 million facility featuring apartment style suites that paved the way for the College to construct its new Wentz Science Center. The facility added 229 beds to the College’s inventory.

The latest project is a $22 million Academic Facility prominently located on Chicago Avenue directly across the street from the Wentz Concert Hall and Fine Arts Center and immediately adjacent to downtown Naperville. This facility will accommodate the College’s expanding graduate health science programs and on the lower level will include a manufacturing processes lab for the College’s undergraduate engineering programs. This facility is currently open for partial use, and will open for all programs in fall 2021.

Athletic Facilities

North Central College is renowned for the quality of its athletic facilities, many of which have hosted conference, regional and national-level competitions. Merner Field House is home to Gregory Arena, a 2,420-seat venue which is the competition facility for the Cardinals’ basketball, volleyball and wrestling programs. The Field House is also home to Nichols Gymnasium, a 5,000-square foot practice facility which is one of the largest dedicated wrestling facilities in the nation, as well as the Merner Field House pool used by the swimming and triathlon programs.

Next door to Merner Field House is the Residence Hall/Recreation Center, which houses the indoor competition venue for the track and field programs, Al B. Carius Track. The track has hosted two Division III National Championship Meets in the last decade.

The center piece of North Central’s outdoor facilities is Benedetti-Wehrli Stadium, which seats more than 4,800 spectators and is home to the Cardinals’ football, soccer, lacrosse and track and field teams. North Central was the first institution in the CCIW to install artificial turf in 2002. The Cardinal baseball program competes at Zimmerman Stadium, which compares favorably to many minor-league ballparks, while Shanower Family Field houses the softball program and has undergone near-complete renovation in recent years.
DIVERSITY, EQUITY AND INCLUSION

In spring 2019, in response to constructive input shared by students, the College established a Diversity, Equity, and Inclusion (DEI) Task Force with student, faculty and staff representation. The Task Force was charged with identifying the needs of underrepresented members of the campus community and making recommendations for initiatives that will be ongoing with a clear intention to effect permanent cultural change on matters of diversity, equity and inclusion, ensuring ongoing accountability throughout the campus community on all diversity, equity and inclusion initiatives, and more.

The Task Force’s work is part of the College’s broader commitment to diversity, inclusion and global engagement as expressed in the Strategic Plan.

In summer 2020, the College created a more robust DEI website, providing all visitors with ongoing updates regarding the College’s efforts. The site includes sections related to the College’s commitment, student and community activism, athletics department initiatives, changing campus culture, DEI resources, an archive of all campus DEI communications, and a collection of news and stories capturing the College’s ongoing efforts.

In fall 2020, the College’s Center for the Advancement of Faculty Excellence (CAFÉ) sponsored a series of events focused on various DEI topics. At the same time, the College Scholars program launched a year-long Honors Salon Series, and the College conducted the Higher Education Data Sharing Consortium (HEDS) campus climate survey. Survey results will help guide decision making regarding the College’s DEI efforts. The athletics department also launched a “Be The Change” social media campaign with a goal of using the athletic platform to engage a broader audience, initiating additional listening and learning that can lead to diversity, equity and inclusion action.

These and other efforts are intended to expand listening and learning with the goal of creating a more inclusive campus community.

SUSTAINABILITY

Among the College’s many Strategic Plan strategies is a commitment that the institution will “Emphasize environmental sustainability as a defining and differentiating characteristic.” This commitment, in part, is evident in the College’s recent construction and development efforts.

The College has installed solar photo voltaic arrays on the Wentz Science Center, the Business and Operations facility, and the Residence Hall/Recreation Center, which consist of 1,992 solar panels that generate a total of 867,614 kilowatts annually. The College also installed solar thermal panels on the roof of New Hall, which generates 3,810 therms annually. Additionally, the Residence Hall/Recreation Center’s heating and cooling system is driven by a geothermal field adjacent to the facility. These are among the College’s many sustainability commitments and initiatives.
LOCATION AND CULTURE

North Central College is proud of its location in one of the country’s most desirable cities: Naperville, Illinois. The advantages of calling Naperville “home” include its thriving economic environment; two school districts with national reputations and top achievement scores; an increasingly diverse population with supporting faith and social organizations; progressive recreational and environmental programs with a focus on the community’s Riverwalk that links to North Central’s campus; and cultural opportunities both locally and in Chicago. All these factors make Naperville ideal for opportunities for family members and for North Central College students.

Since its move to Naperville in 1870, North Central College has been an integral part of the life of the city—and vice versa. As the community grew to a city approaching 150,000, the College has been an important contributor to its quality of life, sharing expertise, facilities, cultural activities and, most significantly, students, employees, and graduates with the schools, city government and downtown and area businesses.

The College’s historic role as the place where the community gathers—fulfilled since the 1920s by Pfeiffer Hall and Merner Field House—took on significant new dimensions with the construction of the Wentz Concert Hall and Fine Arts Center (2008) and the renovation of Meiley-Swallow Hall for theatre and art, creating a quasi-fine arts district near the City’s wonderful downtown.

Another important relationship exists between the College and immediate neighborhood—residents of the charming Historic District. The College addresses neighborhood concerns through a multi-faceted and consistent investment in communication, regular meetings with neighbors, building adaptation, landscaping, parking and traffic management, and the sharing of facilities.

Naperville is rated among the nation’s “Best Places to Live” and Chicagoans’ most desirable town in which to live. According to Money magazine, Naperville anchors the Illinois Research and Development corridor along I-88, from Argonne National Laboratory on the east to Fermi National Accelerator Laboratory on the west. The campus is just 30 miles from Chicago and a 30-minute ride on the Metra train from downtown Chicago and the economic, social and cultural opportunities available in the nation’s third largest metropolitan area. A daily Amtrak train stops in Naperville. O’Hare International Airport is 27 miles from campus; Midway Airport is 30 miles.
THE ROLE OF THE VICE PRESIDENT FOR STUDENT AFFAIRS & ATHLETICS

The VPSAA reports directly to the president and serves as a key member of the President’s Cabinet, overseeing approximately 80 staff across the student affairs and athletics divisions. Working closely with the senior team and especially in partnership with the provost and vice president for academic affairs and the vice president for enrollment management and marketing, the VPSAA leads all efforts related to student life, including building an inclusive and engaged community and ensuring that students receive the resources and support required to thrive at North Central College and beyond. The VPSAA is a highly active, visible, and accessible member of the community and will get to know students individually, listen to their voices, enthusiastically take part in campus activities, and generally meet students where they are.

The VPSAA also serves as the champion for the division of student affairs and athletics, advocating for its work and celebrating its achievements, large and small. This facet of the role will be especially crucial in this time of change as the College looks ahead to both sustained growth and the enduring ramifications of the COVID-19 pandemic. In addition, the VPSAA is charged with leading the professional development of the team members, ensuring they are current on trends and new initiatives in higher education, and supporting and retaining them. Direct reports to the vice president include the Assistant Vice President for Student Affairs and Dean of Students, the Assistant Vice President and Co-Director of the Center for Social Impact, and the Director of Athletics.

Among the Student Affairs areas reporting to the VPSAA are the Center for Social Impact, Faith and Action, Multicultural Affairs, Residence Life, Student Involvement/Orientation, and Student Conduct. Among the Athletics areas reporting to the VPSAA are Athletic Administration, Athletic Teams, Athletic Training, and Sports Information. The Dyson Wellness Center also falls under the purview of the VPSAA.

OPPORTUNITIES AND CHALLENGES

The incoming Vice President for Student Affairs and Athletics at North Central College will be instrumental in guiding the College through a time of great development. The VPSAA will support the president and senior leadership team in navigating the realities of post-pandemic higher education, particularly as they relate to campus life, athletics, and student life, while supporting students through the College’s own evolution. With enrollments steady and strong at North Central College in spite of COVID-19, the campus is poised to restore and cultivate a thriving, vibrant, and supportive campus culture. Amid both excitement and challenge, the VPSAA will ensure that current and incoming students are cared for and supported in all aspects of life at North Central.

In addition to serving as the champion for students and student life on campus, the incoming Vice President for Student Affairs and Athletics will embrace and prioritize the following opportunities:

» **Leading the reintegration of athletics and student affairs into one division:**
  
Cardinal pride is high at North Central College, and the College boasts a deep history of athletic excellence, with many championship-winning teams and strong intramural programs that play a central role in non-academic life on
In this next chapter for the College, the athletics division will once again report directly to student affairs, having previously resided in the enrollment management division. The incoming VPSAA will recognize athletics as crucial to attracting and engaging students and maintaining a spirited and connected community. The VPSAA will endeavor to keep athletics at the heart of student life while continuing to cultivate strong bonds between the athletics and enrollment management divisions. In addition to maintaining crucial ties between divisions, the VPSAA will work closely with the director of athletics to support student athletes in their personal and academic development.

» Rallying the community in the wake of the pandemic and leveraging the transition to increase support for students: North Central College has been strategic in addressing the challenges of COVID-19 and is fortunate to be in a position of strength as it continues to adapt and plan for the future. With the enduring impact yet to be fully known, especially within higher education, there is a singular opportunity to set a vision for student affairs at North Central College that leverages this moment of transition to better engage and support the College's increasingly diverse student body. The next VPSAA will be proactive and creative and devise strategies to facilitate strong bonds among students with a goal of building a more cohesive campus culture that supports residential, commuter, undergraduate, and graduate students. The VPSAA will prioritize student mental health and well-being and uphold inclusion and equity as central to the success of individual students and the College community. This time of transition and growth will also be an opportunity for the VPSAA to expand the use of data and metrics to measure success against existing and new goals.

» Championing the College's commitments to diversity, equity, inclusion (DEI): North Central College views diversity, equity, inclusion, and global engagement as integral to the life of the campus and, through its strategic planning efforts, remains active and accountable in working toward a campus community that is welcoming and supportive of diversity and inclusion, is free from discrimination, and models civil dialogue on social issues. Bolstered by these commitments and supported by campus-wide strategic work, the VPSAA will have the opportunity to bring DEI-related issues to the fore within all aspects of student life, leading conversations and implementing practices and policies to better meet the needs of students who have been historically underserved. The VPSAA will proactively engage students, listening to them and creating spaces and opportunities to collaborate with staff, faculty, and the broader North Central community to meaningfully advance inclusion, equity, and social justice and to address any systemic barriers to student retention and success. Ensuring accountability for commitments made to DEI will also be crucial.

» Enhancing a culture of collaboration across divisions in support of student success: Adapting quickly to the challenges of the pandemic necessitated even stronger collaboration and transparency across divisions at North Central College, and those close working relationships that have allowed the College to thrive must be continued and strengthened. In this time of change, the next VPSAA will have the opportunity to build on the relationships that have been successfully established across the College community, particularly with academic affairs and enrollment management. Additionally, the VPSAA will be charged with establishing systems of communication and engagement on behalf of student affairs and athletics to promote synchronized action in support of high quality student life experience, management of student issues, and cross-campus community-building.
The VPSAA will not only take part in attracting students to North Central College and new programs, but they will also be charged with building an infrastructure that supports a diverse range of student needs.

» **Fostering engagement and belonging across different student populations during a time of growth:** North Central College is fortunate to enjoy fiscal strength and solid enrollments during a time of deep uncertainty for many colleges. The College has been able to grow its graduate programs, being just on the cusp of approval for its first doctoral program in the health sciences. Additionally, online programs have been growing, partly due to the pandemic, but also due to investment in graduate programs in writing, business, and others. The VPSAA will not only take part in attracting first-year, transfer, and graduate students to North Central College and these new programs, but they will also be charged with building an infrastructure that supports a diverse range of student needs, including residential, commuter, undergraduate, and graduate students. A new cross-campus task force, for example, is already underway to create an inclusive environment for the College’s growing population of transfer students. It will be crucial that the incoming VPSAA think deeply about how to preserve a strong sense of culture and pride in the institution and create initiatives that foster connectivity and community.

» **Growing and stewarding the resources of the division while ensuring equitable support across all divisions:** Though the College is grateful to be in a period of health, it will be even more crucial that the resources of the student affairs division are allocated wisely and with intention, particularly in the wake of reorganization. The VPSAA will be a responsible steward of people, spaces, and financial resources and will nurture and support a dedicated team of professionals, ensuring that all areas of student life, including athletics and other co-curricular activities, receive equitable support. Additionally, the VPSAA will serve as an advocate for staff and will work to retain, develop, and support all members of the student affairs and athletics division. Lastly, the VPSAA will play a critical role in supporting institutional revenue growth through the ongoing development of a highly attractive residence life culture and experience.

**DESIRABLE QUALIFICATIONS AND CHARACTERISTICS**

North Central College seeks an experienced student affairs leader with a demonstrated willingness to embrace and lead through change and a deep commitment to building a collaborative, inclusive community that engages all stakeholders and upholds student voices and is responsive to their needs.

The **ideal candidate will possess many of the following experiences and qualities:**

» Unyielding passion for serving and advocating for the needs and well-being of a diverse student population representing a range of socioeconomic, racial, ethnic and other backgrounds and identities;

» The ability to lean into the unknown opportunities of the post-pandemic landscape and be collaborative and visionary in the face of growth and challenge;

» A demonstrated commitment to diversity, equity, inclusion, and social justice and a measurable record of advancing these issues, preferably within a student-centered environment;

» Experience with Division III athletics and an appreciation for their role at North Central College as sources of student development, school spirit, and reputation building;

» Superior communication skills grounded in listening, being transparent, and engaging all members of the community in discussion around important student life issues;
» Demonstrated experience and enthusiasm for being visible on a campus and approachable and accessible to students and other campus constituents;
» A proven track record of engaging and supporting BIPOC, first-generation, and underserved students;
» Empathy and compassion, especially when managing complex student issues and concerns;
» An understanding of complex legal regulations that may impact student affairs decisions or approaches;
» Experience building, supporting, mentoring, and leading teams and fostering a strong team culture in an educational environment;
» Experience working closely with coaches and student athletes;
» Comfort with making difficult decisions and facilitating difficult conversations;
» A record of incorporating technology and innovative practices to support student success and the campus experience;
» An entrepreneurial approach coupled with strong budget management and resource allocation experience;
» Deep knowledge of national trends and best practices in higher education and an understanding of the research and the data supporting student life innovation;
» A record of partnering closely with enrollment management and academic affairs and fostering cross-institutional relationships at previous institutions in support of students;
» Demonstrated commitment to lifelong learning and a record of connecting and developing through engagement in professional organizations and associations;
» Integrity, humility, authenticity, and patience; and
» A terminal degree (strongly preferred).

APPLICATION INSTRUCTIONS
Desired application materials include a cv/résumé and a letter of interest addressing the opportunities and challenges highlighted in this document. Requests for information, written nominations, confidential inquiries, and all application materials should be directed in confidence, to:

Julie E. Tea, Partner
Lindsay Allison, Senior Associate
Storbeck Search
Email: nccvpsaandath@storbecksearch.com

Equal Employment Opportunity Policy

North Central College is a diverse, inclusive, and global community committed to social justice and creating an equitable campus environment for all. In keeping with this commitment, candidates from diverse backgrounds and candidates who support equity and inclusion are strongly encouraged to apply for this senior leadership role.
Julie E. Tea (she, her, hers)
PARTNER, STORBECK SEARCH / DIVERSIFIED SEARCH GROUP
804-873-4952 | j.tea@storbecksearch.com