



**Vice Chancellor for Student Affairs
Position Description**

The University of California, Berkeley invites nominations, expressions of interest, and applications for the position of Vice Chancellor for Student Affairs. The University seeks a visionary, collaborative, and solutions-oriented leader to head the Division of Student Affairs and build on its innovative student initiatives and programming. This position will be a strategic partner to Chancellor Christ and Executive Vice Chancellor & Provost Alivisatos in fulfilling the University's commitment to creating a strong sense of community and enhancing all aspects of the student experience.

The University

The University of California, Berkeley is one of the world's premier research and teaching universities and has been ranked by *U.S. News & World Report* as the nation's top public university for 20 straight years. With 2018 marking UC Berkeley's sesquicentennial, the university is celebrating 150 years of serving as a beacon of opportunity for students of all backgrounds, a center of research excellence and cutting-edge discoveries, and as an institution committed to serving the economic and educational needs of California and the nation. Home to over 30,000 undergraduates and more than 11,000 graduate students, Berkeley is internationally renowned for excellence and pioneering achievements across all disciplines. At the heart of its preeminence are approximately 1,500 full-time faculty dispersed among more than 180 academic departments and research units. The campus is supported by nearly 9,000 talented and diverse staff working across 20 different job categories.

Berkeley is proud of its long-standing history of promoting access, diversity, equity, and inclusion – 20% of the most recent freshman class are first-generation college students and over 30% percent of undergraduate students are Pell-eligible.

For more information about the campus, please visit www.berkeley.edu .

Division of Student Affairs

The Division of Student Affairs is the gateway to the UC Berkeley undergraduate student experience, working with students from the time they are prospects to alumni. From recruitment and enrollment; to dining and housing; to leadership opportunities and career guidance —Student Affairs truly puts students first. The division is proud of fostering a culture of care that both supports and challenges students, allowing them to experience and accomplish more in their university journey. Student Affairs builds each class of undergraduates at UC Berkeley on the principles of inclusion, diversity, and social justice. The division also plays an active role in the graduate and professional student experience by partnering with the Graduate Division to ensure their unique needs are met. By advocating on behalf of students and supporting the students' voice, the Division of Student Affairs challenges students to become leaders who will transform the world. The division's research has shown that Student Affairs services improve student academic performance, retention, and a lifelong positive connection to Berkeley. Through their many efforts, the Division of Student Affairs helps students turn their Berkeley experience into the future lives they see for themselves, the nation, and the world.

One of Chancellor Christ's [top priorities](#) is to enhance the undergraduate experience to ensure that students "thrive, not just survive." Her aim is to guarantee that every student has "the best chance at the education and university experience to which he or she aspires". The Division of Student Affairs is central to the achievement of this goal.

For more information about the Division of Student Affairs, please visit <http://sa.berkeley.edu/> and <http://sa.berkeley.edu/vc/annual-report> .

Position Summary

Reporting to the Chancellor and the Executive Vice Chancellor & Provost, the Vice Chancellor for Student Affairs provides strategic leadership and vision to a division broadly responsible for the support of students from pre-enrollment through graduation. The mission of Student Affairs is to "advance the learning and personal growth of students by providing leadership, services, and opportunities that enable them to succeed in and contribute to a diverse and global society." The Vice Chancellor for Student Affairs is responsible for ensuring the Division of Student Affairs accomplishes this mission by overseeing a diverse and wide-ranging portfolio that includes undergraduate admissions and the office of the registrar; financial aid and scholarships; housing, dining, residential programming, childcare services; campus life and leadership, including public service and career services; ASUC Student Union; university health services, including counseling and psychological services, clinical and social services; and recreational sports. The divisional offices provide administrative and financial services, communications, technical support, and professional development for the staff who are on the frontlines and working hard to create the best student experience possible.

The Vice Chancellor for Student Affairs provides leadership to a talented and dedicated team of over 1,600 staff committed to providing a caring environment, promoting sustained achievement, and fostering learning and the holistic development of students. For a comprehensive listing of departments in the Division of Student Affairs, please visit: <http://sa.berkeley.edu/a-z>

Opportunities & Challenges

The next Vice Chancellor for Student Affairs must be inspired and ready to work closely with campus leadership and Berkeley's students, faculty, and staff to address following opportunities and challenges:

Providing Strong and Collaborative Leadership – As a member of the [Chancellor's Cabinet](#), the Vice Chancellor will collaborate with campus leaders and advise on a variety of critical issues facing the campus. Berkeley is undertaking a [comprehensive strategic planning process](#) and this position will have an essential leadership role in implementing recommendations related to the student experience. The Vice Chancellor must have the ability to develop and articulate a clear vision, make bold strategic decisions, and promote teamwork and collaboration across institutional boundaries.

Ensuring Financial Sustainability – The Vice Chancellor will lead the division in establishing a financial model that ensures critical services and top priorities are adequately funded and provides stability in a resource-constrained environment. This role will have the opportunity to develop and diversify the division's revenue streams by maximizing opportunities in fundraising, revenue-generating units, and procurement of institutional grants and contracts.

Creating an Environment for Success – The Vice Chancellor for Student Affairs will lead a dynamic and highly engaged team of student affairs professionals and build an environment that empowers staff and encourages collaboration, creativity, and intelligent risk-taking. With an eye on the rapidly-changing landscape of higher education, this role will encourage staff to explore and implement emerging practices in higher education and student affairs.

Strengthening the Connection Between Student Affairs and Academic Affairs – The Vice Chancellor for Student Affairs will serve as a key liaison to the faculty regarding the student experience and have the opportunity to work with faculty leadership to ensure that efforts are closely and visibly aligned with the teaching and research mission of the university.

Promoting Diversity, Equity and Inclusion – In partnership with university leadership, faculty, students and staff, the Vice Chancellor will pursue avenues to strengthen the university's efforts to be an inclusive community that is marked by respect, responsibility, and acceptance. This position will partner with the Vice Chancellor for Equity and Inclusion to design and implement innovative initiatives that lead to academic access and student success, leadership and advancement opportunities for staff, and closing opportunity gaps for marginalized groups.

Shaping Responsive and Innovative Programs & Services - The Vice Chancellor will create strong relationships with students and student organizations to ensure that programs and services are student-centered, mission-driven, and responsive to new challenges and opportunities. This position will help streamline and broaden access to critical and high-demand services, address challenges in providing basic needs security to students, and continue to build Berkeley's innovative co-curricular programming. The Vice Chancellor must be forward-thinking and energized by working in an environment that encourages and empowers students to explore complex social issues and supports political engagement and activism.

Required Qualifications

The successful candidate for the Vice Chancellor for Student Affairs position will have:

- At least 10 years of progressive managerial experience in student affairs at a large research university.
- An understanding of current issues and trends in student affairs and student development, and a demonstrated ability to use this knowledge to make innovative improvements to programs and services.
- Enthusiasm for working directly with students, supporting student learning and success, and addressing issues with care and concern.
- The ability to provide strong, values-based leadership and to develop and articulate a clear vision for a large and diverse organization. A history of success with inspiring and empowering high-performing professional teams.
- Excellent communication skills, including the ability to quickly establish trust and rapport, build consensus, promote collaboration, and facilitate teamwork.
- Exceptional political acumen and experience managing multiple stakeholder agendas. A history of successfully navigating a complex environment with constant change and ambiguity.
- Direct financial management experience for a large, complex student affairs operation. Demonstrated success in developing and managing large budgets in a resource-constrained environment.
- A strong commitment to the teaching, research, and public service mission of UC Berkeley. Experience interacting with faculty and leadership in academic affairs to establish and align co-curricular and curricular offerings.
- A passion for the vital role that diversity and inclusion have in guiding how we achieve our mission. Willingness to exemplify and promote the [UC Berkeley Principles of Community](#).
- A master's degree; a doctoral degree is preferred.

Preferred Qualifications

The most attractive candidates for the Vice Chancellor for Student Affairs position will have:

- Significant experience in one or more of the following areas:
 - Fundraising and the development of successful revenue generating programs and services
 - Strategic enrollment management
 - Providing leadership in campus-wide emergency and crisis situations
 - Initiating and implementing creative programs that attract and retain a diverse student body, and improve the student experience
- Success with leading large-scale change initiatives in a complex organization
- A record of collaborating with campus constituencies to develop and improve student services offerings
- Knowledge of student due process policies and procedures, conflict resolution strategies, and skill in mediating disputes.

Application and Nomination Process

The search committee will begin accepting applications immediately and the first review date is April 23. The committee will continue to accept applications and nominations until the position is filled. Applicants must submit a current curriculum vitae and a cover letter describing relevant experience and interest in the position. Nominations should include the contact information of the nominee. All nominations and applications will be handled in confidence.

Application materials should be submitted by email to:



executive search consultants

Alberto Pimentel
Managing Partner
or
Navid Nakai
Senior Associate

Storbeck/Pimentel & Associates
6512 Painter Avenue
Whittier, CA 90601

Email: apsearch@storbeckpimentel.com
Refer to code “**UCB-VCSA**” in subject line

This is a designated position requiring fingerprinting and a background check due to the nature of the job responsibilities. The university reserves the right to make employment contingent upon successful completion of the background check.

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected veteran status.

For more information about your rights as an applicant see:

http://www.eeoc.gov/employers/upload/poster_screen_reader_optimized.pdf

For the complete University of California nondiscrimination and affirmative action policy see:

<http://policy.ucop.edu/doc/4000376/NondiscrimAffirmAct>