



# **Vice Chancellor for Equity and Diversity**







## EXECUTIVE SUMMARY

The University of Illinois Chicago ([UIC](#)) invites applications, inquiries, and nominations in its search for the next Vice Chancellor for Equity and Diversity (VCED). The university seeks a dynamic leader who will embrace UIC's distinctive profile as one of the most diverse research universities in the country, supporting its mission to provide the broadest access to highest levels of educational, research, and clinical excellence. UIC has made commitments to:

- ▶ Create knowledge that transforms our views of the world and, through sharing and application, transforms the world.
- ▶ Provide a wide range of students with the educational opportunity only a leading research university can offer.
- ▶ Address the challenges and opportunities facing not only Chicago but all Great Cities of the 21st century.

- ▶ Foster scholarship and practices that reflect and respond to the increasing diversity of the U.S. in a rapidly globalizing world.
- ▶ Train professionals in a wide range of public-service disciplines, serving Illinois as the state's principal educator of health-science professionals and as a major healthcare provider to underserved communities.

With nearly 34,000 students, UIC is Chicago's largest university and only public R1 research university.

UIC prides itself as a national leader among public higher-education institutions in providing access to underrepresented students. It is a designated Minority-Serving Institution (MSI), and a Hispanic-Serving Institution (HSI). The university has no majority undergraduate population. Its 2024 freshman class was the second largest ever, with 40% first-generation students. More than 50% of UIC first-year students receive Pell Grants, and 80-90% of UIC students are commuters.



## EQUITY AND DIVERSITY AT UIC

The University of Illinois Chicago is one of the nation's most diverse public research universities. As a federally designated Minority-Serving Institution, we strive to promote an organizational culture and structure grounded on the principles of access, equity and inclusion. UIC welcomes students, staff and faculty from a variety of racial, ethnic and class backgrounds; gender identities; sexual orientations; and abilities to cultivate a diverse learning community where human differences are embraced and neither difference nor disadvantage stands in the way of intellectual and professional achievement.





## OPPORTUNITIES AND EXPECTATIONS

The Vice Chancellor for Equity and Diversity (VCED) serves as the senior diversity officer for UIC and is responsible for leading efforts to embed access, equity and inclusion principles and practices into UIC's institutional culture. The VCED will build upon and contribute to the ongoing visioning and expansion of UIC's equity and diversity practices and programs, which includes guiding efforts to conceptualize, define, assess, nurture and cultivate UIC's equity and diversity principles and practices. The VCED provides leadership and enhances the coordination and support for equity and diversity issues across the institution.

Reporting to the Chancellor, the VCED advises the institution's senior leadership on infusing equity and diversity into the core of UIC's mission of educational, research and clinical excellence. The VCED works collaboratively with vice chancellors and deans across UIC and participates fully in the Chancellor's Cabinet.

The VCED has 15 direct reports and is responsible for the Office of the Vice Chancellor for Equity and Diversity (OVCED), which has 34 full-time staff, eight part-time staff, two faculty fellows and 81 student employees. The OVCED guides UIC's strategic efforts to advance access, equity and inclusion as fundamental institutional values underpinning all aspects of university life. Additionally, the OVCED manages UIC's key diversity resources and infrastructure, which includes initiating educational programs to promote a supportive university climate and partnering with campus units to formulate systems of accountability, cultivating mutually beneficial partnerships with different communities.

Specifically, the VCED is charged with:

- ▶ Overseeing the university's equity and diversity infrastructure, including managing available resources and providing support to diverse stakeholders at UIC.
- ▶ Being a partner to the Chancellor in anticipating issues and proactively positioning the university to best navigate an evolving equity and diversity landscape in higher education.
- ▶ Serving as a trusted advisor on issues of equity and diversity to the Chancellor and to the Chancellor's Cabinet.
- ▶ Providing leadership and direction to UIC on issues related to assessment and improvement of campus climate, improvements in representation and inclusion in the curriculum and integration of broad equity and diversity plans into institutional strategic planning.
- ▶ Working collaboratively with areas such as the Office of the Provost and Vice Chancellor for Academic Affairs and reporting units and the Vice Chancellors for Finance, Strategic Marketing and Communication and Advancement, as well as academic deans to enhance inclusiveness and implement best practices related to equity and diversity across the institution.
- ▶ Engaging UIC communities in reimagining strategies and programs that support the recruitment, retention and success of diverse students, faculty and staff across UIC.
- ▶ Developing leadership capacity around equity and diversity work across UIC by supporting the network of administrative unit/academic college diversity officers, university-wide [diversity committees](#) and broader stakeholder advisory networks in advancing equity and diversity goals.
- ▶ Generating and managing resources effectively to steadily advance priorities.
- ▶ Supporting university-wide equity and diversity through the identification and tracking of metrics, technologies and communication tools that enhance institutional assessment, accountability and collaboration.
- ▶ Providing direct oversight and leadership to the Office of the Vice Chancellor for Equity and Diversity, including developing and fostering leadership skills and qualities within the team through mentorship, professional development and inspiration; building, leading and inspiring a highly productive and professional team; and maintaining a climate that attracts, retains and motivates diverse and highly qualified staff.
- ▶ Assisting with the development and maintenance of trainings, informational sessions and programming including search committee trainings, mentorship and scholarly programs by providing guidance on best practices and procedures in equity and diversity in higher education.
- ▶ Advancing university priorities by leveraging UIC's distinctive status as a federally designated Minority-Serving Institution (MSI), Asian American and Native American Pacific Islander-Serving Institution (AANAPISI) and Hispanic-Serving Institution (HSI) to achieve strategic objectives by identifying opportunities, including external funding opportunities.
- ▶ Developing productive and effective working relationships with colleagues and peers on the university's leadership team, and approaching all relationships with openness and transparency while ensuring confidentiality.
- ▶ Serving as a spokesperson for UIC as required.
- ▶ Performing other related duties and participating in special projects as assigned.



## OPPORTUNITIES AHEAD

The next VCED will embrace UIC's mission to provide the broadest access to the highest levels of educational, research and clinical excellence, as well as UIC's shared commitment to access, vitality, empowerment and creativity. The next VCED will have the exciting opportunity to work closely with the Chancellor to implement a transformational vision of diversity and equity for the future of the university. The VCED will be a transparent and enthusiastic communicator who can establish and pursue clear strategic priorities.

UIC's mission, values and priorities speak directly to a commitment to diversity, equity, inclusion and accessibility. This commitment has been articulated and put into action through two diversity strategic-planning cycles over the past dozen years and related

initiatives, as well as through a range of programs, reforms and student-success investments that began with a campus-wide Student Success Initiative in 2012. The VCED will play a critical role in continuing these efforts through oversight of and/or participation in:

- ▶ The [Advancing Racial Equity](#) strategic planning and implementation process: the VCED will build on the foundation of the campus-wide efforts to date and, in consultation with the Chancellor, set a vision for the next phase of this work.
- ▶ UIC's 2024 Equity Plan, developed by an interdisciplinary committee in response to a request by the Illinois Board of Higher Education and shaped by the U of I System's [ACCESS 2030 Initiatives](#).



## PERSONAL AND PROFESSIONAL QUALIFICATIONS

The Chancellor, Provost and Vice Chancellor for Academic Affairs, the Vice Chancellor for Health Affairs and university stakeholders more generally anticipate and appreciate that each candidate will possess strengths in different measure. Nonetheless, the successful candidate will bring a majority of the following qualities to the role:

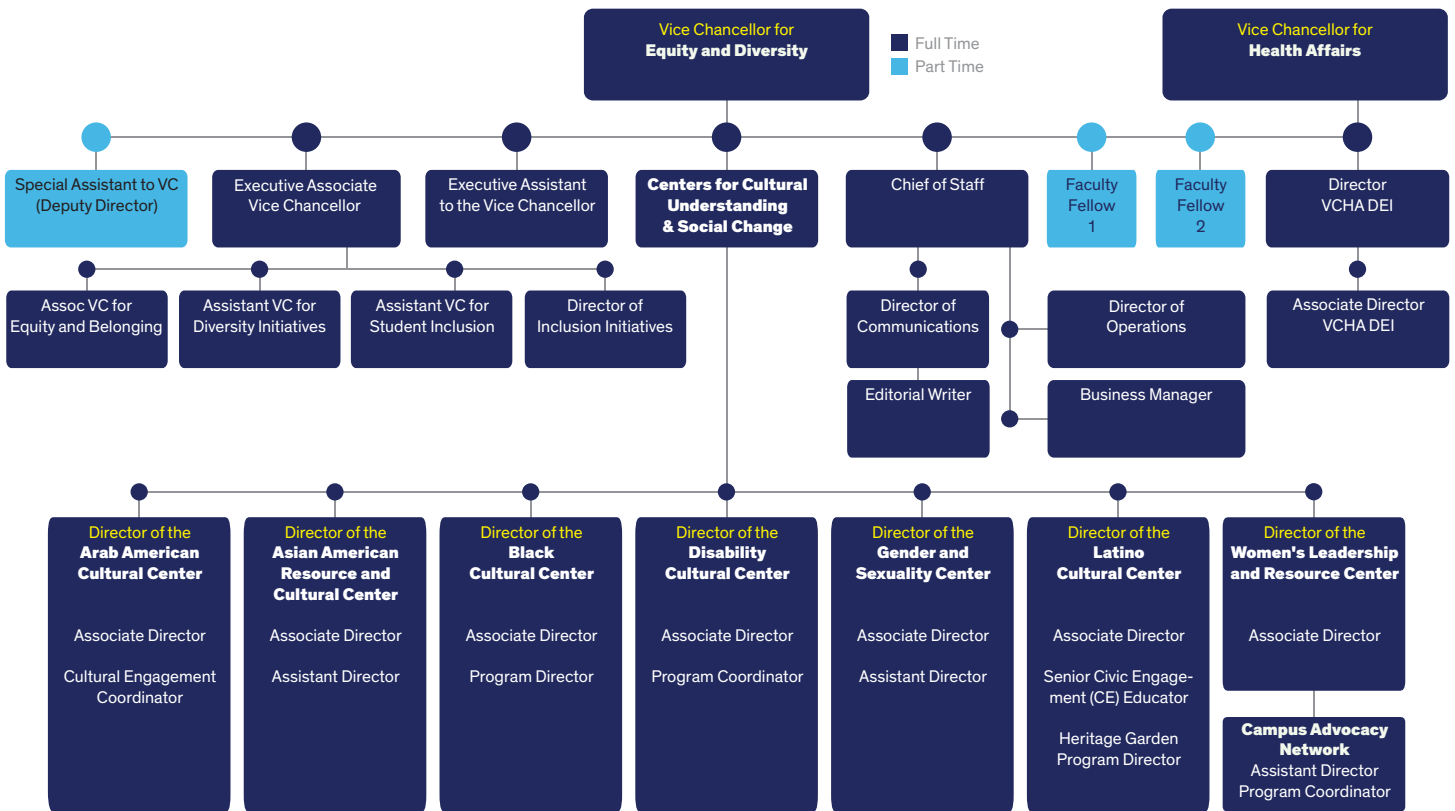
- ▶ A master's degree or doctoral degree in a related field from an accredited institution of higher education and a minimum of 10 years of progressively comprehensive equity and diversity program-building and administration leadership within a large, complex environment;
- ▶ Working knowledge of diversity, equity and inclusion best practices, concepts and programs, as well as relevant regulatory environment considerations and national trends, particularly relating to higher education;
- ▶ Experience with developing and implementing institutional policies related to diversity, equity and inclusion;
- ▶ Knowledge of the compliance infrastructure in relation to reports of alleged discrimination, harassment and/or sexual misconduct and appreciation for the need to work in partnership with the Offices of Access and Equity, Faculty Affairs, Student Affairs, Human Resources and University Counsel to ensure appropriate institutional responses;
- ▶ Strong management and leadership skills, including exceptional team leadership, training, coaching and mentoring ability;
- ▶ Crisis-management and conflict-resolution skills and the ability to manage multiple high-pressure demands;

- ▶ Excellent communication skills with demonstrated experience in making high-level presentations to senior and board-level leaders;
- ▶ Demonstrated understanding and appreciation for a consultative and collaborative approach to planning and management that matches the UIC process and culture;
- ▶ Experience in building and maintaining collaborative relationships with various stakeholders;
- ▶ Highly developed interpersonal, organizational, analytical, problem-solving and communication skills;
- ▶ Demonstrated ability to design bold, creative and innovative initiatives and to command the respect of colleagues within and beyond the university;
- ▶ Commitment to making higher education more inclusive.

### Preferred Qualifications:

- ▶ Experience within a large public research university, preferably with an academic health system, is highly desirable;
- ▶ Experience navigating federal and state budgets, laws, regulations and rules;
- ▶ A record of ensuring organizational resources (e.g., budget, personnel, etc.) are aligned to optimize the ability to reach institutional priorities and are managed responsibly;
- ▶ Demonstrable experience leading change across a unit, department or institution.

# VICE CHANCELLOR FOR EQUITY AND DIVERSITY ORGANIZATIONAL CHART







## THE UNIVERSITY OF ILLINOIS CHICAGO

The University of Illinois Chicago (UIC) is Chicago's public research university and is a Department of Education-designated Minority-Serving Institution (MSI). It serves as a thriving hub for research, education and innovation.

Its fall 2024 enrollment is 33,906 undergraduate, graduate and professional students across 16 colleges, including seven health sciences colleges and Chicago's only public law school. UIC is led by Dr. Marie Lynn Miranda, its 10th chancellor, who took office in July 2023 with a focus on access, equity and excellence.

UIC is classified as an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI) and a Hispanic-Serving Institution (HSI) — one of only 21 HSIs classified as very high research status (R1) by the Carnegie Foundation for the Advancement of Teaching.

In addition, the diverse patient population served by the University of Illinois Hospital & Clinics (UI Health) includes many who are significantly underserved in health promotion and health care. UIC is advancing multiple initiatives to address health disparities and promote diversity within all its colleges.

UIC's FY 2024 research award portfolio, which reached nearly \$500 million, supports over 3,500 different sponsored research projects and produces drug and technology licensing revenue of more than \$35 million. UIC ranks fifth for research expenditures among high Hispanic-enrollment institutions in the 2022 NSF Higher Education Research and Development Survey. UIC is also home to several notable NIH research programs, such as the Center for Clinical and Translational Science, a \$22 million center that provides a nucleus for basic, translational, data science and community-based research.

UIC's projected FY 2024 revenues are \$3.97 billion, including \$1.43 billion in medical center revenues.

UIC's comprehensive academic and research offerings span over 100 departments and divisions, including biomedical and health disciplines, urban planning, public affairs, arts, social work, business, education, law, humanities, social sciences, natural sciences and engineering, with several graduate programs ranking in the top 20 in the country, according to the 2024 U.S. News & World Report Best Graduate Schools rankings. Students and faculty across many disciplines have opportunities to engage and collaborate with Chicago-based corporations, as well as with leading researchers at Argonne National Laboratory and Fermilab.

UIC's faculty (except for those in the Retzky College of Pharmacy, College of Medicine, College of Dentistry and School of Law) are represented by two collective bargaining units — Tenure System and Non-Tenure System — by UIC United Faculty Local 6456, IFT-AFT. The current contracts expire Aug. 15, 2026. UIC employs over 2,900 academic professional staff and over 6,500 civil service support staff. A majority of the support staff is represented by various trade, service and professional unions. Over 1,500 teaching and graduate assistants are employed by UIC and represented by the Graduate Employees Organization Local 6297. The current contract expires Aug. 15, 2025.

UIC also maintains campuses and/or offers educational programs in Rockford, Peoria, Springfield, Quad Cities and Urbana.

## COLLEGES AND SCHOOLS

[College of Applied Health Sciences](#)

[College of Architecture, Design, and the Arts](#)

[College of Business Administration](#)

[College of Dentistry](#)

[College of Education](#)

[College of Engineering](#)

[College of Liberal Arts and Sciences](#)

[College of Medicine](#)

[College of Nursing](#)

[College of Urban Planning and Public Affairs](#)

[Graduate College](#)

[Honors College](#)

[Jane Addams College of Social Work](#)

[Retzky College of Pharmacy](#)

[School of Law](#)

[School of Public Health](#)

In 2023, UIC's employee (faculty and staff) diversity data by race/ethnicity reflected: **Latina/o/x/e** 15%; **White** 39%; **Asian** 16%; **Black** 16%; **International** 11%; **Multi-Race** 2%; **Unknown** 2%; **American Indian or Alaska Native** <1%; **Native Hawaiian and Pacific Islander** 0%.

The UIC Flames compete in 18 NCAA Division I sports as a member of the Missouri Valley Conference, which includes 12 public and private institutions that have strong academic reputations and a tradition of athletic success. UIC's own success includes more than 70 conference championships and nearly 50 NCAA Championship appearances.

## LEADERSHIP

[Marie Lynn Miranda, PhD](#), became the 10th chancellor of the University of Illinois Chicago in July 2023. A leader in geospatial health informatics, she is also a faculty member in both the Department of Pediatrics and the Department of Mathematics, Statistics, and Computer Science. Chancellor Miranda resonates deeply with UIC's mission to provide the broadest access to the highest levels of educational, research, and clinical excellence.

As chancellor, Miranda's priorities include advancing student success and faculty scholarship; enhancing UIC's \$500 million research portfolio; engaging with the Chicago community to address health and educational equity; partnering with the corporate, nonprofit, and government sectors to provide opportunities to UIC students and faculty; and building a positive and uplifting environment for all who work and study at UIC.

Chancellor Miranda trained at Duke University and Harvard University; she is a fellow of the American Association for the Advancement of Science. She actively participates in Chicago's civic life, serving on various national and local boards, and is deeply committed to the role of UIC in more equitably shaping Chicago, Illinois, and the world.

[Karen Colley, PhD](#), is UIC's Provost and Vice Chancellor for Academic Affairs. Provost Colley joined the UIC faculty in 1991, becoming a full professor in 2002. Before assuming the role of Provost and Vice Chancellor, she led the effort for UIC to become a member of the Center for the Integration of Research, Teaching, and Learning national network and previously served as the institutional leader for [CIRTL@UIC](#). Earlier in her career, Provost Colley focused on graduate student education by co-founding and co-leading the Graduate Education in Medical Sciences program in the College of Medicine, the first umbrella graduate program at UIC. She also served as the associate director of the Medical Scientist Training Program and as the associate dean for graduate research and education in the College of Medicine. She was appointed interim dean for research and the senior associate dean for faculty affairs in the College of Medicine prior to moving into the position of dean of the Graduate College in 2012.

[Robert Barish, MD, MBA](#), is UIC's Vice Chancellor for Health Affairs. Since 2016, VCHA Barish has overseen the University of Illinois Hospital & Clinics (UI Health), which includes health science education, research and health care delivery at UIC's seven health science colleges and regional campuses, hospital, clinics and federally qualified health center sites. Prior to joining UIC, Dr. Barish served as chancellor of the LSU Health Sciences Center at Shreveport from 2009 to 2015, where he provided leadership for the schools of medicine, allied health and graduate programs, a major academic medical center and two affiliated hospitals. Dr. Barish spent 24 years at the University of Maryland School of Medicine. He served as chief of emergency medicine from 1985 to 1996 and built a nationally recognized program. He was named associate dean for clinical affairs in 1998 and eventually became vice dean for clinical affairs in 2005. In 2019, Dr. Barish received The William Cullen Bryant Award — the highest honor from his alma mater, New York Medical College. He has served as the Chair of the Board of the Association of Academic Health Centers (AAHC) since 2020. Most recently, in 2022, Dr. Barish was appointed to the Board of Directors for the Association of American Medical Colleges (AAMC).





## UNIVERSITY OF ILLINOIS SYSTEM

Since it was established in 1867, the University of Illinois System has been a priceless resource for the state of Illinois and the nation. Its three universities — in Chicago, Springfield and Urbana-Champaign — have provided opportunities for education to a broad cross-section of students and helped create a thriving economy for the state, developing generations of innovators, entrepreneurs, leaders and thinkers while advancing the frontiers of knowledge to benefit society.

Today the University of Illinois System's universities enroll more than 94,000 students and have a sponsored research portfolio of more than \$1.1 billion.

The system is, in total, a \$7.18-billion enterprise with an annual economic impact of more than \$19 billion. The U of I System is led by Dr. Timothy L. Killeen, its 20th president. He took office in May 2015 and has worked with the leaders of the three universities to broaden educational access by freezing in-state tuition for six of the past seven years and increasing available financial aid. Concurrently, the system has led programs to recruit distinguished faculty and increase the size of the faculty to meet growing enrollment.

Under president Killeen's leadership, the system has also led efforts to spur innovation and economic development throughout the state, notably through the creation of the Illinois Innovation Network (IIN). IIN is a network of innovation hubs located throughout the state — including in Chicago, Springfield and Urbana-Champaign — operated in partnership with the state's public universities.

IIN's anchor hub, the [Discovery Partners Institute \(DPI\)](#), is a world-class research center in downtown Chicago. DPI is dedicated to helping build a better economy for the city and the region, developing a diverse workforce ready to step into that tech-driven economy, convening research teams to solve society's major challenges, and creating new businesses. DPI serves as a magnet to draw talent and ideas from around the world.

The system has also built partnerships across the globe and has recently opened offices in India and Mexico to expand relationships with institutions in these countries. The system's public-policy think tank, the Institute of Government and Public Affairs, mobilizes the faculty talent and expertise found across the system's three universities to generate research, analysis and information essential to thoughtful and effective public policy. In addition, the system works on behalf of the three universities on legislative matters and has built a strong network of alumni and friends to advocate for public higher education.



## ABOUT CHICAGO

Chicago, located on Lake Michigan in Illinois, is the third largest city in the U.S., and an important global hub for culture and commerce. Internationally famed for its bold architecture, it has a skyline punctuated by skyscrapers such as the iconic John Hancock Center, the 1,451-foot Willis Tower (formerly the Sears Tower), and the neo-Gothic Tribune Tower. The city is also renowned for its museums and well-established civic and cultural institutions, including globally recognized restaurants, theaters and sophisticated entertainment. A robust public transportation system, including the dense and interconnected network of Chicago Transit Authority (CTA) trains and buses and the Metra commuter rail system, conveniently connects UIC to the entire six-county Chicago metropolitan region. Some of the best public and private schools in Illinois and the Midwest are located in Chicago and its suburbs.

There are 77 distinct community neighborhoods within the city, made up of people from many diverse ethnicities. Greek, Polish, Hispanic, Chinese, Irish, Italian, Lithuanian and African are just a smattering of cultures that can be found in Chicago. One recent estimate suggested that over 153 unique languages are spoken by residents of Chicago and its suburbs.

UIC is predominately located in the University Village and bustling and historic Little Italy neighborhoods, with a law school located about 1.5 miles east of the University Hall administrative building in Chicago's vibrant loop central business district. Lying between the east and west sides of campus and stretching from north to south, it is an area that is diverse both ethnically and socioeconomically. The west side of campus — which includes the health sciences colleges and UI Health hospital system — is in close proximity to other important Chicago and regional institutions, including Rush University Medical Center, John Stroger Jr. Hospital of Cook County and the Jesse Brown VA Medical Center.

Chicago offers a lifestyle that is rivaled by few U.S. or international cities and is a wonderful place to live, work and play.

For more information about the City of Chicago:

- ▶ [Chicago History](#)
- ▶ [Chicago Facts and Statistics](#)
- ▶ [Chicago Attractions](#)



## TO APPLY

The University of Illinois Chicago has retained Opus Partners to support this recruitment. Craig Smith, Senior Partner; Ann K. Adams, Associate Partner; and Marisea Rivera, Senior Associate; are leading the search. Confidential inquiries and nominations should be submitted by email to Marisea Rivera at [marisea.rivera@opuspartners.net](mailto:marisea.rivera@opuspartners.net).

To be considered by the university's search committee, candidates must provide a CV/resume and a letter of introduction that addresses the specific responsibilities, expectations and qualifications described and submit these [online](#) by November 21, 2024, for fullest consideration. Please consult Opus Partners for more information about the application process.

### Location and Salary

This position will be based in Chicago, IL. The salary will be commensurate with experience.

### Working Conditions

General office environment. Regular travel is not expected but may occur occasionally around previously scheduled events. Requires sitting for extended periods of time, standing, visual acumen, manual dexterity and fingering for working with computer keyboards.

### Equity Statement

The University of Illinois System is an equal opportunity employer, including but not limited to disability and/or veteran status, and complies with all applicable state and federal employment mandates. Please visit [Required Employment Notices and Posters](#) to view our non-discrimination statement and find additional information about required background checks, sexual harassment/misconduct disclosures, and employment eligibility review through E-Verify.

The university provides accommodations to applicants and employees. [Request an Accommodation](#).



