



## Vice President for Student Affairs

Case Western Reserve University (CWRU) seeks an innovative, knowledgeable, and collaborative leader to serve as its next Vice President for Student Affairs (VPSA). The VPSA will report to the University's Provost, serve as a key member of the President's leadership team, and set the strategic direction for student affairs in alignment with CWRU's priorities of building a diverse and inclusive community, elevating academic excellence, expanding research and entrepreneurial opportunities, and enhancing community engagement. In strong partnership with the Provost, Deans, and campus leaders, the VPSA will bring a creative, data-informed, systems approach that will promote student success and bolster student retention and graduation. An experienced student affairs professional who is deeply committed to social justice and inclusion, the successful candidate will have significant experience creating an inclusive, equitable campus environment that addresses the complex and dynamic needs of a diverse student body that has been significantly affected by the COVID-19 pandemic, racial reckoning, and social unrest. The University seeks a creative visionary with the passion and experience to lead the Case Western Reserve community in reimagining student affairs for the future.

### ABOUT CASE WESTERN RESERVE UNIVERSITY

Established in 1826, Case Western Reserve is one of the country's leading private research institutions and a member of the [Association of American Universities](#). Nestled within a renowned arts and cultural district in Cleveland, the campus is also within walking distance of three major hospital systems ([Cleveland Clinic](#), [Louis Stokes VA Medical Center](#), and [University Hospitals](#)) and within a 10-minute drive the [MetroHealth Medical Center](#). The University has increasingly capitalized on the opportunities for collaboration that its location provides, including a new [Health Education Campus](#) (HEC) with Cleveland Clinic, a University Farm, and the Sears think[box], along with "unprecedented" discoveries at the [Cleveland Museum of Natural History](#), [Cleveland Museum of Art](#), [Cleveland Institute of Music](#), [Cleveland Gardens/Arboretum](#), the [Rock & Roll Hall of Fame](#), and the [Western Reserve Historical Society](#) to name a few.

Case Western Reserve itself includes seven schools ([dental medicine](#), [engineering](#), [management](#), [medicine](#), [law](#), [nursing](#), [social work](#)) and the [College of Arts and Sciences](#). The University has just over 12,000 students—5,792 undergraduate students and 6,277 graduate and professional students—almost 3,700 full-time faculty, 3,200 staff, and more than 110,000 alumni worldwide. The student body hails from all 50 states and from 94 countries. Case Western Reserve has a \$1.2 billion operating budget, nearly \$400 million in sponsored research funding, and a \$2 billion endowment.

Case Western Reserve offers a wide variety of [academic programs](#) including more than [100 undergraduate programs](#), about [160 graduate and professional options](#), and more than [145 dual-degree programs](#). Students can also study in one of [seven online master's degrees](#) or more than a dozen non-credit online courses.

CWRU caters to high-achieving, intellectually engaged students who are concerned about their community and want to make an impact to advance a more just world. They are often highly talented in more than one area as evidenced by the large number of students with dual majors that might span STEM-oriented through highly creative fields. Ninety-nine percent of CWRU undergraduates take part in experiential learning, 47% receive financial assistance equal to their full demonstrated need, and 26% of the incoming freshman class are from historically underrepresented groups. CWRU receives [high ranks from international publications and organizations](#) in academic programs, research, return on investment, and innovation, to name a few.

Under the skillful and visionary direction of [President Eric Kaler](#), Case Western Reserve is committed to expanding the University's impact by growing its undergraduate enrollment, increasing research expenditures, and enhancing community engagement—particularly in local communities adjacent to the campus. The [Neighborhood Advisory Council](#), which serves as a liaison between neighboring communities and University leadership, is one example of this effort. Through connections with faculty, staff, and students across the University and with the local community, Case Western Reserve seeks to be a “high impact research university where humanity, science, and technology meet to create a just and thriving world.” This vision, regarded as CWRU's [North Star](#), informs the University's [Think Big Strategic Plan](#) under the stewardship of [Provost Ben Vinson III](#). Developed from input from the entire University community and completed in the fall of 2019, the Think Big Strategic Plan incorporates four guiding pathways ([Ignite Interdisciplinarity](#); [Integrate Humanity and Technology](#); [Achieve Social Impact](#); and [Shape the Agora](#)) that will ensure that CWRU makes progress toward its goals and actualizes its North Star vision.

Guided by the **Think Big Strategic Plan** and the University's **North Star**, the Office of the Provost is undertaking several [initiatives](#) that support an unwavering commitment to diversity, equity, and inclusion. To aid in that effort, the University is partnering with Black and minority serving institutions to share ideas and resources. In addition, one of the University's top strategic priorities revolves around fostering equity and academic excellence in an undergraduate research environment and is informed by the [Boyer 2030 Commission Report](#).

[Prestigious awards and recognition](#) underscore the research excellence within the University. Among its faculty are recipients of MacArthur, Guggenheim and National Endowment for the Humanities fellowships, Fulbright scholarships, a Pulitzer Prize, National Science Foundation Career Awards, and elected fellows from the American Academy of Arts and Sciences, the American Association for the Advancement of Sciences, and the American Council of Learned Societies, among others. Furthermore, the research of its alumni and faculty have led to multiple Nobel Prizes—including to longtime dean and faculty member Frederick Robbins (for his contributions to the polio vaccine) and alumnus Paul Berg (for recombinant DNA).

Collaborations and interdisciplinary efforts extend well beyond research. Launched in 2016, the annual [Cleveland Humanities Festival](#) involves more than 30 partners across the region offering dozens of events each March and April. [Sears think\[box\]](#)—the nation's largest innovation and makerspace open to the public—regularly partners with schools and other university programs to support student entrepreneurs. And, most recently, the launch of the Coleman P. Burke Center for Environmental Law is providing learning and research opportunities for students and faculty across the campus.

In 2026, Case Western Reserve marks its 200th anniversary. The University's ascension over the past several years has inspired renewed confidence and ambition across the campus.

## **LOCATION**

Case Western Reserve University is proud to call Cleveland home. The campus—just 5 miles east of downtown in the University Circle neighborhood—places students, faculty, and staff within easy reach of incredible research and career opportunities, not to mention outdoor attractions and lively city life. As a mid-sized metropolis that is home to nearly three million people, Cleveland gets very high marks for its thriving healthcare and biotechnology industries, lively arts and cultural scene, low cost of living, four-seasons climate, and wealth of natural resources.

Ranked as one of the most livable cities in the U.S with a large concentration of medical, educational, and performing arts organizations, Cleveland is home to many renowned institutions such as the [Cleveland Clinic](#) and the [Playhouse Square Center](#). Cleveland's University Circle is a busy [cultural hub](#) with institutions like the Cleveland Museum of Natural History and the Museum of Contemporary Art, a modern mirrored structure with regularly changing exhibitions. Severance Hall hosts performances by the [Cleveland Orchestra](#) and paths wind past roses and maple trees at the [Cleveland Botanical Garden](#).

## **DIVERSITY, EQUITY, AND INCLUSION**

Case Western Reserve University values excellence by advancing diversity through inclusive thinking, mindful learning, and transformative dialogue.

### CWRU Diversity Statement

*Case Western Reserve University aspires to be an inclusive environment, believing that the creative energy and variety of insights that result from diversity are a vital component of the intellectual rigor and social fabric of the university.*

*As a scholarly community, Case Western Reserve is inclusive of people of all racial, ethnic, cultural, socioeconomic, national and international backgrounds, welcoming diversity of thought, pedagogy, religion, age, sexual orientation, gender identity/expression, political affiliation and disability.*

*We believe in a culture of inclusion that encourages relationships and interactions among people of different backgrounds, a culture that enhances human dignity, actively diminishes prejudice and discrimination and improves the quality of life for everyone in our community.*

### For a Better CWRU – A Student-Led Task Force

The May 2020 murder of George Floyd and the events that followed prompted profound reflection on the Case Western Reserve campus. The University's June 2020 Day of Dialogue highlighted issues involving race on campus and beyond. Students in other settings—including on social media—expressed concerns regarding behaviors and actions involving gender, sexual misconduct, LGBTQ+ populations, mental health, individuals with disabilities, and more.

In 2020, a student-led task force was developed to examine the policies, practices, and initiatives necessary to achieve a true culture of respect on the CWRU campus. Seven student-led committees were created which reported to an Executive Board who communicated updates to the President and the President's cabinet. Each committee provided a [written proposal of recommendations](#) which was vetted by the [Executive Board](#). Since the end of the 2020-2021 academic year, a number of the items raised in the For a Better CWRU task force proposals have made [significant strides](#). Work on additional projects remains ongoing.

In September 2020, Case Western Reserve University again received the national Higher Education Excellence in Diversity (HEED) Award from INSIGHT Into Diversity magazine, a diversity-focused publication in higher education. The award recognizes colleges and universities nationally that have demonstrated an outstanding commitment to diversity and inclusion. Case Western Reserve has received the award each of the last eleven years—since the honor was established in 2012.

## **DIVISION OF STUDENT AFFAIRS**

The departments within the Division of Student Affairs direct and support the academic and co-curricular needs of CWRU students and the University. The Office provides leadership in the development of services and programs that enrich student life, extend and enhance the academic experience, and contribute to an environment that encourages personal growth and development. The Vice President and staff administer all departments within Student Affairs and liaise with other administrative offices and the faculty. A central source of information, the Office of Student Affairs oversees policies, procedures, and programming that promote and support student life and well-being. Student Affairs departments include:

[Accommodated Testing and Services](#) (OATS) provides accommodations for CWRU students including testing accommodations, note-taking services, and assistive technology.

The [Center for Civic Engagement and Learning](#) (CCEL) works to create an engaged campus by providing and supporting opportunities for community service and collective action while promoting civic awareness and leadership.

The [Dean of Students](#) Office serves in an advocacy role for all students. The Office assists students, parents, faculty, and staff with all matters related to student life for academic success at CWRU and provides support for students experiencing a range of challenges.

[Disability Resources](#) is committed to assisting all CWRU students with disabilities by creating opportunities to take full advantage of the University's educational, academic, and residential programs.

The [Flora Stone Mather Center for Women](#) empowers all women and promotes gender equity and inclusion throughout the CWRU community.

[Graduate Student Life](#) provides resources that assist graduate students during their time at CWRU in being successful personally, professionally, and academically.

[Greek Life](#) strives to foster the positive development of CWRU's member fraternities, sororities, and of each individual member by upholding the values of citizenship, scholarship, ritual, and leadership.

The [LGBT Center](#) exemplifies CWRU's commitment to serving its diverse students, staff, faculty, and alumni.

The Office of [Multicultural Affairs](#) (OMA) works to develop an inclusive CWRU community, one that supports all students, respects and celebrates their identities, and facilitates their success.

The Student Affairs [Operations and Planning](#) Group facilitates exceptional learning experiences by providing support, information, tools, and solutions for department staff and students.

[Physical Education and Athletics](#) helps students develop fitness and lifetime sports skills. The activities in intramural, open recreation, wellness, and sport club programs are designed to enhance the quality of life for students of all levels. Case Western Reserve University, a Division III institution, is home to 19 varsity teams and over 500 student-athletes who participate in the University Athletic Association (UAA) conference.

[Residence Life](#) works to build an on-campus community that fosters personal growth and teamwork and offers an opportunity for students to enjoy creative, social, educational, and cultural programs.

[Student Activities and Leadership](#) provides a variety of programs, events, organizations, and leadership opportunities for both undergraduate and graduate students.

[Student Centers](#) is a group of centers that serve as central gathering places for students, faculty, and staff at CWRU, housing several student and staff organizations, outside community institutions, and space for campus and community events.

[The Office of Student Conduct and Community Standards](#) is responsible for the student conduct process for the entire University. This includes conduct policy issues with all students – undergraduate, graduate, and professional.

[University Health and Counseling Services](#) advances the success of CWRU's diverse student body through integrated medical, mental health, and wellness services, and promotes a culture of safety, respect, and global citizenship that fosters lifelong resilience.

The [student life strategic plan](#) is built around three strategic anchors, which serve as a distillation of the goals of our work in student affairs and student success, as well as aspirational statements for what our divisions hope to become.

Our strategic anchors aim to inspire students to:

- [Belong](#)
- [Be Well](#)
- [Experience](#)

Aspiration statements accompany each anchor and serve as a guide for student life efforts at CWRU into the future. Each statement reflects a value related to the discovery of what already works best and what more is to come.

## **THE ROLE OF THE VICE PRESIDENT FOR STUDENT AFFAIRS**

The Vice President for Student Affairs (VPSA) will join Case Western Reserve at a time of great promise and vibrant, community-engaged collaboration around envisioning an inspiring path forward for the University and for the student experience. The VPSA leads all aspects of student life that enrich and promote the intellectual and personal growth of all undergraduate, graduate, and professional students at the University. Reporting to the Provost and serving as a member of the President's Cabinet, the Vice President oversees all departments within the Student Affairs division, assumes all budgetary and strategic planning goals related to the development and support of student life programming, and develops relevant policies and practices that ensure student well-being and development. The VPSA oversees a budget of nearly \$22 million and a team of 170 staff members and actively collaborates across the University. As a member of the President's Cabinet, the VPSA will meet monthly with the President.

## **KEY SUCCESS FACTORS**

The ideal candidate will be highly experienced as an executive level student affairs professional and will hold an advanced degree. A highly personable, responsive, inclusive, and culturally competent leader who values collaboration with colleagues and across divisions, the next Vice President for Student Affairs should have excellent insight into the best ways of serving a generation of students that has been severely affected by the COVID-19 pandemic and the social unrest and racial reckoning that has characterized the past few years. The successful candidate should also excel in the following areas:

### Innovative, creative, and energetic leadership

As the chief student affairs administrator, the successful candidate will:

- Build on the longevity and deep professional expertise of a collegial, cohesive, and highly regarded Student Affairs leadership team and staff;
- Strengthen the collaboration between Academic Affairs and Student Affairs;
- Understand the nuances of the current and evolving Student Affairs landscape and create programming that anticipates new directions, changing student expectations, and the evolving composition of the CWRU student body, 26% of whom are from historically underrepresented backgrounds, as well as a growing international and graduate student body;
- Be a highly-regarded leader on the forefront of national conversations and issues related to student life and well-being;
- Support and champion the University's efforts to further racial and gender equity work on campus;
- Provide effective management and advocacy of the Student Affairs division and its space and financial resources;

- Advise the President and Provost on all policies and matters related to students;
- Demonstrate a high degree of energy and organization and an open, confident, and convincing communication style with persuasive and inspiring oral and written presentation skills; and
- Effectively lead and manage crises that impact the campus community.

#### Student development and advocacy

As a highly visible, student-centered administrator, the new VPSA will:

- Advocate for undergraduate, graduate, and professional students;
- Develop programs and strategies aimed at supporting students with an eye towards improving graduation and retention rates;
- Understand best practices around supporting undergraduates in a research environment, as informed by the [Boyer 2030 Commission Report](#), and be prepared to lead divisional efforts in this regard in collaboration with faculty and academic departments;
- Demonstrate an ongoing commitment to supporting an increasingly diverse, international, and intersectional student body and creating an inclusive and equitable campus environment;
- Show an outstanding commitment to the education, development, and welfare of all students and the ability to elicit their trust and high regard;
- Create, direct, and support programming and services designed to address student well-being, mental health and wellness, and the various learning needs/styles of students;
- Adhere to the highest standards of professional student service delivery and anticipate evolving student needs by launching new initiatives and/or improving existing programs and services;
- Keep up with the most current practices related to student development, discipline, safety, conduct, and risk management;
- Demonstrate experience with mediation and conflict resolution strategies;
- Collaborate with student leadership groups, including Greek Life organizations, Student Executive Committee, Undergraduate Student Government, and Graduate Student Council;
- Participate in planning and development of programs, policies, and services that facilitate students' CWRU experience and remove barriers to their personal and academic success.

#### Relationship building and community engagement

As the leader of a large and complex division that touches the entire CWRU community, the Vice President for Student Affairs will:

- Collaborate with faculty and academic affairs to create a seamless, holistic experience that weaves together academic and co-curricular life for CWRU students;
- Work openly and effectively with senior leadership and colleagues in other domains to design programming that meets the holistic needs of students;
- Demonstrate cultural sensitivity, the ability to work within a diverse community, and a commitment to the promotion of a campus culture that respects individuals and personal accountability;
- Participate in and develop connections through relevant professional associations and represent the University at conferences and workshops appropriate to the position, with particular attention to leadership roles in the NCAA and the University Athletic Association;

- Support fundraising priorities and alumni relations interests in the division and assist in the development of grant proposals to provide funding to assigned programs from outside governmental and private agencies; and
- Demonstrate effective listening skills, intellectual curiosity, an ability to engage in constructive debate and discussion, and leadership that leads to mutual understanding, shared interests, and goals.

Visionary strategic planning

Working collaboratively with Student Affairs colleagues and students across the University to envision a cutting-edge model for outstanding student service, the Vice President for Student Affairs will:

- Build on the momentum of University-wide strategic planning efforts and lead Student Affairs strategic planning in a manner that aligns with and supports broader community-wide goals;
- Promote a culture of assessment and continuous improvement in the division and use data and student learning outcomes to make evidence-based decisions regarding campus life programs and services;
- Participate in system audits, professional accreditation studies, and other University evaluation processes and planning and implement systematic assessment and evaluation of all programs and projects within Student Affairs; and
- Oversee the recruitment, management, development, and retention of the division's professional and support staff and support performance evaluation for staff that fosters and maintains mentoring, support, and collaboration within the division and with other academic and administrative units within the University.

The VPSA's direct reports include:

- Senior Associate Vice President for Student Affairs & Dean of Students
- Associate Vice President of Student Engagement & Learning
- Associate Vice President of Operations & Planning
- Assistant Vice President and Chief Health Officer, Health & Counseling Services
- Director, Athletics and Chair, Physical Education
- Student Affairs Executive Aide

Salary is competitive and commensurate with experience. The salary range for this role is \$300,000 to \$315,000. CWRU offers a generous benefits package.

For best consideration, please send all nominations and applications to: [CWRUVPSA@storbecksearch.com](mailto:CWRUVPSA@storbecksearch.com).



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*Case Western Reserve University strives to maintain a diverse and inclusive work environment. All applicants are protected under Federal law from discrimination or harassment based on race, color,*

religion, sex (including discrimination based on pregnancy and related conditions, sexual orientation, or gender identity), national origin, disability, age and genetics.

CWRU provides reasonable accommodations to applicants with disabilities. Applicants requiring a reasonable accommodation for any part of the application and hiring process should contact the [Office of Equity](#) by phone at 216.368.3066 or by email at [equity@case.edu](mailto:equity@case.edu). Determinations as to granting reasonable accommodations for any applicant will be made on a case-by-case basis.