In December 2015, the University of Wyoming Board of Trustees appointed a new and dynamic President, Dr. Laurie Nichols, to lead the University of Wyoming (UW). Under her leadership, UW has embarked on an ambitious strategic planning process that will lead to the creation of a bold, new vision for the University. To accelerate UW’s pursuit of academic excellence and student success, UW seeks Vice President for Student Affairs candidates who are visionary, inspirational, and possess a commitment to student success and innovation.

**Overview of the Division of Student Affairs**

In keeping with the call for excellence across the University, the Division of Student Affairs serves to support students in access, development, success, and completion. Student Affairs employees touch students’ lives at every stage from pre-enrollment through post-graduate support. The guiding principles of the division are Connect, Continue, Complete, and Collaborate, which together offer a comprehensive vision for the division’s interface with students. As a land-grant institution, UW has the opportunity and responsibility to serve all the citizens in the state and Student Affairs is active in building the pipeline to college, promoting the university to prospective students, and ensuring affordability to all students including the underserved and at-risk. The goal is to develop in students the life skills they need to be successful through the course of their degree and beyond as prepared global citizens.

The Vice President for Student Affairs oversees UW units focused on student engagement and success, including,

- Residence Life and Dining Services
  - UW Catering & Events
- Dean of Students Office
  - Associated Students of UW - Student Government
  - Disability Support Services
  - Sexual Misconduct
  - Student Welfare
  - Student Media
  - Student Conduct
  - Fraternity and Sorority Life
  - Multicultural Affairs
  - Veterans Services
  - Non-Traditional and Women’s Center
  - Stop Violence Program
  - Rainbow Resource Center
- Campus Recreation, including Outdoor Programs, Club and Intramural Sports
- Student Health Service
- University Counseling Center and Alcohol Awareness
- Cowboy Parents Council
- Wyoming Union
  - Campus Activities Center
  - Service Leadership and Community Engagement (SLCE).
Position Summary
The Vice President for Student Affairs is responsible for shaping the future of the University of Wyoming student experience. The Vice President will initiate, develop, maintain, and provide fiscal oversight for programs and services that support students in their academic pursuits, campus life and civic and social responsibilities. The Student Affairs division is supported by approximately 220 full-time staff and a budget of $40 million.

The University seeks a creative, dedicated and student-centered leader who is committed to enhancing a diverse and inclusive environment and shaping the future of the UW student experience. The Vice President will lead a talented and dedicated student affairs team in creating and maintaining a safe, healthy, and supportive environment that promotes students’ intellectual, physical, social, and emotional development in a holistic way. Furthermore, they will enable and empower the Student Affairs team to effectively meet the goals of the University through strong partnerships across the institution and within communities the University serves. They will establish and support collaborative relationships with students, student organizations, student government, the senior leadership team, faculty, and staff in order to offer a broad array of experiences at the University that engage students in learning and otherwise promote their success. The Vice President must recognize the importance of and continue to foster the relationship with academic affairs in the shared commitment to recruitment, student retention, and persistence to graduation.

The Vice President will play an integral role in fulfilling the University’s mission and strategic plan goals and be impactful in the delivery of services to students. As an essential member of the University’s senior leadership team, the Vice President will collaborate across divisional boundaries in their support of the University’s mission and goals. The Vice President will be expected to invest in new ideas as well as build upon effective programs and services and the many existing strengths of the University.

They must be able to recognize and act upon the unique characteristics of UW (a land-grant university and the only four-year research university in the state) and its region, environment and student populations. Further, they must have a deep understanding of and passion for higher education, the ability to inspire teamwork and cooperation, and the capacity to be innovative and take calculated risks. The successful candidate will have a broad understanding of and be responsive to the competitive challenges, technological opportunities, and cutting-edge practices required for institutions and students to be successful in the rapidly-changing higher education landscape.

Current Opportunities and Challenges
The next Vice President for Student Affairs will have the opportunity to make an impact in several important areas:

- **Student Retention and Outreach** – The University is currently in the initial phase of implementing a new comprehensive strategic enrollment management plan that will require the participation and support of the Student Affairs division. The new Vice President will play a lead role in executing the aspects of the plan that focus on student success and retention. They will also be heavily engaged in developing strategies for recruiting new freshmen, transfer students from Wyoming, and diverse student populations within the U.S. and internationally.
• **Developing New Residence Halls** – The University recently engaged in a comprehensive review of its residence halls and has enthusiastically committed to the development of new facilities that effectively serve the needs of current and future students. Therefore, the next Vice President will work closely with the President and Board of Trustees in developing plans for the funding and construction of these new facilities.

• **Student Advocacy** – The next Vice President will be a thought leader and innovator in developing and implementing strategies that address the needs of first-generation college students, changes in federal and state legislation, increasing needs for services supporting student health and wellness, and a renewed level of student activism. As an advocate for students, the Vice President must lead the discussion on important student-related issues in the UW community and state.

• **Enhancing the Division of Student Affairs** – The next Vice President will have the opportunity to implement strategies for the development and retention of high quality support staff for the Division. The next Vice President will analyze current Student Affairs’ operations and look to creating a more effective and efficient division, including the consideration of third party partnerships where appropriate.

• **Equity & Inclusion** – The next Vice President will have an opportunity to develop approaches to ensure that UW continues and enhances engagement in activities that promote equity, inclusion, and diversity among students at all levels and within the university community. Promoting a campus climate that embraces and values diversity and inclusion will be top priority into the future.

**Qualities and Characteristics**
The successful candidate will possess:

• The ability to work collaboratively and inclusively with students, parents, senior administrators, faculty, staff, the media, and the broader community;
• The ability to relate effectively to a wide variety of people of diverse backgrounds, including an understanding and respect for religious, cultural, ethnic, and individual differences;
• Knowledge of contemporary issues, approaches, and theories that guide the holistic wellness and development of students in higher education and a demonstrated ability to translate that knowledge into practical applications, program development, and service provision;
• Personal involvement in student activities and enthusiasm for working with students and promoting their learning and success;
• Demonstrate an understanding of, and experience with emerging housing options that bring the academic and campus life experience together in a seamless fashion.
• Demonstrate an understanding of creating an environment that nurtures the whole student, in and out of the classroom, including engagement with athletic, cultural arts, and other extramural activities;
• Comprehension of the state and national legislative, regulatory, and public policy environments impacting education;
• Demonstrate wisdom, political savvy, and thoughtfulness in dealing with complex and politically sensitive issues that may impact the Division of Student Affairs and the university;
• Ability to enhance the student experience and student success by developing programming, with measurable outcomes, aimed at increasing the retention and graduation rates of students;
• Strategically develop and advance initiatives aimed at student success, engagement, and career entry; as well as the ability to work collaboratively across university divisions towards those goals;
• Promote partnerships between the university and the region, including high schools and community colleges;
• Provide leadership in campus-wide emergency and crisis situations and offer support to students and their families, as appropriate;
• Use data to inform effective practices with students from varying backgrounds and needs;
• Use technology applications in supporting students;
• Provide financial and technical acumen;
• Work collaboratively with other divisions, with special emphasis on the relationship between Academic Affairs and Student Affairs;
• Demonstrate personal qualities to include: creativity, commitment, intellectual curiosity, collegiality, and personal integrity to work closely with students, staff, faculty, administrators, and external constituencies.

**Qualifications**

- Master’s degree is required; Ph.D. is preferred;
- Substantial progressive executive and managerial experience in student affairs administration, with particular expertise in the areas of improving student life and the student experience;
- Evidence of accomplishments (including measurable outcomes) in consulting and collaborating with campus constituencies to develop, administer, and improve student academic and support services to increase student retention and graduation rates;
- Demonstrated experience advocating on behalf of students and staff in order to achieve desired outcomes and goals;
- Demonstrated ability to innovate and continuously improve student services and methodologies;
- Excellent management, organizational, planning, supervisory, and problem-solving skills;
- Excellent oral and written communication skills;
- Knowledge and understanding of budgeting, financial controls, and fiscal interests and issues;
- Demonstrated ability to manage a large portfolio with significant resources and a diverse professional staff;
- Knowledge of mediation and/or conflict resolution strategies and methods and skill in mediating disputes between students, staff and students, staff and students/parents and community representatives;
- Evidence of leading large-scale change initiatives in a complex organization;
- Demonstrated ability to advance the objectives of the organization by building collaborative relationships across functions and working successfully with multiple constituencies.
• Evidence of the ability to work effectively in an environment of academic shared governance at a highly-regarded research university;

• Record of managing and leading in an inclusive and transparent manner; promoting cooperation, fairness, and equity, showing respect for people and their differences, and working to understand perspectives of others;

• Experience creating and providing professional development opportunities for staff in order to enhance their expertise related to their respective areas of responsibility.

• Record of creativity and noteworthy success in initiating and implementing programs that attract and retain a diverse student body, and initiatives that improve student life and experience around issues of diversity for all students, particularly those from diverse backgrounds.

The University

Established in 1886, the University of Wyoming is a land-grant, doctoral/research university, Division I member of the NCAA—Mountain West Conference, set in the front range of the Rocky Mountains at 7,200 feet. UW is the only four-year public university in the state and combines major-university benefits and small-school advantages. The Wyoming Cowboys and Cowgirls are Wyoming’s home teams with a strong and passionate fan base throughout the state, with 17 intercollegiate varsity sports. There is considerable private and public support to expand the athletic facilities to ensure continued success in the conference.

The University of Wyoming has been accredited by the Higher Learning Commission continuously since 1923 and received continued accreditation in 2009–2010. Individual programs and schools are also accredited by regional and national professional organizations. The university is organized into seven colleges and multiple interdisciplinary institutes and schools: College of Agriculture and Natural Resources, College of Arts and Sciences, College of Business, College of Education, College of Engineering and Applied Science, College of Health Sciences, College of Law, School of Energy Resources, and the Haub School of Environment and Natural Resources. All of the colleges have areas of distinction, which include health care education, visual and performing arts, business, biological and atmospheric sciences, computational science and energy. UW is currently working with the governor and state legislature on initiatives to raise the engineering, science, and education (teacher preparation) programs to national distinction. The School of Energy Resources has attracted national and international recognition for its cutting-edge instruction and applied research. The UW Library system has expanded substantially over the past several years and is a member of the Greater Western Library Association.

Since UW serves as both Wyoming’s land-grant and flagship university, the continuing challenge is to meet the highly diverse academic needs of the state’s students and communities while focusing on areas of excellence. UW offers 200 programs of study across a broad spectrum of disciplines. Students generally experience small class sizes, affordable tuition, high quality education, and easy access to reputable teaching and research faculty. UW also focuses its expertise in selected areas of academic distinction. These are fields of academic inquiry and curriculum in which UW has both an existing foundation in faculty strength and a commitment to sustained and increasing prominence.

UW provides its students access to additional degree programs and coursework through its membership in the Western Interstate Commission on Higher Education (WICHE) and the Washington, Wyoming, Alaska, Montana, Idaho (WWAMI) Medical Education Program administered by the University of Washington, the nation’s premier medical school in primary
care and rural medicine. The university serves the entire state of Wyoming through an expanding distance education program and 10 regional educational centers. In addition, Agricultural Extension Centers are scattered throughout Wyoming’s 23 counties and on the Wind River Indian Reservation. UW is committed to strong, productive academic relationships with Wyoming’s seven community colleges to provide a seamless and more efficient higher education to more students. For the fall of 2016, more than 12,600 students enrolled in baccalaureate, graduate and professional programs.

The university has a vibrant student life with more than 260 recognized student organizations from which to choose. The ASUW Student Government is engaged and active. There are inclusive living and learning environments and programs which provide civic engagement and service learning opportunities for the development of leadership skills and for dialogue, understanding, and appreciation of others. Approximately 10,340 students were enrolled on the Laramie campus. Students come to UW from 47 states, with 57% from Wyoming, 14% from nearby Colorado, 13% are ethnic minorities and 6% are international students. In the most recent student satisfaction survey, 95% of students indicate that they are pleased with the education they are receiving at UW. Planning for the replacement of the residence halls to create an undergraduate academic village is underway through a possible public/private partnership is underway and is one of UW’s top capital construction priorities.

The State of Wyoming invests strongly in higher education, providing the highest amount of state funding support per student in the nation. Consequently, UW has the lowest undergraduate tuition among the nation’s public doctoral granting universities. The university also benefits from a $500 million endowed student scholarship program for Wyoming high school graduates, a robust capital construction budget, and a publicly and privately supported endowed faculty program.

UW has an annual operating budget of more than $500 million. State funding accounts for 40% of the revenues, with the remainder generated by a variety of sources including contracts and grants, foundation resources, and tuition. External research funding was over $95 million in FY16. Annual private giving for the same period exceeded $63 million. With the support of the Wyoming legislature and private donors and through institutional bonding (UW currently enjoys a Standard and Poor’s rating of AA-, with a positive outlook), the university has received $925 million in capital construction and major maintenance funds over the past decade.

For FY16, the university employed 761 full-time instructional and clinical faculty, including 620 tenured/tenured-track faculty. There were more than 2,200 other full-time benefited employees. Faculty members are internationally renowned for their research and scholarship and are innovative and creative teachers. Long recognized for its commitment to baccalaureate education, UW seeks greater recognition, both in academia and in the private sector, for its research, teaching, scholarly and creative endeavors, and graduate programs.

For more information about the University of Wyoming, please visit http://www.uwyo.edu/.

Application and Nomination Process
The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applicants must submit a current curriculum vitae and a letter of interest describing relevant experience. Submission of materials via e-mail is strongly encouraged. Nomination letters should include the name, position, address and telephone number of the nominee. All nominations and applications will be handled in
Applications and letters of nomination should be submitted to:

Alberto Pimentel, Managing Partner  
Storbeck/Pimentel & Associates  
6512 Painter Avenue  
Whittier, CA 90601  
Email: apsearch@storbeckpimentel.com  
Refer to code “UW-VPSA” in subject line

The University of Wyoming is an Equal Employment Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability or protected veteran status or any other characteristic protected by law and University policy. Please see www.uwyo.edu/diversity/fairness.

We conduct background investigations for all final candidates being considered for employment. Offers of employment are contingent upon the completion of the background check.