



COMMUNITY COLLEGE
OF RHODE ISLAND

Office of Human Resources

POSITION DESCRIPTION

POSITION: Vice President for Student Affairs/Chief Outcomes Officer
(VPSA/COO)

REPORTS TO: President

SALARY: Commensurate with education and experience

ABOUT CCRI:

The Community College of Rhode Island is the state's only public comprehensive associate degree and certificate-granting institution. We provide affordable open access to higher education at locations throughout Rhode Island. Our primary mission is to offer recent high school graduates and adult learners the opportunity to acquire the knowledge and skills necessary for intellectual, professional and personal growth through an array of academic, career and lifelong learning programs.

At CCRI, we are committed to building an inclusive and diverse campus community. We strive to hire and retain culturally competent faculty and staff members who reflect the demographics of our state and our increasingly diverse student population.

We believe that our diversity is our strength. We celebrate, support and thrive on the diverse experiences, backgrounds, and perspectives that are represented across our four campuses.

We are OneCCRI, working together to prepare learners to achieve their highest potential.

To learn about what employees value at CCRI and what it means to work here, please read about our Guiding Principles and watch videos of our employees doing what they do best: <https://www.ccri.edu/equity/culture/guidingprinciples.html>

JOB SUMMARY:

The VPSA/COO will provide the vision, strategy and leadership required to ensure that CCRI's students achieve excellent outcomes. The VPSA/COO will focus on success across all outcome areas, including remediation, first-year retention, and graduation, transfer, and employment rates.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

The VPSA/COO will be a committed, driven, talented individual and a key leader in helping CCRI to become the best community college in New England. The VPSA/COO will be responsible for ensuring that every CCRI student has a clear path to success, as well as the support he/she needs to progress along that path. The VPSA/COO will be expected to:

- **Serve as a leader in the development of student-centered academics and support services** – The VPSA/COO will partner with the President and Vice President for Academic Affairs to ensure that there are clear academic pathways for all entering students. The VPSA/COO will also ensure that there are student-centered services that

support each student's ability to successfully move along his/her academic pathway. THE VP/SA/COO will oversee enrollment management, academic assessment and placement, admissions, records, financial aid, advising and counseling, disability services, student success, student discipline, athletics, student activities, career placement, and federally-funded student support programs.

- **Launch and lead key initiatives and pilots** – The VP/SA/COO will be a key leader and champion as CCRI launches new initiatives and pilots designed to deliver excellent outcomes. The VP/SA/COO will scan the national landscape, understand which existing community college programs have the most promising and relevant evidence behind them and will customize those programs to CCRI. The VP/SA/COO will also work with the leadership team to develop pilot programs that are new and unique to CCRI. Whether transporting programs from other institutions or developing them from scratch, the VP/SA/COO will ensure that all initiatives are clear, measurable and outcome oriented.
- **Develop and lead strategic partnerships** – The VP/SA/COO will support the President in expanding the breadth and depth of strategic partnerships with national and local partners. These partnerships will support CCRI in improving its existing programs and launching new programs. In all cases, the VP/SA/COO will be expected to engage with partners at a strategic and tactical level, with a focus on how partnerships will be structured to maximize impact on students' success.
- **Foster a relentless, visible focus on outcomes across the CCRI community** – The VP/SA/COO will ensure that all members of the CCRI community – faculty, staff and students alike – understand and share a commitment to excellent outcomes. The VP/SA/COO will be responsible for making CCRI's outcomes clear, understandable and visible to all.

MINIMUM QUALIFICATIONS

- A steadfast commitment to the success of CCRI and every one of its students
- A belief that excellence at CCRI is exciting, possible and critically important to our State's future
- A minimum of five years of executive experience in a large, outcomes-driven institution
- Demonstrated experience launching and leading innovative programs and delivering results
- Strong business acumen and credibility in the corporate sector, including experience with sales and/or strategic partnership development
- The ability to lead others with influence and inspiration
- A willingness to lead by example and to work relentlessly in service of CCRI's students
- Comfort, confidence and proven success leading change
- Excellent organizational, planning and project management skills
- Strong quantitative and analytical skills
- Strong oral and written communication skills, including the ability to convey complex ideas in a clear, concise manner
- A management style that delivers results by empowering and motivating a team to achieve excellence
- The ability to work effectively with a broad array of individuals and stakeholders, including faculty, staff, students, and external partners
- An unwavering spirit of optimism, collegiality, curiosity and humility
- Advanced degree in Education, Business, Public Administration or a related field

PREFERRED QUALIFICATIONS

- A proven ability to work across sectors – higher education, business, government and the community – to drive successful outcomes

- A strong network of relationships with leading Rhode Island employers
- Ten or more years of executive experience in a large, outcomes-driven institution

CCRI is an Equal Opportunity / Affirmative Action Employer.

We recognize that diversity and inclusivity are essential to creating a dynamic, positive and high-performing educational and work environment. We welcome applicants who can contribute to the College's commitment to excellence created by diversity and inclusivity.

CCRI prohibits discrimination, including harassment and retaliation, on the basis of race, color, national or ethnic origin, gender, gender identity or expression, religion, disability, age, sexual orientation, genetic information, marital status, citizenship status or status as a protected veteran. Inquiries or complaints concerning discrimination shall be referred to the College's Title IX Coordinator at: TitleIXCoordinator@ccri.edu.

The Jeanne Clery Act requires institutions of higher education to disclose campus policy statements and crime statistics. Our annual report is available here: <https://ccri.edu/campuspolice/pdfs/ASR-Final-92019.pdf>

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Knight Campus

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