Position Profile
Vice President of Education

https://www.clcillinois.edu/

https://www.paulygroup.com/
College Overview

College of Lake County is a comprehensive community college committed to equitable high-quality education, cultural enrichment and partnerships to advance the diverse communities it serves in northeastern Illinois. The college is implementing transformative change through an ambitious and aspirational body of work outlined in its 2024 Strategic Plan to become an organization where every student succeeds and every employee thrives, while supporting every business to achieve and every community to grow. As the community’s open access higher education organization, CLC aims to be the leader in providing innovative education and workforce solutions.

College of Lake County commits to meet the ever-changing needs of the diverse communities of Lake County by delivering affordable and accessible education and services across three campuses, a specialized Advanced Technology Center and online programming. CLC offers more than 170 degrees, certificates and noncredit course options in nine fields of interest to meet the transfer and career needs of over 35,000 community members and 15,000 students annually. CLC prioritizes success outcomes for students providing holistic supports that help students achieve their academic, personal and career growth with personalized support from initial onboarding through graduation. CLC has robust co-curricular programming to engage students outside the classroom including 12 intercollegiate sports teams, more than 40 clubs and organizations, growing global education programming, and a performing arts center. CLC also offers GED, English as a second language, personal enrichment and summer camp experiences to nearly 700,000 Lake County residents.

College of Lake County has exciting projects underway, including a $48 million Lakeshore Campus expansion, the opening of an Advanced Technology Center and new programs with multiple delivery options. CLC is leveraging strategic community partnerships with non-profit organizations, businesses across every industry sector, government agencies, P20 educational institutions and community to build meaningful connections that achieve mutually beneficial outcomes for the diverse communities of Lake County. Additionally, CLC has established national and regional partnerships, including Achieving the Dream and Partnerships for College Completion to drive innovation, networking and support for more than 2,000 faculty and staff dedicated to advancing a student-focused collaborative culture.

CLC is committed to high performance and strategic stewardship of public resources to support the economic vitality of Lake County. CLC has maintained its AAA bond rating, and its fiscal year 2023 operating budget is approximately $117.6 million. CLC is a nationally recognized leader in many areas, including sustainability and campus internationalization. CLC is accredited by the Higher Learning Commission and is a member of the North Central Association.
Facts and Figures

Click on the links below to learn more about CLC.

CLC Facts

[College of Lake County Website (clcillinois.edu)]

Proud Past, Bold Future: 2024 Strategic Plan

[College of Lake County - Strategic Plan]

CLC Locations

[College of Lake County—Locations]
Mission

The College of Lake County is a comprehensive community college committed to equitable high-quality education, cultural enrichment and partnerships to advance the diverse communities it serves.

Vision

The College of Lake County is a leader in providing innovative education and workforce solutions.

Values

Purpose • Integrity • Excellence • Inclusion • Unity • Compassion
Strategic Pillars

**Strategic Pillar 1: Access & Success for Students**

**Definition:** Facilitate learning through a student-ready systemic design framework focused on creating an ideal and equitable student experience. Intentionally design curriculum to provide clear paths for all student entry points and a seamless transition to transfer or career.

**Strategic Pillar 2: Equity & Inclusion**

**Definition:** Create success for every student and employee by providing a supportive, barrier-free environment that enables them to achieve academic, career and personal goals.

**Strategic Pillar 3: Teaching & Learning Excellence**

**Definition:** Achieve teaching and learning excellence by empowering full-time and adjunct faculty in their central role in the Lancer Success Framework, including the examination of pedagogy through data, engagement in meaningful professional development and the integration of academic supports with classroom learning and student feedback.

**Strategic Pillar 4: Community & Workforce Partnerships**

**Definition:** Facilitate the economic vitality of Lake County’s diverse communities through collaborative partnerships with workforce and educational partners to ensure a sufficient skilled workforce talent pipeline.

**Strategic Pillar 5: Collaborative Culture**

**Definition:** Facilitate student learning through a values-based, student-focused collaborative culture that upholds individual, team and organizational accountability.

**Strategic Pillar 6: Strategic Use of Resources**

**Definition:** Ensure a sustainable and fiscally sound College through nimble, prudent use of resources focused on maximizing student success outcomes, achieving revenue growth and ensuring state-of-the-art physical and virtual environments to serve the diverse needs of Lake County.
Position Summary

Opportunity Overview

The Vice President of Education and Chief Academic Officer is the executive responsible for the culture of teaching and learning excellence at the College of Lake County (CLC). The Vice President of Education is an equity-minded, visionary leader committed to advancing student access to high quality, active and collaborative learning experiences and success outcomes for CLC’s diverse student body. The Vice President of Education demonstrates collaborative, values-driven leadership and is responsible for creating a dynamic work environment characterized by collegiality and inclusiveness for all students, faculty, and staff. The Vice President of Education is a strategic thought leader for the organization, reporting directly to the President, and serving on the College Leadership Team.

The Vice President of Education ensures inclusive, equitable, personalized, and culturally relevant learning experiences across three campuses (Grayslake, Lakeshore, and Southlake) and two program sites (Advanced Technology Center and Brae Loch Culinary Education Center). The Vice President of Education is responsible for full-scale alignment of divisional standards and work within the College’s strategic priorities to achieve the mission and vision of the organization. The Vice President also ensures continuous improvement of student success outcomes through the ongoing development of faculty, leaders and staff within educational affairs. The Vice President is also responsible for the development, implementation, and evaluation of programming and credentials focused on increasing educational attainment through intentionally designed pathways and aligned with workforce needs for the diverse communities in Lake County.
Essential Job Functions

Collaborative leadership skills which cultivate internal and external partnerships that achieve excellence in student success outcomes, community engagement, and a highly engaged team-based culture are paramount in this role. The Vice President of Education will:

1. Implement the strategic plan, develop a collaborative student-focused culture, assure fiscal viability of the organization, uphold policy and procedures, proactively lead talent performance and talent development, and build community relations as a collaborative partner on the College Leadership Team and within a shared governance structure.

2. Provide values-driven emotionally-intelligent leadership to the Educational Affairs unit to build a high-performance team that provides excellence in customer service through innovative, creative and collaborative practices to all units and campuses within the College, as well as the external community.

3. Champion the values of excellence, purpose, integrity, compassion, unity and inclusion as an executive leader of the College. Support student and employee success by demonstrating a commitment to equity, inclusion, and respectful interactions with persons of diverse ethnic, cultural, socio-economic or educational backgrounds.

4. Implement best-practices in recruitment, evaluation, succession planning, recognition, and retention of highly qualified leaders and staff. Retain and nurture top talent in the College by ensuring meaningful professional development and learning with a particular focus on teaching and learning excellence.

5. Model and expect a data-informed approach and systems-based thinking to decision-making from leaders in areas such as student learning outcomes, faculty teaching and learning practices, curriculum planning and development, course scheduling and operational processes and procedures, budget analyses and allocation and project management that is grounded in the College’s culture of inquiry and evidence and reflects equity-based practices.

6. Plan, coordinate, direct and evaluate the overall function of the Educational Affairs unit in accordance with Board of Trustees’ policies, the College’s values and strategic priorities, shared governance processes and as required by law.

7. Direct the development and implementation of short and long-range academic plans to support the mission, strategic and equity plans and growth of the College including incorporating student and workforce needs within Lake County in collaboration with internal and external stakeholders.

8. Participate and lead the college’s budget planning and development process in partnership with the College Leadership Team. Ensure an open, transparent, collaborative, and inclusive, budget development, allocation and monitoring process that is aligned with the College’s strategic priorities.

9. Direct and coordinate institutional and academic program accreditation efforts in collaboration with the appropriate leaders, College Leadership Team, institutional research and the accrediting bodies.

10. Advise the President on academic operational matters and make recommendations for developing and updating institutional policies. Implement Board policies upon approval.

11. Provide leadership in collective bargaining, serving on the negotiations team, and upholding confidentiality in negotiations and collective bargaining matters. Ensure compliance with full-time and part-time faculty labor union contracts, be responsive to labor concerns, and nurture positive labor relations.

12. Support College efforts to seek and obtain alternative funding sources including state and federal grants, as well as corporate and foundation sponsorship.
Essential Job Functions (Cont.)/Qualifications

13. Develop partnerships and lead collaborative initiatives with external stakeholders to advance the economic strength of the region. Serve as a key College liaison to other post-secondary colleges and universities, professional networks (such as Achieving the Dream and Partnership for College Completion), Board members and partner organizations.

14. Serve on external boards and committees as necessary to advance the College mission, vision and visibility in the county, state and region.

15. Perform other related duties and responsibilities as may be assigned by the President.

The duties listed are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position. The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

Required Qualifications

1. An earned doctorate degree from an accredited college or university.

2. A minimum of seven years successful post-secondary leadership and academic administrative experience with ongoing professional development.

3. A minimum of three years teaching or related experience in higher education, with a proven record of improved student success outcomes and scholarly excellence.

4. Demonstrated experience leading and managing faculty and staff within a multi-campus and/or multi-division environment.

5. Demonstrated experience fostering an inclusive and equitable learning environment in a diverse setting, implementing a Guided Pathways model for student learning and completion and optimizing the use of multiple modalities for learning delivery.

6. Demonstrated professional experience using evidence-based decision-making, short and long-term planning, budget development and working within an accountability structure.

7. Demonstrated success in developing partnerships with outside entities and networks such as other secondary and post-secondary educational institutions as well as workforce and community organizations.

8. An exceptionally skilled communicator with a proven ability to work collaboratively in a shared governance and unionized environment; possessing the skills to visualize and actualize teaching and learning initiatives and best practices and effectively articulating the College’s vision, goals, successes and opportunities to a wide range of audiences, both internal and external.

9. Proven record of providing an exemplary level of customer service to all internal and external students, employees, partners, vendors and community members. Must maintain professionalism in demeanor, interactions and appearance.

10. Demonstrated commitment to student and employee success and the open access mission of community colleges, including experience with career, transfer and continuing education programming.

11. Demonstrated professional experience using evidence-based decision-making, short and long-term planning, project management and working within an accountability structure.
Desired Knowledge, Skills, and Experience

1. Community college leadership highly preferred.
2. Community college teaching experience.
3. Higher education executive leadership experience.
4. Ability to inspire others and build a culture of engagement through high energy and skill in communicating a vision of academic excellence, with personal strengths in ethical values and relational leadership.
5. Demonstrated success in enhancing equity, diversity and inclusion for students, staff and faculty, including diversity initiatives in hiring of faculty and fostering multicultural competence.
6. Developing academic and career-focused programs that meet the needs of students, employers and the community.
7. Mentoring and supporting faculty and staff in their professional development.
8. Securing private, state and federal grants or other such funding.
9. Experience with the Higher Learning Commission and other professional external accrediting agencies.
10. Working within a shared governance system and a collective-bargaining environment.
11. Experience collaborating with units, divisions and departments outside of own direct area of responsibility, specifically Student Development, Information Technology, Marketing, Human Resources and Finance.
12. Experience with a flexible delivery programs and integration of instructional technology.
Application Process

Apply online at www.paulygroup.com and click on “Apply Now” for Vice President of Education, College of Lake County.

Attach (1) a cover letter that addresses the essential job functions, required qualifications and desired knowledge, skills, and experience, (2) a current resumé; and (3) reference names and contact information.

Please direct all confidential inquiries and nominations to the College’s search consultant,

Dr. Angela Provart
President
Pauly Group Inc.
3901 Wood Duck Dr. Suite E, Springfield, IL  62711
Phone:  217-241-5400 Fax:  217-241-5401
Email:  aprovart@paulygroup.com

The committee will begin review of applications immediately. Applications will be accepted until the position is filled, with materials submitted by Monday, September 19, 2022 receiving priority consideration. All applications are confidential and references will not be contacted without the expressed authorization of the applicant.

College of Lake County is an Equal Opportunity Employer, dedicated to diversity, that encourages the applications of Women, People of Color, Persons with Disabilities and Veterans.