This leadership profile is intended to provide information about the University of Illinois Springfield and the position of Dean of the College of Public Affairs & Administration. It is designed to assist qualified individuals in assessing their interest in this position.
The Opportunity

The University of Illinois Springfield (UIS) seeks an outstanding Dean for the College of Public Affairs & Administration to assume a leadership role in maintaining program excellence and advancing the College to reach its full potential.

The College of Public Affairs & Administration has been preparing leaders in government, politics, and public service since UIS’ founding. Faculty members are engaged with practitioner colleagues in government and support agencies, and they make significant contributions to the design and dissemination of best practices in government and policy. UIS’ location in the state capital and proximity to headquarters of state agencies, associations, and the Abraham Lincoln Presidential Library provide students, staff, and faculty with a rich array of opportunities for civic engagement and public service. The College offers the campus’ only doctoral program, the Doctorate of Public Administration, in addition to degree programs in Criminology & Criminal Justice, Environmental Studies, Global Studies, Legal Studies, Political Science, Public Administration, Public Affairs Reporting, and Public Health. Our academic programs provide the education and professional experiences needed for careers in a number of fields that are vital to the region’s economic and employment base.

The University of Illinois Springfield (UIS) is a premier public university that provides students with a high-quality liberal arts education, exceptional public affairs opportunities, and outstanding professional preparation programs. UIS is one of three campuses of the world-class University of Illinois and has been ranked by US News & World Report as one of the top 10 regional public universities in the Midwest.

Located in the state capital, UIS has established a reputation for Leadership lived, based upon four core strengths: the educational richness of its teaching-focused academic experience; the abundant opportunities it provides for students to collaborate with faculty and gain practical experience through institutional partners; the right-sized supportive community it offers; and its tradition of educating public servants and leaders in private and public sectors. The campus is home to four colleges (Business and Management; Education and Human Services; Liberal Arts and Sciences; and Public Affairs and Administration) and offers 24 bachelor’s degree programs, 20 master’s programs, and 1 doctoral program. UIS is also selectively expanding its degree program offerings in areas that will fit well with the UIS mission, vision, and location, and contribute to enrollment growth as well as academic excellence.

UIS serves diverse populations of students, including freshmen and transfer students at the undergraduate level, and both traditionally aged and working professional populations at the graduate level. Faculty members are accomplished teacher-scholars, and the campus has a national reputation for innovation in teaching and excellence in online education. UIS students have the flexibility of choosing courses delivered on-campus and/or online, which promotes progress toward timely degree completion, and many of UIS’ degree programs are offered fully online as well as on campus.

The ideal candidate will be a creative, inspiring, and energetic leader who can advance the College’s mission; a skilled administrator who values collaborative governance and student-centeredness; and a visionary who is well-informed about emerging trends in the College’s fields. He/She will have experience in academic department leadership, personnel management,
enrollment management, data-driven resource allocation models, faculty development, academic program planning, development of relationships with external constituents, and generating external funding. The successful candidate must hold a terminal degree (Ph.D. or D.P.A. preferred) in his/her field, and be eligible for the rank of tenured full professor within the College.

For more information on how to apply, see the section entitled “Procedure for Candidacy” at the end of this document.

The Role of the Dean of Public Affairs & Administration

The Dean will first and foremost demonstrate an active commitment to the University’s mission and the students it serves. The Dean must be a person who can lead energetically and with vision, and who has a substantial record of professional excellence related to his or her teaching, scholarship, and academic administration in a higher educational setting.

The Dean will be an engaged, inspiring leader within the College and the University. The Dean will advance the College’s impact and reputation and build upon the traditions and strengths of both the College and the University. The Dean will be a consensus builder with superb management and decision-making skills; a leader who will communicate effectively with both internal and external constituencies, articulating clearly and passionately the College’s and University’s academic mission and strategic aspirations.

The College of Public Affairs & Administration is at the forefront of the UIS mission to provide an intellectually rich, collaborative and intimate learning environment for students, faculty and staff, while serving local, regional, state, national and international communities, as well as its respective academic disciplines. The College faculty and staff strive to provide an integrated package of curricular, co-curricular, and extra-curricular initiatives that will guide our students to develop a strong sense of civic engagement, a commitment to social responsibility, and an understanding of democratic values. The Dean will embrace the faculty’s commitment to excellence in teaching and high-quality scholarship, and understand the connections between the two. This will include collaboration with the Center for State Policy and Leadership in supporting opportunities for College faculty and students to engage in applied public affairs research and service. The Dean will lead and assist in maintaining a vibrant and diverse community of faculty, students, and staff. Finally, the Dean will lead by modeling exemplary character, passion, integrity, and the pursuit of knowledge.
Opportunities and Expectations for Leadership

The Dean of Public Affairs & Administration at the University of Illinois Springfield will lead a College that has been preparing leaders in government, politics, and public service since UIS’ founding. Faculty members are engaged with their practitioner colleagues in government and support agencies, and they make significant contributions to the design and dissemination of best practices in government and policy. In addition to providing visionary, energetic, and ethical administrative and academic leadership, the Dean will be expected to address several key strategic imperatives. These include:

Help define and implement a vision for the College

The Dean will have an early opportunity to establish his/her leadership imprimatur by helping define – in collaboration with the College’s faculty, staff, and students – a fresh, invigorating vision that will inspire all of its stakeholders. This process will draw on the College’s many strengths and traditions and project new, exciting opportunities for future success. To make this vision a reality, the Dean must address resource alignment in the College by developing, in collaboration with faculty colleagues, a trusted assessment model which is attuned to trends in the state and nation to inform decisions about the extent and scope of academic programs. It will be important for the Dean to identify and act on opportunities for growth of academic programs, including online learning and other outreach programs.

Build the College’s visibility, influence, and impact in the state and region

The Dean will build on UIS’ unique position as the campus of the University of Illinois located in the state capital and develop a more visible and influential role for the College in shaping government practice and public policy locally, regionally, and nationally. The College’s location in the state capital and proximity to the headquarters of state agencies, associations and the Abraham Lincoln Presidential Library, offers students, staff and faculty educational and co-curricular opportunities designed to encourage life-long civic engagement and public service. A significant number of political and public policy leaders in Illinois have been UIS students, teach as adjunct faculty for the College, and/or work with the faculty to seek expertise on public affairs issues.

The Dean will lead the way in outreach to state government and the broader political community on matters of policy and best practices in all elements of public service. It will also be important for the Dean to effectively represent and build the College’s reputation and impact within the University in order to secure resources to support excellence. It will be imperative for the new Dean to be an advocate for the college internally and externally.
Build a stronger and more professionalized development structure and plan

The Dean will be expected to take an active and enthusiastic role in raising external resources for the College. Working in close cooperation with the UIS Advancement Office and the UI Foundation, the Dean will raise the sights of the College’s development program and establish purposeful development systems and processes for alumni and donor identification and tracking. The Dean will have the ability to convey to potential donors a passionate and compelling message about the College’s past successes and its promising future.

Support faculty work and build scholarly productivity and culture

The Dean will take a central role in supporting and recognizing faculty work and accomplishments across teaching, scholarship, applied research, and professional service; as well as fostering a climate of excellence across the College.

In addition to their excellent teaching, faculty members are engaged in public affairs scholarship, both traditional and applied, that informs the scholarly community and influences the practitioner community by making significant contributions to the design and dissemination of best practices in government and public policy. The Dean will familiarize him/herself with the wide variety of faculty work and programming currently underway in the College, foster increased collaboration and cooperation among the disciplines and the programs, and set high standards and expectations for faculty performance.

Examples of support for faculty currently include:

- Self-supporting funds for the operation of the GIS Lab, Pre-Law Center, and the Nonprofit Project, generating about $10,000 each year.
- Four College faculty members hold joint appointments with the Center for State Policy and Leadership, which provides support for their research.
- Various gift funds are available to the college and departments.
- Grant-seeking and grant proposal development support is available through the Office of Grants, Contracts, & Research Administration

The Dean will have a key role, working with the faculty, in establishing support for and furthering the culture of scholarly inquiry and productivity.
Professional Qualifications and Personal Qualities

The ideal candidate will be a creative, inspiring, and energetic leader who can advance the College’s mission; a skilled administrator who values collaborative governance and student-centeredness; and a visionary who is well-informed about emerging trends in the College’s fields. He/She will have experience in academic department leadership, personnel management, enrollment management, resource allocation models, academic program planning, and development of relationships with external constituents and funding sources. The successful candidate must hold an earned doctorate in his/her field and be eligible for the rank of tenured full professor within the College.

The Dean will present the following credentials, experience, and skills:

- an earned doctorate (with PhD or DPA preferred) from an accredited institution is required;
- distinguished credentials in teaching, scholarship, and service meriting appointment with tenure at the rank of full professor in the college;
- a minimum of five years in academic leadership roles in a university setting;
- demonstrated successful experience with building teams, strategic planning and achieving goals through outcomes assessment;
- experience and/or potential ability and inclination to further establish and lead college development and fundraising efforts;
- demonstrated skill in external networking and relationship development;
- commitment to and demonstrated experience in promoting diversity;
- demonstrated fiscal responsibility and business sense and the ability to manage budgets;
- demonstrated understanding of and willingness to embrace opportunities for non-traditional students, and supportive of alternative course and program delivery;
- demonstrated ability to work collaboratively with faculty and staff to identify and secure the resources necessary for the College to fulfill its mission, such as encouraging grant writing, collaboration with the University Foundation, and participation in other fund raising and development activities;
- cultivated awareness, knowledge, and skills requisite for effectively engaging with a diverse, multicultural community of faculty, staff, and students;
- knowledge of and experience with technological innovations in education;
- a passion for teaching;
- success in fostering interdisciplinary and intercollegiate collaborations in research and teaching; and
University of Illinois Springfield Dean of Public Affairs & Administration

- a comprehensive understanding of national and state trends and issues in public affairs and administration.

The Dean will present the following personal characteristics:

- the presence and personality to be a true university leader, well beyond being a steward of a college;
- the ability to be an influential leader in the fields of public affairs and administration in Illinois and beyond;
- the willingness to respectfully challenge the status quo and conventional practices in the interest of furthering the mission of the University and the College;
- a high level of personal self-confidence with appropriate humility;
- excellent verbal and written communications skills and genuine interpersonal skills;
- the ability to encourage debate and to effectively deal with conflict;
- the ability to multitask and manage multiple projects;
- a reflective, thoughtful, and collaborative approach;
- a participatory management style; and
- a sense of humor – taking the College and the University’s mission seriously, but also taking the inevitable challenges in stride with collegiality and a good-natured sense of humor.

The College of Public Affairs & Administration

http://www.uis.edu/cpaa/

The College of Public Affairs & Administration is dedicated to the belief that effective public affairs education, significant public affairs scholarship, and active service to the community will improve government and public policy in Illinois, the nation, and our wider global community. The College has a long history of interdisciplinary public affairs education, scholarship and public service. Departments in the College meet the needs of a wide range of students from the first semester of undergraduate education through the doctorate. The College offers opportunities to faculty and students that simply cannot be found elsewhere in Illinois, as elaborated below.

At a Glance: The College of Public Affairs & Administration

- Faculty – 44
- Staff – 6 (5.5 FTE) Academic Professionals; 5 (5 FTE) Civil Service
- Fall 2015 – Undergraduate Enrollment
The Programs of the College

**Criminology and Criminal Justice** – Criminology and Criminal Justice emphasizes the study of crime and social responses to criminal behavior.

- Professors are criminologists and sociologists who hold degrees from such institutions as the University of Missouri-St. Louis, University of Oklahoma, University of Illinois-Chicago, Indiana University, and Pennsylvania State University. Adjunct faculty work in law enforcement, corrections and human service agencies, and share their expertise with students.

- Internship opportunities exist through UIS’ [Applied Study Term](#). ASTs enable students to integrate classroom studies with practical experience and earn credit at the same time. Recent placements include: Illinois State Police, Logan Correctional Center, U.S. Marshall’s Office, Illinois Department of Natural Resources Conservation Police, Sojourn Shelter and Services for Battered Women, and Sangamon County Adult Probation.

**Environmental Studies and Environmental Sciences** - The goal of the Department of Environmental Studies is to enhance society's ability to create an environmentally acceptable future.

- Along with the Master of Science in Environmental Science and Master of Arts in Environmental Studies programs currently being offered, a new Bachelor of Arts in Environmental Studies program began in Fall 2013.

- The 2012 commencement ceremonies marked the receipt of a master's degree for 32 Environmental Studies and Environmental Science students, the second largest number of ENS degrees in UIS history (behind only 2011’s 51 degrees) and the year's largest graduating class for environmental degrees in the state of Illinois.

- Environmental Studies runs a state-of-the-art Geographic Information Systems lab that is used for student instruction, faculty and student research, and technical assistance to both on- and off-campus clients.
Global Studies - The Bachelor of Arts in Global Studies seeks to provide students with multiple perspectives for understanding the world and the tools necessary to appreciate how other people see the world and the issues confronting the global community.

- One of the College’s newest majors (inaugurated in 2009), the degree uses an interdisciplinary approach including political science, geography, history, economics, sociology/anthropology, gender studies, communication, and environmental studies. The curriculum is bookended by innovative introduction and capstone courses designed to effectively integrate learning across multiple fields.

- The program requires that students show competency in a second language, and Global Studies students are encouraged to take advantage of the University’s growing number of study abroad programs.

Legal Studies - In the bachelor’s degree program, students learn how the legal system works, how it interrelates with social change, and how it assists people in asserting their rights. The master’s degree curriculum seeks to develop the professional and scholarly abilities needed for law-related careers or more advanced studies.

- The Legal Studies department believes in giving students the opportunity to integrate classroom studies with practical experience and earn credit at the same time. The department’s emphasis on practical application and our location in Illinois’ capital city offer great professional opportunities to students.

- Legal Studies houses the UIS Pre-Law Center, serving UIS students who are considering law school or a career in law or a law-related field.

Political Science - The Political Science department offers the Bachelor and Master of Arts degrees, including on-campus and fully online program options for both BA and MA. Whether a student is seeking a career in practical politics or academia, UIS can offer internship opportunities, close instruction by accomplished scholars, and a broad-based educational experience to prepare students for a variety of career choices.

- The Model United Nations Club (MUN) allows students to attend the annual National Model UN Conference in New York each spring. The delegation submits resolutions to the National MUN, a simulation of the United Nations Organization, where resolutions are discussed, debated, and voted upon by all countries represented in the council and committees. The simulations are as close to reality as possible.

- Our popular Model Illinois Government (MIG) organization gives students a chance to simulate political roles in state politics. Students from 30 colleges and universities around the state gather at the Illinois State Capitol to serve as legislators, staffers, lobbyists, journalists, and officials of the executive branch. Through committee actions, a regular legislative session, and a veto session, participants learn the legislative process by doing it.
Public Administration

- **Master's** - Accredited by the Network of Schools of Public Policy, Affairs, and Administration, the Master of Public Administration Program offers professional graduate education. Graduates are prepared to manage organizations where the bottom line is public service rather than profit making and where insightful leadership can make an enormous impact on people's lives. An interdisciplinary approach allows for specialization in a variety of areas within public administration. The degree is offered both on campus and online. Options include a joint degree with Public Health and certificates in nonprofit management, community planning, child advocacy studies, and public sector labor relations.

- **Doctorate** - Designed for the working professional, the Doctorate of Public Administration is a degree that incorporates a candidate's skills and life experiences into a plan of study uniquely anticipating a lifetime of learning and application. In addition to a common core covering essential subjects in public affairs and administration, the program allows for a student to choose the elective specializations which fit his or her individual career aspirations. It is the perfect blend of scholarly standards and real-world innovation.

Public Affairs Reporting – The PAR program is a one-year, professionally-oriented master’s degree program that prepares students to become working reporters covering public affairs in its broadest sense — informing readers, listeners, and viewers about ongoing events and activities that impact their daily lives.

- Today, more than 500 graduates of the PAR program work at the nation's newspapers, television and radio stations, and press agencies. Graduates number a host of award-winning journalists nationwide.

- In the last eight years, PAR alums have won 53 Capitolbeat awards for excellence in state government coverage, including 16 first place awards. Additionally, PAR alums have been awarded four Pulitzer Prizes.

Public Health - Public health promotes well-being and prevents disease, social circumstances, or emotional events that reduce the level of healthy functioning. The UIS Department of Public Health prepares students to become productive members of the public health community to help accomplish the Healthy People vision of healthy people in healthy communities at the local, state, national, and international levels. Options include a general master’s degree in Public Health (MPH) or an MPH with a concentration in Environmental Health, which can be obtained on campus or online.

- The Public Health Department has joint articulation agreements that allow a student to obtain a master's degree with a joint degree in Public Health and Public Administration (MPH/MPA) or in Public Health and Human Management Services (MPH/HMS).

- The MPH with a concentration in Environmental Health is one of eight graduate programs accredited through the National Environmental Health Science and Protection Accreditation Council (EHAC) and the first such online graduate program to receive accreditation.

- The Public Health Department offers five graduate certificates geared to the specialized preparation in advanced topics in public health including: Community Health Education;
Emergency Preparation and Homeland Security; Environmental Health; Environmental Risk Assessment; and Epidemiology.

Points of Pride:

- The campus’ only doctoral program, the DPA, brings experienced public affairs practitioners to campus and equips them to use their professional experience to make contributions to their disciplines’ store of knowledge. Students have included:
  - The Secretary of the Illinois Department of Transportation
  - The Director of the Springfield Housing Authority.
  - The Executive Director of Sangamon County Habitat for Humanity.
- Extensive internship opportunities available for both undergraduate and graduate students including:
  - The Illinois Legislative Staff Internship Program in the Illinois General Assembly
  - The Graduate Public Service Internship program in Illinois state agencies
  - The Public Affairs Reporting program with print and broadcast bureaus in the State Capitol
  - Internships with nonprofit agencies, municipal and country government offices, law offices, lobbying firms, advocacy organizations, and community service organizations
- Distinguished professorships/professors in the College:
  - The Wepner Distinguished Professorship of Political Science, most recently held by Dr. Matthew Holden until his retirement
  - Dr. Christopher Z. Mooney, the Honorable W. Russell Arrington Distinguished Professor of State Politics, who recently received a Career Achievement Award from the American Political Science Association
- Three college faculty members who have been named University of Illinois University Scholars. This is the University of Illinois’ top academic honor.
- The UIS Public Affairs Reporting Program created by former US Senator Paul Simon, who was its first director. Two graduates have received Pulitzer Prizes: Kathleen Best (three-time winner) and Deborah Singer Peterson.
- National accreditation for the Master’s in Public Administration (NASPAA) and Masters of Public Health in Environmental Health (EHAC).
- International study opportunities for both graduate and undergraduate students. For example:
  - On-line collaboration with Colima University (Mexico).
  - A multidimensional collaboration with the University of The Gambia involving opportunities for students to intern in The Gambia, faculty to collaborate on teaching and research, and students from UTG to come to UIS to complete graduate degrees.
- A diverse student body and faculty. In fall 2015, greater than 45% of the new first-time freshmen in CPAA were from an under-represented group (slightly higher than the
campus average of 44%). Of the 44 CPAA faculty, more than 13% are from under-represented groups.

Examples of Distinguished Alumni:

- Kathleen Best (MA in Public Affairs Reporting, 1990), won a 2010 Pulitzer Prize as managing editor/content creation for the *Seattle Times*
- Mark Cheviron (BA in Law Enforcement, 1977), Archer Daniels Midland Corporate Vice President for Security and Corporate Services (retired)
- Karen Hasara (MA in Legal Studies, 1992), former Springfield mayor and Trustee of the University of Illinois
- Gordon Heddell (MA in Legal Services, 1975), Inspector General, US Department of Defense (retired)
- Wenguang Huang (MA in Public Affairs Reporting, 1991), author (*The Little Red Guard*), international journalist, and translator
- Senator Michael (Mike) Jacobs (BA in Political Studies, 1987), Illinois State Senator representing the 36th District
- Cheryl (Alters) Jamison (MA in Community Arts Management, 1977), cookbook author, winner of multiple James Beard Foundation Awards
- James Leonard (MPH in Public Health, 2010), Director for Environmental Health Services for Princess Cruise Lines
- Senator Kimberly Lightford (MPA in Public Administration, 1996), Illinois State Senator representing the 4th District
- Marc Miller (MA in Environmental Studies, 1996), Director of the Illinois Department of Natural Resources
- Robert Moore (MPA in Public Administration, 1985), US Marshal for the Central District of Illinois (retired), author and historian
- Dana Perino (MA in Public Affairs Reporting, 1995), former White House Press Secretary for President George W. Bush
- Ann Schneider (MPA in Public Administration, 1988), former Secretary of the Illinois Department of Transportation
University of Illinois Springfield: An Overview

The University of Illinois Springfield is one of three campuses, including Urbana-Champaign and Chicago, of the world-class University of Illinois. Located on 746 acres of prairie, six miles southeast of downtown Springfield, adjacent to scenic Lake Springfield, UIS is a four-year regional master’s level university that focuses on the liberal arts, public affairs, and professional programs.

The Springfield campus serves over 5,400 undergraduate and graduate students in 45 academic programs. UIS is a recognized national leader in online education and offers 36 academic degrees and graduate certificates entirely online. Located in the capital city of Illinois, with a satellite facility in Peoria, Illinois, the university has a special emphasis in public affairs and public administration as well as in scholarship related to Abraham Lincoln. UIS has 218 full-time faculty and 553 staff and an annual operating budget of $88 million. UIS is ranked 9th among public regional universities in the Midwest Region in the US News & World Report “America’s Best Colleges 2014”. UIS is an active member of COPLAC, the Council on Public Liberal Arts Colleges, and the American Association of State Colleges and Universities (AASCU).

Mission Statement

The University of Illinois Springfield provides an intellectually rich, collaborative, and intimate learning environment for students, faculty, and staff, while serving local, regional, state, national, and international communities.

- UIS serves its students by creating an environment that nurtures learning. UIS faculty members have a passion for teaching and engage students in small classes and experiential learning settings. At UIS, the undergraduate and graduate curricula and the professional programs emphasize liberal arts, interdisciplinary approaches, lifelong learning and engaged citizenship.

- UIS provides its students with the knowledge, skills, and experience that lead to productive careers in the private and public sectors.

- UIS serves the pursuit of knowledge by encouraging and valuing excellence in scholarship. Scholarship at UIS is broadly defined. Faculty members are engaged in the scholarship of discovery, integration, application, and teaching.

- One vital area in which UIS extends its teaching, scholarship, and service beyond the campus is in the broad area of public affairs. From its location in the state capital, UIS shapes and informs public policy, trains tomorrow’s leaders, and enriches its learning environment through a wide range of public affairs activities, programs, and organizations.
• UIS empowers its students, faculty, and staff by being a leader in online education and classroom technology. UIS uses technology to enhance its distinctive learning environment and extends that environment beyond the boundaries of the campus.

Vision Statement

UIS will be a premier small public university offering innovative, high-quality liberal arts education, public affairs activities, and professional programs dedicated to academic excellence, to enriching individual lives, and to making a difference in the world.

Heritage Statement

Founded in 1970 as Sangamon State University, UIS has strong traditions that include:

• the centrality of teaching;
• lively intellectual and social interactions among faculty, students, and staff;
• small classes taught by faculty members;
• an emphasis on interdisciplinarity and innovation in teaching;
• a commitment to serving non-traditional as well as traditional bachelor’s and master’s degree students; and
• public affairs as a unifying theme in teaching, scholarship, and service.

Since joining the University of Illinois in 1995, UIS has continued this legacy while adding a residential, integrated, interdisciplinary honors program for lower-division students and a doctoral program in Public Administration.

UIS is a recognized leader in offering non-traditional students an innovative education with individualized faculty attention through a wide array of evening programs as well as select, high-quality online courses and degrees.

UIS Strategic Goals, Plans, and Progress

UIS’ accomplishments over the last ten years are a testament to the integrity and strength of the 2006 UIS Strategic Plan and to the dedication of its faculty and staff, who remain committed to the mission, vision, and goals that emerged. Divisions, colleges, and other major units of the campus developed unit plans in keeping with the campus-level strategic plan. Unit-level processes contributed to the richness of the campus dialogue about the strategic plan. The core of the 2006 strategic plan is well-represented by substantive goals in the following areas:

1. Academic Excellence
2. Enriching Individual Lives
3. Making a Difference in the World
4. Strengthen Campus Culture
5. Enrollment and Retention
6. **Resources and Infrastructure**

A recent *Strategic Planning Update 2013-2016* illustrates the significant actions and impacts of progress to date within the six overarching goals of the 2006 UIS Strategic Plan. UIS’ current priorities for continuing strategic progress are focused on the areas of **Growth, Talent Acquisition**, and **Facilities**.

**COPLAC**

In June 2009, the distinguished Council of Public Liberal Arts Colleges (COPLAC) unanimously approved UIS’ membership, placing UIS among a select group of 28 public liberal arts institutions representing 27 states and one Canadian province. The central COPLAC value is to champion the cause of liberal arts and sciences education of superior quality in the public sector, which closely resonates with UIS’ commitment to liberal arts education.

**Online Learning at UIS**

Online learning at the University of Illinois Springfield began with the establishment of the Office of Technology-Enhanced Learning (OTEL) in July 1997 with a grant from the Illinois Online Network. During the first year, 30 students enrolled in two classes. In only 10 years, UIS reached nearly 4,000 enrollments in 220 classes. Today, many UIS courses as well as degree programs are delivered online as well as on campus, and are typically taught in both modalities by the same faculty members. Over 200 UIS faculty taught in its online programs during the fall 2015 semester. Thirty percent of all UIS students are online majors, although more than twice that number (i.e., 63.7%) are enrolled in at least one online course. In May 2015, 97% of all graduates had taken at least one online course to assist with timely degree completion.

Over the past decade UIS has moved to the forefront of institutions engaged in online learning and the uses of technology in instruction. UIS faculty members’ longstanding interest in using evolving technologies to enrich the learning process and extend educational opportunities beyond the actual campus has been followed by their scholarship on excellence in online teaching and learning and on the use of emerging educational technologies. UIS has been recognized nationally for the quality of its online education. U.S. News & World Report has ranked UIS in the top 30 nationally for Online Undergraduate degree programs and in the top 20 for Online Business Graduate (non-MBA) programs. It received a #1 ranking from AffordableCollegesOnline.org, a leading resource for online learning and college affordability information. Faculty and staff in UIS’ Center for Online Learning, Research, & Service (COLRS) have authored over 30 book chapters and articles in online education and presented more than 20 keynote presentations at international and national conferences in the field.

UIS’ online achievements are also reflected in national honors received and in total grants and contracts awarded by national foundations and organizations, which have exceeded $3.67 million. UIS received the prestigious Sloan Consortium Award for Institution-Wide Excellence in Online Teaching and Learning in 2007. Three UIS online educators are among the 2010 inaugural class of 16 Sloan-C Fellows and several UIS faculty have received national awards recognizing their innovation and excellence in online teaching. UIS stands out on the list with more recipients than any other university.
Center for State Policy and Leadership

The Center for State Policy and Leadership comprises the applied research, media and public service units of the campus that have been the central focus of public affairs activity since the institution’s founding. The Center’s mission is to conduct research to inform public decisions, to educate and engage citizens in public affairs, and to improve public leadership and service.

The Center’s Institute for Legal, Legislative, and Policy Studies conducts policy and evaluation research, and provides training and leadership development programs for a wide range of state agencies, associations and nonprofit organizations. Faculty members in the College of Public Affairs and Administration can hold joint appointments in the Institute. The Institute also provides administrative support for faculty conducting externally sponsored research. The Center’s Survey Research Office provides a full range of survey services and specializes in meeting the survey needs of the public and nonprofit sectors. The Office conducts customized opinion polls as well as several regular surveys for state government and local organizations.

NPR Illinois, on radio and online, is a nationally recognized leader in citizen education and public journalism. Combining WUIS public radio and the Center’s former public affairs magazine, Illinois Issues, NPR Illinois covers state policy and politics in Illinois through an array of specialized, innovative news beats. Several of its journalists are graduates of the College’s Public Affairs Reporting program.

The Office of Electronic Media (OEM) provides professional video production services to both UIS and state and local agencies, and nonprofit clients. Using state of the art technology, OEM produces high quality videos to disseminate public information on important issues and to support cost-effective training of public and nonprofit employees and volunteers.

The Center administers two nationally recognized internship programs. The Graduate Public Service Internship (GPSI) Program places 150 to 200 UIS graduate interns with over 20 state agencies each year. The Illinois Legislative Staff Intern Program places 24 graduate interns with the partisan staffs of the Illinois General Assembly and the Assembly’s nonpartisan Legislative Research Unit.

The Center maintains a strong connection with the Abraham Lincoln Presidential Library and Museum through its co-sponsorship of the Papers of Abraham Lincoln. The Lincoln Papers is one of the most ambitious documentary editing projects in the country, as it seeks to identify and annotate every document written by or to Lincoln during this lifetime.

The Center also administers the Illinois Innocence Project (IIP), which engages faculty and students in seeking exoneration of innocent persons convicted of felony crimes in Illinois and in reform of the criminal justice system. In addition to working with UIS undergraduate and graduate students, the project also works with law students at the three public law schools in Illinois. The IIP’s work has led to exoneration of nine clients, five of these in the last three years. The Project has enjoyed significant success winning federal grants to support its work. Its most recent initiative focuses on the special needs of wrongfully convicted Latinos.

The Center contributes to the core academic mission of UIS through its key role in public affairs education. The Center’s graduate internships play a major role in recruiting and supporting high
quality graduate students at UIS. Undergraduate students earn course credit through Engaged Citizenship Common Experience (ECCE) events organized by the Center, such as the Annual Lincoln Legacy Lecture Series, and through the Wrongful Convictions course taught by staff of the Illinois Innocence Project, which also provides undergraduate students with opportunities to earn credit through internships with the Project. In addition, both the Survey Research Office and the Office of Electronic Media provide a substantial number of undergraduate students with education-relevant work experiences. Another opportunity available through the Center, The Certified Public Manager program, offers leadership and management seminars for professionals in nonprofit, local, state, and federal public sector organizations and agencies.

**Athletics**

The UIS Prairie Stars are members of the Great Lakes Valley Conference, a top academic and athletic conference in NCAA Division II. UIS fields 14 intercollegiate teams.

Men’s: Baseball, basketball, cross country, golf, soccer, tennis
Women’s: Basketball, cross country, golf, soccer, softball, tennis, track & field, volleyball

In the Spring 2015 semester, a total of 104 student-athletes were named to the Athletic Academic Honor Roll for having GPAs of 3.0 or better. Of those 104 student-athletes, 56 had a GPA of 3.5 or better and ten earned a perfect 4.0. Each year Prairie Star student athletes donate hundreds of hours of volunteer work to charitable organizations in the Springfield community. Under the leadership of Athletic Director, Kimberly Pate, the UIS Athletic program is on a fast track toward success. In collaboration with the Office of Advancement and with the support of several key athletic supporters in the Springfield community, the UIS Athletics Booster Club, launched by AD Pate, has increased the visibility of UIS Athletics in the community and raised funds to support athletic programs.

**The Arts at UIS**

[http://www.uis.edu/amt/](http://www.uis.edu/amt/)

With an increased focus on the liberal arts as represented by its COPLAC affiliation, the arts at UIS have experienced a resurgence in recent years. An active faculty of practicing artists, musicians, and theatre professionals lead programs that provide students with small class sizes and numerous opportunities to engage the local, regional, and national arts community. UIS Theater offers two faculty-directed productions per year in the Studio Theatre featuring a company of student, faculty/staff, and community theatre artists. The Visual Arts Gallery brings national and regional artists to campus for exhibitions and guest lectures. UIS Music explores music from a global perspective in the classroom, in the music technology lab, and on the performance stage. And the Sangamon Auditorium, located on the UIS campus, is a 2000-seat theater that hosts many nationally touring musical and theatrical productions each year. The mission of Art, Music, and
Theatre at UIS is to provide a model of academic and creative excellence to students, while enriching and engaging the Springfield community in cultural dialogue through the arts.

**Therkildsen Field Station at Emiquon**
[http://www.uis.edu/emiquon/](http://www.uis.edu/emiquon/)

UIS’ Therkildsen Field Station at Emiquon (TFSE) facilitates learning and research about the Emiquon region and floodplain studies on the Illinois River, about an hour north of Springfield. TFSE is a unique facility because of its location on one of the nation’s largest restoration ecology projects of its kind and its partnership with The Nature Conservancy, Illinois Department of Natural Resources, Dickson Mounds Museum, and the U.S. Fish and Wildlife Service. Many activities at TFSE are driven by a dedicated group of volunteers.

**Brookens Library**
[http://library.uis.edu/](http://library.uis.edu/)

Norris L. Brookens Library supports UIS with a collection of more than 747,000 total volumes; more than 205,000 e-books; over 21,000 films, DVDs, and videotapes; and over 164 databases containing articles from nearly 60,000 journals and other materials. Brookens Library is an official repository for United States government publications, with nearly 200,000 government documents included in the various formats listed above. Brookens is a member of the Consortium of Academic and Research Libraries in Illinois (CARLI). UIS patrons can borrow directly from any of the 84 libraries in the consortium.

**Colleges**

In addition to the College of Public Affairs & Administration, UIS has three other academic Colleges:

**College of Business and Management:** [http://www.uis.edu/cbam/](http://www.uis.edu/cbam/)
The College of Business and Management seeks to have a learning environment in which traditional and nontraditional students are given learning opportunities to prepare them for careers, positions, and/or advancement in corporate, government, and nonprofit organizations. The College’s curriculum acknowledges the impact of increasing globalization and technological advances in the marketplace and prepares students to compete in this rapidly changing environment. The College of Business and Management is accredited by AACSB International, a distinction earned by fewer than five percent of business schools worldwide.

**College of Education and Human Services:** [http://www.uis.edu/cehs/](http://www.uis.edu/cehs/)
The College prepares students for professional careers as social workers, teachers, counselors, school administrators, gerontologists, public professionals, and researchers. Faculty of the College take full advantage of UIS’ location in the state capital by maintaining close ties with the Illinois State Board of Education and the Illinois Department of Human Services. Due to the
large number of state government employees, educators, and human service professionals in Springfield, the College’s academic programs are vital to the city’s economic and employment base.

**College of Liberal Arts and Sciences:** [http://www.uis.edu/clas/](http://www.uis.edu/clas/)
The College is the largest academic unit at UIS. The College is committed to curricular interdisciplinarity, experiential learning, experimentation, and a concern for student-centered learning that includes the use of technologies that aid collaboration and extend the concept of “community” beyond local and regional boundaries. The foundation for this environment is a well-rounded curriculum in the humanities, social sciences, arts, and physical and natural sciences, including mathematics and computer science. Students learn professional skills, but also the blend of critical thinking, scientific logic, and appreciation of the humanities that is so important in the development of personal enrichment.

Much more about the University of Illinois Springfield may be learned by visiting its website: [www.uis.edu](http://www.uis.edu).
Springfield, Illinois

Springfield is the state capital of Illinois and the home of Abraham Lincoln and noted American poet Vachel Lindsay.

With a population of about 117,000, Springfield also boasts a wildlife sanctuary, zoo, memorial gardens, botanical gardens, and one of the world’s largest carillons.

Springfield is known for the Cozy Dog and the Horseshoe sandwich, has great restaurants, and is conveniently located between St. Louis and Chicago on Interstate 55. A lively entertainment scene includes jazz, blues, community theatre, municipal opera, comedy, and live music. Springfield, in the heart of Illinois farm country, is also home to the Illinois State Fair, a two-week celebration that brings thousands of participants and visitors to the city each year for a variety of agricultural shows and entertainment options. The area also has a wide variety of recreation opportunities including biking and hiking trails and several first-class golf courses. Lake Springfield offers fishing, boating, and other recreational water activities.

The heritage of Abraham Lincoln is revered in the Springfield area as evidenced by many landmarks and special events. Springfield is the home of the Abraham Lincoln Presidential Library and Museum. The historical downtown includes the Old State Capitol, the state capitol complex, the Illinois State Museum, the Lincoln historical district, and a variety of specialty shops and restaurants, making Springfield the most prominent tourist destination in central Illinois.

Springfield is also home to the second Illinois Medical District (the first being in Chicago) and includes two major medical centers, Memorial Health Systems and HSHS St. John’s Health Systems as well as the Southern Illinois University Medical School. The medical community and state government are the two largest employers in Springfield.

Springfield offers daily Amtrak service to St. Louis and Chicago as well as to points beyond. A regional airport offers daily service to major hubs in Chicago and Dallas. City bus service is provided from the UIS campus to various locations around the city.

See the links below for more about Springfield, Illinois.

**City Government**
- Official City Website
- Chamber of Commerce
- Public Schools

**State of Illinois**
- State of Illinois
- State Library
- State Museum

**Lincoln Sites**
- Lincoln Home Site
- Looking for Lincoln
- Lincoln’s New Salem
- Abraham Lincoln Presidential Library and Museum
Procedure for Candidacy

Inquiries, nominations, and applications are invited. Review of applications will begin immediately and will continue until the position is filled. For fullest consideration, applicant materials should be received by March 22, 2016. Candidates should provide a curriculum vitae, a letter of application that addresses the responsibilities and requirements described in the Leadership Profile, and the names and contact information of five references. References will not be contacted without prior knowledge and approval of candidates. These materials should be sent electronically via e-mail to the University of Illinois Springfield consultants, Katherine Haley, Ph.D. and Mercedes Vance at UIS-DeanPAAdmin@wittkieffer.com. The consultants can be reached by telephone through Crystal McClain at 630-575-6948.

UIS is an affirmative action/equal opportunity employer with a strong institutional commitment to recruitment and retention of a diverse and inclusive campus community. Women, minorities, veterans, and persons with disabilities are encouraged to apply.

The University of Illinois may conduct background checks on all job candidates upon acceptance of a contingent offer of employment. Background checks will be performed in compliance with the Fair Credit Reporting Act.

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 the University of Illinois Springfield 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.
Appendix I – Springfield Campus

UNIVERSITY OF ILLINOIS
SPRINGFIELD CAMPUS

CHANCELLOR AND
VICE PRESIDENT

Vice Chancellor for
Academic Affairs
And Provost

Colleges:
- Business & Management
- Education & Human Services
- Liberal Arts & Sciences
- Public Affairs & Administration

Booth Library
Budget and Administrative Planning
- Academic HR
- Budget & Financial Analysis
- Grants & Contracts, Post-Award
- Institutional Research
- Center for State Policy & Leadership
- Online Learning
- Center for Online Learning Research and Service
- Graduate Education
- Catalog
- Faculty Development
- Graduate Assistantships & Fellowships
- Undergraduate Education
- Capital Scholar’s Honor’s Program
- Center for Academic Success
- Undergraduate Research

Other Units:
- Information Technology
- Ombudsperson Office
- Sangamon Auditorium
- Pre-Awards Grants, Contracts & Research Administration

Access & Equal Opportunity
Administrative Affairs
Facilities Scheduling & Services
Facility & Services
Office of Sustainability
Parking Services
Advancement
Alumni Relations
Athletics
Human Resources
Public Affairs
Campus Relations
Marketing
Police Department
Web Services
Campus Services
Springfield Legal Counsel

Associate Vice Chancellor Student Affairs /
Dean of Students
- Career Services
- Counseling Center
- Health Services
- Disability Services
- Judicial Affairs
- Student Life
- UIS Journal
- Volunteer and Civic Engagement
- Women’s Center

Assistant Vice Chancellor Student Services:
- Book Store
- Campus Recreation
- Child Care Center
- Dining Services
- Residence Life

Other Units:
- Admissions
- Diversity Center
- LGBTQ+ Resource Office
- Financial Aid
- International Student Services
- Registrar
- Transition Services
- New Student Orientation & Parent Relations

Note: Organization chart updated October 2015.
Witt/Kieffer is the preeminent executive search firm that identifies outstanding leadership solutions for organizations committed to improving the quality of life. The firm’s values are infused with a passion for excellence, personalized service and integrity.