



Invites Applications and Nominations for the Position of:  
**Vice President of  
Academic Engagement and Student Success**



**Greenwood/Asher**  
& ASSOCIATES, LLC

## The Opportunity

The newly appointed president of Baker College invites dynamic, thoughtful, and innovative leaders to join the leadership team. The new president's vision is ambitious, forward-thinking, and dedicated to a Student-First philosophy. Reporting directly to the president, the Vice President for Academic Engagement and Student Success will play a critical role in advancing the new vision. As a member of the president's cabinet, the vice president will provide system-wide strategic visionary leadership and foster a culture of inclusion, engagement, and belonging that inspires students, faculty, and staff to flourish.

The Vice President for Academic Engagement and Student Success is a new role for the college and serves undergraduate and graduate-level students. The newly appointed leader will be a bold visionary who is representative of our Student-First philosophy, which encompasses meaningful support inside and outside the classroom.

## The Role of the Vice President of Academic Engagement and Student Success

The Vice President of Academic Engagement and Student Success is responsible for developing a comprehensive vision inclusive of fostering academic achievement, engagement, and student success by; developing supportive programs and services; providing enriched student engagement, student life, and campus life; improving retention and graduation rates; developing first-year experience programming; supporting personal growth, wellness, internships, civic engagement, and career advising; providing advocacy and support for a diverse, equitable, and inclusive environment; delivering seamless student services; and developing metrics for key areas.

The new Vice President is an engaging, thoughtful, and transparent leader committed to diversity and will work collaboratively and collegially with various constituencies across the system to advance the President's vision in support of the college's mission and strategic plan.

The newly appointed Academic Engagement and Student Success leader has an opportunity to build a high-functioning team, redefine success and make a meaningful impact that will transform the institution and positively affect our students and the communities we serve.

## Role and Responsibilities / Essential Job Functions

- Provide strategic vision that includes enhanced academic advising, degree planning, student success, and student wellness throughout the student's academic journey and beyond.
- Provide leadership for ensuring that the college provides a comprehensive array of student services, student development programs focused on student success, including, but not limited to advising, retention, registration and records, Title IX policy and procedures, student advocacy, services for students with special needs, cultural activities, student life, residence life, and other student support services and programs.
- Define success through key performance indicators and measurable outcomes in order to transform the institution and positively affect students and communities they serve.
- Work collaboratively and collegially with various constituencies across the system to advance the president's vision in support of the college's mission and strategic plan.
- Recommend, develop and implement student services practices which foster and promote student learning and student success, and which support the educational programs of the College; recommends organizational structures, personnel and resources to ensure a student and learner-centered environment at all levels.
- Plan, design, develop and deliver system-wide student programs and services that implements the goals of the college; provides leadership for evaluating and ensuring quality in all aspects of the college's student services, and student development.
- Participate in college governance and assist the president in decision making regarding students in their non-academic activities and in developing, communicating, and implementing policies for student affairs.
- Provide leadership in maintaining a student- and learner-centered philosophy and focus for student services initiatives with a clear focus on successful student outcomes including: retention, and graduation.
- Provide leadership and oversees the application of the Americans with Disabilities Act to ensure all students have equal access to services.
- Institute a student lifecycle management approach and develop a student-centered campus environment that engages students academically and holistically and fosters inclusiveness and a strong sense of community.
- Serve as Title IX and ADA coordinator for student affairs.
- Oversee the development of strategies and activities of the Career Services department, in collaboration with the Director of Career Services.
- Implement and maintain oversight for compliance with academic policies and procedures, along with administration of the student code of conduct and other related policies and procedures at the system level.
- Lead development and implementation of key performance indicators relative to a student success environment to identify potential trends, as well as development opportunities.
- Facilitate the prioritization and completion of projects, working with the multiple goals and drivers of both internal and external stakeholders.

## Qualifications and Required Skills

- Master's Degree from an accredited college or university in education, counseling/student services, business or a teaching discipline aligned with the college's instructional program, or closely related field.
- Six or more years of progressive leadership experience at the director or assistant Vice President level in the area of student services and academic engagement.
- Demonstrated understanding of, and a commitment to the college mission and purpose, teaching and learning, high academic standards and student success.
- Must be a transparent, approachable, thoughtful leader skilled at building relationships.
- Must have evidence of being able to develop and maintain collaborative teams and positive work environments.
- Ability to recruit, train, coach, and retain diverse staff
- Ability to effectively understand and communicate the needs of a diverse student population, including traditional, non-traditional, transfer, commuter, first-generation, and underrepresented.
- Possess knowledge and understanding of student development theory and programs.
- Possess knowledge and understanding of the current issues and trends in student affairs and student development.
- Possess exceptional interpersonal skills and the ability to interact and work effectively with administrators, academic leadership, faculty, students, community leadership, public officials, funding agencies, and members of the community at large.
- Possess advanced analytical, evaluative, and objective critical thinking skills.
- Ability to analyze complex problems, interpret operational needs, and develop integrated, creative solutions.
- Skilled in program planning, examining and re-engineering operations and procedures, formulating policy, and developing and implementing new strategies and procedures at an institute of higher education.
- Experience and knowledge in the use of technology specific to academic engagement.
- Excellent organizational, interpersonal, written, and oral communications skills.
- Ability to lead and manage change.
- Experience developing programs that support and help first-generation students.
- Demonstrated experience developing strategies that advance students through their academic progression.

## Preferred Skills and Qualifications

- Doctoral degree from a regionally accredited institution in a related field of discipline.
- Experience with grant writing and reporting to securing funding.
- Experience with utilizing predictive data analytics that support academic engagement.
- Cross-functional experience or knowledge of enrollment management, student financial aid, and business services.

## About Baker College

Established in 1911, Baker College is the largest independent non-profit college in the state of Michigan with the most focused approach to education and training available. Baker College believes in cultivating a culture of valuing employees and maintaining a progressive brand as an employer. They are committed to build organizational capacity through a diverse, talented, high performing and engaged workforce.

They have the honor, opportunity, and responsibility of changing lives through education and are in the business of helping people achieve their dreams. They accomplish this by taking care and pride in everything that they say and do and by having commitment to processes, procedures and personal interactions that measure up to the highest standards.

Baker serves students through campuses and extension sites located throughout Michigan and online, including the newest flagship institution in Royal Oak. Baker is fully accredited and offers many programs in the fastest growing fields, such as business, health science, nursing, IT, and engineering, with convenient scheduling and 24/7 accessibility online.

**#16 in Social Mobility**  
US News & World Report

**#60 Top Online College**  
News Week

**Exemplary Status**  
Online Learning Consortium

**Best College in Michigan**  
Intelligent.com

## Mission, Vision, and Core Values

### Mission Statement

Our mission is our *reason for being* and what we work to accomplish every day as an institution.

The mission of Baker College is to provide an inclusive, innovative, and transformative educational experience which allows students to positively impact their lives and the world around them.

### Vision

Our vision is an aspirational outlook on what Baker College will accomplish *now* and in the *future*.

Creating better futures, one student at a time.

### Core Values

Our core values influence *everything we do* at Baker College – supporting our vision and defining our institutional culture.

- Integrity
- Caring
- Inclusiveness
- Innovation
- Social Responsibility

## Why Work at Baker

Baker is committed to helping those who are dedicated to creating a better future for themselves and the world around them. They're looking for individuals who share a similar vision for their own lives. As a Baker employee, you'll be making a difference every single day by helping the next generation of professionals prepare for great careers. Together, we can make great things happen.

Please visit [Baker.edu](http://Baker.edu) for more information. [BakerProud!](#)

Our College strives to be exemplars in the practice of diversity, equity, and inclusion by working in communion with multiple levels of professional representation throughout our college system. We are committed to our initiatives to fully understand how we can advance our levels of diversity, equity, and inclusion and create a culture that values student, staff and faculty engagement in addressing issues of diversity and inclusiveness.

Our College is an Equal Opportunity Employer. We seek a workforce with a wide range of perspectives and experiences, we provide opportunities to applicants and employees without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, or genetic information.

Please visit our [DEI Page](#) for more information.



## Benefits

Baker College offers a robust health benefits package to its employees. Baker College has gone to great lengths to maintain our reputation of providing affordable health care benefits to their employees even throughout all of the changes in our country.

Baker College offers full-time employees health insurance effective 30 days from the employee's full-time start date. Full-time employees have the opportunity to enroll in an ASR Health Benefits PPO program with no premium charge to the employee for the plan, which includes medical, prescription, hearing, dental, and vision coverage. Baker College also offers the following benefits: term life insurance; short-term and long-term disability insurance, flexible spending account, long term care insurance, pension, annuities, and tuition waiver.

Baker College strongly believes in a health work/life balance for their employees and offers a flexible work policy.

## Diversity, Equity, and Inclusion

Baker encourages and welcomes diversity, recognizing it as a key competitive advantage. By creating a supportive environment that allows everyone to perform to their potential, they achieve success, and that success reflects the quality of their employees.

The value of different backgrounds and perspectives should not be overlooked. Having a diverse workforce assists Baker in looking at all situations from a variety of angles and coming up with innovative ideas and solutions. Embracing and understanding what each employee's background and perspective is can allow Baker to progress more quickly than their competitors.

## The City of Royal Oak and Metro Detroit

The home of Baker's newest flagship institution, Royal Oak is conveniently located near several major thoroughfares and the Detroit Metropolitan Airport. It has maintained the appeal of a small town, while affording many of the amenities of a large metropolis.

Named by TIME as one of the World's Greatest Places for 2022, the art of the comeback is on full display in Detroit, with a vibrant art and culinary scene, a re-energized entertainment district and rich history on display at destinations including the Detroit Institute of Arts, Motown, and the Henry Ford. Shopping, family attractions, and recreation areas abound in the metro Detroit region.



# Nomination and Application Process

## Salary

Salary will be competitive and commensurate with qualifications and experience.

## How to Apply

Greenwood/Asher & Associates, LLC is assisting Baker College in this search. Applications and nominations are now being accepted. Confidential inquiries, nominations and application materials should be directed to Greenwood/Asher and Associates. For a full application package please provide a cover letter, CV, and list of five references. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

### **Please direct inquiries, nominations, and application materials to:**

Jeremy Duff, Vice President of Executive Search  
[jeremyduff@greenwoodsearch.com](mailto:jeremyduff@greenwoodsearch.com)

Kyle Pybus-Jerome, Senior Executive Search Consultant  
[kylepybusjerome@greenwoodsearch.com](mailto:kylepybusjerome@greenwoodsearch.com)



*Baker College is an Equal Opportunity Employer. We seek a workforce with a wide range of perspectives and experiences, we provide opportunities to applicants and employees without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, or genetic information. Please visit our [DEI Page](#) for more information.*

*The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Baker College documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.*