

SEARCH PROSPECTUS:

Deputy Vice Chancellor for Academic
and Student Affairs



United States
International
University-Africa

Education to take you places

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THE SEARCH

The United States International University-Africa (USIU-Africa), located in Nairobi, Kenya, announces an international search for an accomplished academic leader who will serve as the university's next Deputy Vice Chancellor for Academic and Student Affairs (DVC-A & SA). The University is an independent, private not-for-profit institution serving almost 8,500 undergraduate and graduate students. Its mission is to provide an outstanding higher education in an African context with a global outlook. The University seeks a dynamic and inspirational leader to help bring the institution to national and international prominence through a sustained commitment to excellence. It is anticipated that the DVC-A & SA will assume duties by May 2020, with a strong preference for an earlier start.

The DVC-A & SA is the University's Academic & Student Affairs representative and a member of the Management Board. He or she has responsibility

for coordinating academic and student affairs to promote academic, operational, and service excellence. The DVC-A & SA reports to the Vice Chancellor and leads the University during his scheduled absences. The DVC-A & SA supervises a large staff and works closely with members of the University Council. Direct reports include the Associate Deputy Vice Chancellor for Academic Affairs, the Associate Deputy Vice Chancellor for Student Affairs, the Deans of the six academic schools, the Director of E-Learning, and the Director of the Center for Excellence in Learning and Teaching (CELT).

This prospectus provides background information on USIU-Africa, details on the qualifications and qualities required of and sought in the next DVC-A & SA, and application instructions for interested candidates.



UNITED STATES INTERNATIONAL UNIVERSITY - AFRICA

History

USIU-Africa was the first private, secular university in Kenya. It was established in 1969, following an agreement between the Trustees of what was then the United States International University in San Diego, California, and the Kenyan Ministry of Education, in response to the growing demand for quality higher education in Kenya. Today, the fully independent USIU-Africa enjoys dual accreditation in the United States (through the Western Association of Schools and Colleges Senior College and University Commission, or WSCUC) and in Kenya (from the Commission for University Education, or CUE).

Enrollment

The diverse student body of close to 8,500 students (6,700 full-time equivalent) represents 71 nationalities; 17 percent of the student population is international. Today, 50 percent of the students are female. While the majority of the student population is 18 to 25 years old, evening and online courses are beginning to attract more mature working professionals. The undergraduate retention rate is 82 percent and the undergraduate graduation rate is 67 percent. The student-to-faculty ratio is 31:1.

Faculty

At USIA-Africa, there are 147 full-time faculty (75 percent of whom possess a Ph.D. or a terminal degree in their area of specialization), 188 adjunct faculty members, and 310 staff members. The institution is working to increase the number of full-time faculty members and is aggressively recruiting faculty both domestically and internationally. Faculty members are not awarded tenure but can achieve a permanent status that affords them additional benefits.

The University has established a structured research program and continues to invest in research capacity and capability. It seeks to reinforce the importance of academic as well as applied research in underpinning the University's continued development as a premier institution

of higher learning. It also has a demonstrated commitment to fostering innovative interdisciplinary research; the strategy includes the development of relevant research agendas, new degree programs, external research partnerships, more extensive applications of modern technologies, and pursuit of additional external linkages. USIU-Africa provides faculty support grants and recognizes outstanding contributions through an Excellence in Research Award. The Faculty Council, the Office of Research and Academic Program Development (RAPD), and the Center for Excellence in Learning and Teaching (CELT) provide support and assistance for faculty development on an ongoing basis.

Students

A commitment to the integration of the curricular and co-curricular experience to prepare women and men to be ethical leaders and responsible citizens is the central tenet of USIU-Africa's educational philosophy. Campus life is also a crucial element in retention; overall retention runs consistently over 80 percent. Student growth and character development is achieved through involvement in a vibrant campus community life, orientation programs and service-learning opportunities. The academic year is made up of three semesters and students generally take four classes per semester.



UNITED STATES INTERNATIONAL UNIVERSITY - AFRICA (cont.)

With a wide array of student clubs, 19 sports teams and a highly engaged student council and electoral college, students are strongly encouraged to engage fully in campus life and campus activities. Many students volunteer during major campus events, contribute to student publications, and participate in leadership workshops. Through the Community Service Learning Program, undergraduates work in social action projects. All undergraduate students are required to participate in 90 hours of service learning in one semester during their undergraduate studies. Internship opportunities are also available to allow students to translate theory into practice. The institution has a vibrant student exchange program with 10 institutions, including universities in China and the United States.

The University has strengthened campus accessibility facilities and services for disabled students (as well as for staff and faculty). Student wellness initiatives are newly established; these need to be continued and expanded. Important future activities include improvements to campus residential and recreational structures and the construction of new facilities, to enhance the current level of on-campus activities.

Governance and Management

USIU-Africa is a private, not-for-profit institution governed by a Board of Trustees. The Board of Trustees appoints members of the University Council, which is more involved in the administration of the institution. Other structures are the Management Board and the University Senate, which provide stability and continuity to the University through an organized system of planning and evaluation. There are currently 6 members on the Board of Trustees and 14 on the University Council; the University Charter allows for a maximum of 7 and 15, respectively. Both the Board and University Council are diverse and include individuals with academic backgrounds as well as public and private sector luminaries from different parts of the world.

Management of USIU-Africa is led by the Vice Chancellor and a Management Board of senior academics and professional staff. The Management Board is representative of the major divisions in the University: the Academic and Student Affairs Division headed by the Deputy Vice Chancellor for Academic and Student Affairs; the Information and Communication Technology Division headed by the Director of Information and Communications Technology (ICT); University



UNITED STATES INTERNATIONAL UNIVERSITY - AFRICA (cont.)

Advancement (UA) headed by the Director, University Advancement; Finance headed by the Finance Director; Administration headed by the Administration Director; and the Director-Legal Services & Company Secretary, who coordinates all legal services at the University and provides legal advice, guidance, and services to all senior University officials and their departments.

Accreditation

USIU-Africa is accredited by the Commission for University Education in Kenya (which last reviewed it in 2016) and the Western Association of Schools and Colleges Senior College and University Commission in the United States (last review in 2018).

Campus

The scenic campus is aesthetically pleasing and well maintained. A number of new buildings are planned. Housing for students is available in two hostels (each with 128-bed capacity) located on campus. Residence halls are occupied primarily by international and out-of-town students. Approved off-campus housing is available for those students living off campus.

The campus also has a fully equipped health clinic, an ultra-modern gym, and a counseling center which provides psychological counseling and awareness services.

The Library and Information Center, an ultra-modern facility completed in 2007, offers all the resources necessary to support teaching, learning, and research. While the library is the intellectual hub of the university, Wi-Fi internet access is available in all classrooms and in internal and external hot spots throughout campus. In addition, 14 computer labs with approximately 500 computers and a multimedia section in the library are available to students.

Strategic Plan

Drawing from wide consultation within as well as outside the University, including its Board of Trustees, the current strategic plan sets clear future parameters for the advancement of USIU-Africa by raising the regional and international profile of the University. The plan integrates long-range operational and capital budget planning to ensure that adequate financial resources are made available to finance the execution of the strategic plan's objectives and activities. It prioritizes improved service delivery to students, faculty and staff within the perspective of educational effectiveness and quality assurance standards. The strategic plan emphasizes a partnership approach to education and program enrichment; effective organization processes; expansion of physical, human and financial resources; and the optimal utilization of technology. It also emphasizes sustainability and diversification of the University economy through an endowment fund and targeted fundraising initiatives, including capital campaigns. And, very importantly, it is designed to implement strategies for leveraging its strengths to capture existing and emerging opportunities in the local and global markets.

The current five-year strategic plan (2015 – 2020) has five key priorities:

- a. Provide globally competitive and innovative academic programs incorporating research and co-curricular activities for holistic education
- b. Expand and efficiently manage the University's financial and human resources to meet its capital and operating requirements
- c. Improve human resource management using best practices
- d. Expand, maintain, and optimize use of physical facilities and technology
- e. Increase visibility and enhance quality services to internal and external customers

UNITED STATES INTERNATIONAL UNIVERSITY - AFRICA (cont.)

Recent construction projects include a science and technology building at the cost of approximately \$5 million, completed in January 2015; and an expansion of parking facilities. The Freida Brown Student Center was constructed in 2016 (costing more than \$10 million). Current construction projects include a new School of Humanities and Social Sciences building (\$14 million), student residence halls (\$19 million), and a new hospital (also \$19 million).

Location

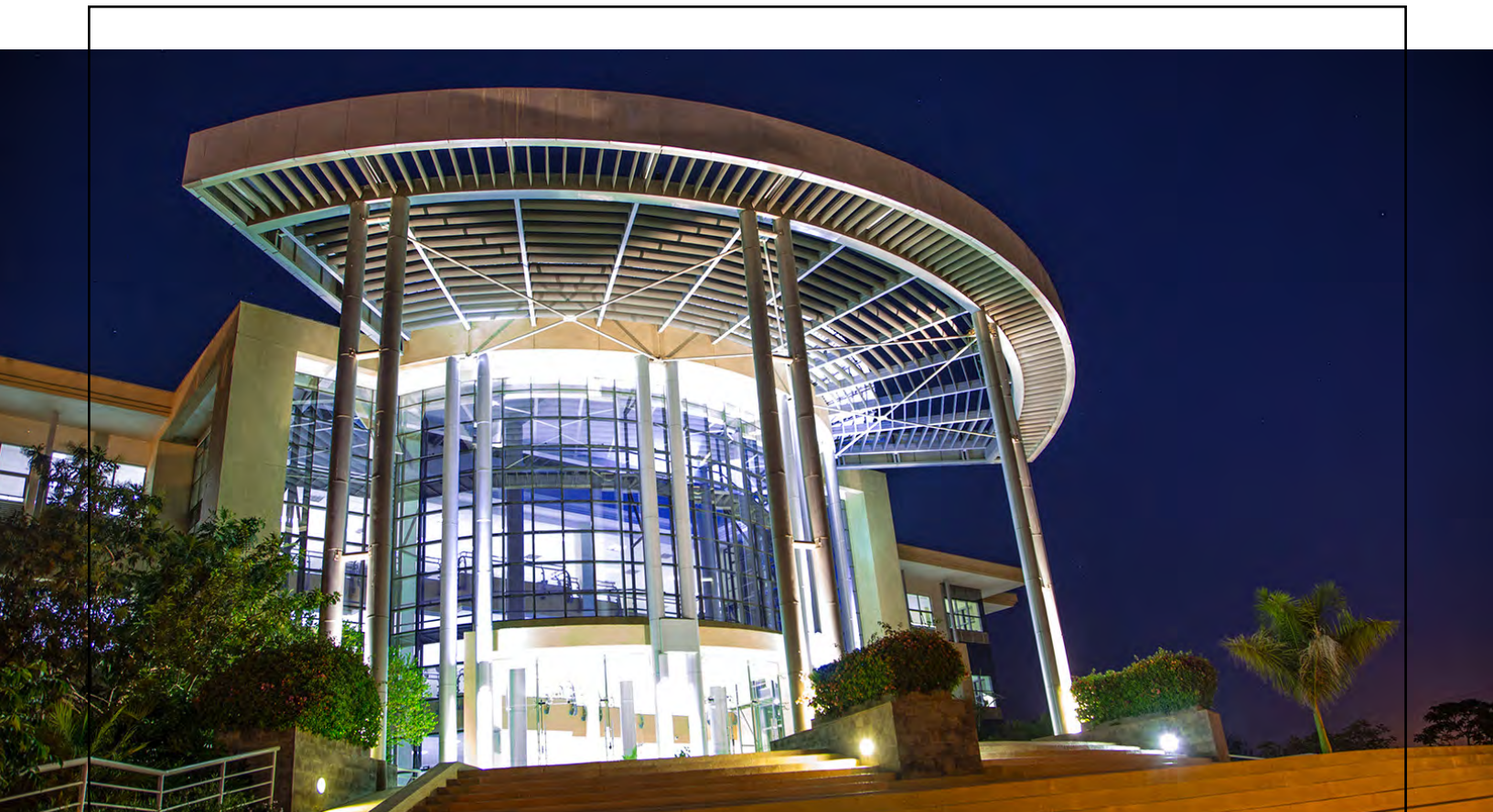
USIU-Africa is located in Kasarani, a suburb of Nairobi. Kasarani is approximately 15 kilometers from the city center of Nairobi, Kenya's cosmopolitan capital city. The city is situated at an elevation of about 1660 m (about 5450 ft.) in the highlands of the southern part of the country. It is Kenya's principal economic, administrative, and cultural center and one of the largest and fastest growing cities in Africa. Key industries include horticulture, food processing, textiles, clothing, building materials, communications and

transportation equipment. Its compact central business district is a great place to tune into modern urban African life. Kenya also boasts a sizeable tourist industry, so frequent flights connect Nairobi and the rest of the continent, as well as many other destinations in the Middle East, Europe, and elsewhere.

The average temperature in Nairobi is 21-26 degrees centigrade. Temperatures elsewhere depend on altitude. July to August marks the Kenyan winter, which is cold and chilly. Generally speaking, it is dry in January and February; moderately wet from March through May; dry from June through September; and relatively wet from October through December.

For more information about Nairobi, please visit the [Nairobi Kenya official website](#). For more details about Kenya (and in particular information about several tourist attraction sites), visit the [Kenya Tourism Board website](#).





THE DEPUTY VICE CHANCELLOR FOR ACADEMIC AND STUDENT AFFAIRS (DVC-A & SA)

The DVC-A & SA serves as the institution's academic and student affairs officer and works closely with other members of the Management Board. The DVC-A & SA is a key partner for the Vice Chancellor in academic decision-making. The Academic and Student Affairs Division provides excellence, innovation and leadership in integrating quality teaching and student learning with applied academic research, scholarship, and community service.

Academic Affairs consists of the six Schools (Chandaria School of Business; School of Communication, Cinematic and Creative Arts; School of Graduate Studies, Research and Extension; School of Humanities and Social Sciences; School of Pharmacy and Health Sciences; and School of Science and Technology), the Library, Quality Assurance, E-Learning, and the Center for Excellence in Learning and

Teaching (CELT). Student Affairs consists of Admissions, Career Services, Counseling Services, the Office of the Registrar, Student Life, and the Office for Differently Abled Persons.

Role in Academic Affairs

The DVC-A & SA is responsible for the development of undergraduate and graduate educational programs and has the authority to shape that development by selecting deans and approving of department heads. He or she supports and encourages research, sets high standards in the appointment and promotion of faculty, supports faculty development, establishes clear academic policies and procedures for the institution, and nurtures supportive relationships with academic and industry partners. Working with the Director for Finance, the DVC-A & SA manages academic budgets and facilities.

THE DEPUTY VICE CHANCELLOR FOR ACADEMIC AND STUDENT AFFAIRS (DVC-A & SA) (cont.)

The USIU-Africa mission is achieved through select high quality undergraduate and graduate academic programs addressing the following six key mission outcomes: higher order thinking; scientific, quantitative and technical literacy; global understanding and multicultural perspective; career preparedness; community service and development; and ethical leadership.

Recent developments in Academic Affairs

In AY 2016-17, the Academic Affairs division was restructured to enhance interdisciplinary collaboration in responding to changing needs in curricula, research and community engagement; to increase efficiency, effectiveness, competitiveness, and rigor of the programs offered by the various schools; and to improve the management and utilization of teaching and learning resources. The restructuring efforts led to the appointment of new academic deans and department chairs and strengthened faculty governance systems and structures.

Two new schools were created: the School of Graduate Studies, Research and Extension; and the School of Communication, Cinematic and Creative Arts. The School of Graduate Studies was created to help improve graduate retention rates and to strengthen the coordination, standardization, and performance of graduate programs. As a result, there have been significant improvements in the retention of doctoral students. The retention rate of graduate and undergraduate students remain strong but have room for improvement.

Among the more recent developments in Academic Affairs were:

- The launch of five new degree programs
 - four bachelors programs: pharmacy, finance, animation, film production and directing, and epidemiology and biostatistics; and
 - a masters in marriage and family therapy
- The development and expansion of short course offerings in event management, hospitality, entrepreneurship and social innovation to generate income and enhance external partnerships
- Expansion of E-learning infrastructure and training support as well as the establishment of online courses
- An aggressive faculty recruitment plan with enhanced salary ranges to identify permanent faculty both domestically and internationally, particularly in disciplines where there is a dearth of qualified faculty
- The establishment of a number of research institutes and centers
- Increased scope and volume of publications (379 publications compared to 332 the previous year)
- Internal research funding of KES 12 million, and an uptick in securing external research grants to KES 166 million
- Increased partnerships with universities (domestic and international), the private sector, government, and intergovernmental agencies to expand funding sources, diversify revenue streams, and strengthen faculty and student exchange and participation
- The construction of a new building for the School of Humanities and Social Sciences that will double teaching and learning spaces on campus and provide state-of-the-art classrooms, labs, offices, and social spaces.



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THE DEPUTY VICE CHANCELLOR FOR ACADEMIC AND STUDENT AFFAIRS (DVC-A & SA) (cont.)

Role in Student Affairs

The DVC-A & SA oversees the Student Affairs Division of the University. The Associate Deputy Vice Chancellor for Student Affairs is the student affairs officer and has administrative responsibility for the enrollment management and student life functions of the University, and leads a professional staff responsible for student life, health and counseling services, and career services. The mission of the Division of Student Affairs is to facilitate the holistic development of students from a diverse population through carefully selected programs and support services that assure their preparedness for meaningful engagement in the competitive world around and beyond them. The successful candidate will work to establish a comprehensive student life program that collaborates with the academic program to enhance student learning and individual growth. The University believes that academic excellence goes beyond classroom teaching to engage students in scholarship, research and co-curricular activities in order to produce confident, self-assured, respectable, and responsible graduates.

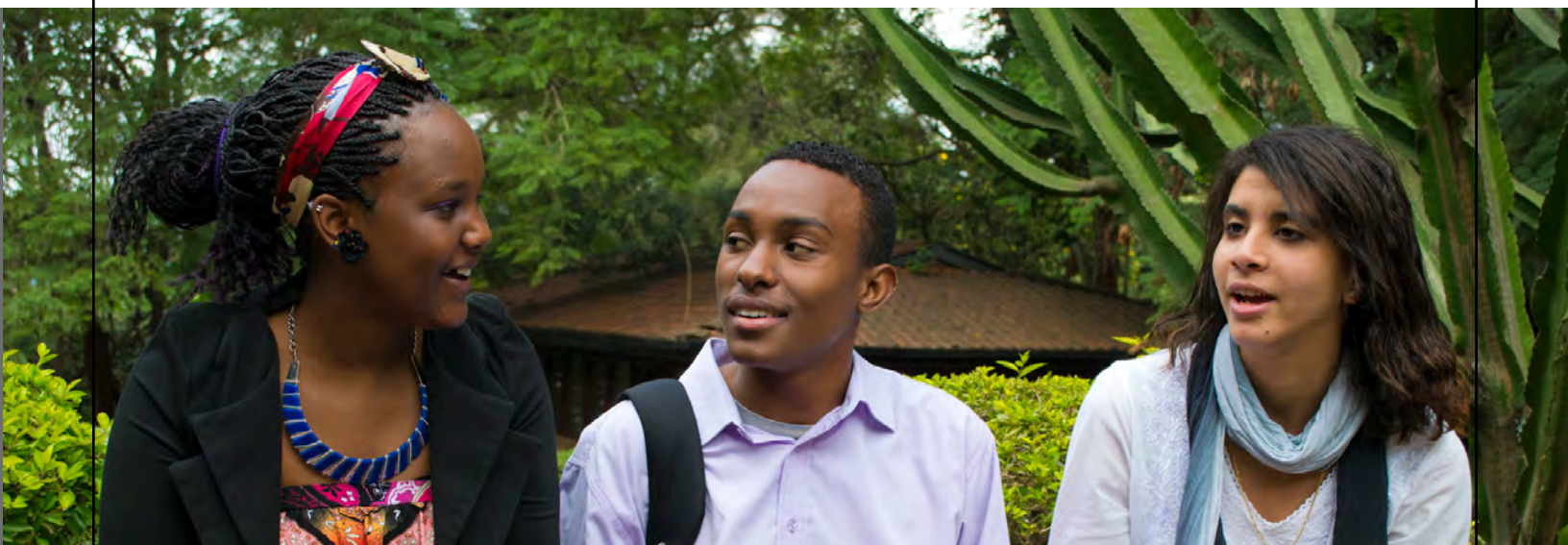
Student Affairs comprises the following units: Admissions, Career Services, Counseling Services, Office of the Registrar, Student Life, and the Office for Differently Abled Persons. Working collaboratively with University and community partners to advance the mission of the University, Student Affairs acts as a catalyst for learning opportunities through which students realize their academic, personal, and career goals. Within a diverse and inclusive community and informed by principles of social teaching, Student Affairs fosters the holistic development of students as lifelong learners and ethical leaders in a global society. Among the many opportunities offered in the co-curricular experience are leadership development, service learning, experiential learning, career development, personal development, and internships. Most importantly, Student Affairs departments strive to be responsive to student needs by creating diverse, safe, stimulating and



welcoming environments. Student Affairs partners and collaborates with a number of departments, faculty, and staff to foster student transformation/success.

Recent developments in Student Affairs include:

- Enhanced student recruitment and retention services, support and success
- Improved student employability post-graduation
- Strengthened student advising and mentoring services, which focuses on improvement of retention and graduation rates as well as strengthening faculty engagement with student advising
- An increase in the number of student clubs and sports offerings
- The approval for construction of a 1,500-bed capacity residence hall to supplement current housing for 256 students
- The establishment of an office dealing with persons who are differently abled



LEADERSHIP PRIORITIES FOR THE DVC-A & SA

As a key member of and partner to the Management Board, the DVC-A & SA will need the organizational expertise to collaboratively lead deans, faculty, managers, administrators and staff within Academic and Student Affairs in efficiently and effectively producing high-quality services and learning experiences.

The key priorities for the new DVC-A & SA are:

Building Faculty Trust

The DVC-A & SA is a leader and a colleague of the faculty and must hold the confidence of the faculty. The new DVC-A & SA will work closely with them to maximize the effectiveness of a shared governance process, including ongoing engagement in budget development and strategic goals. S/he will recruit and retain talented faculty while also invigorating long-serving faculty, and will ensure that new and junior faculty are mentored. In collaboration with the Associate Deputy Vice Chancellor for Academic Affairs, s/he will lead the faculty in innovative curricular changes, as articulated in the strategic plan, to achieve the vision of the University. The DVC-A & SA should create a culture in which faculty achievements are recognized and faculty are held accountable to high professional expectations. In addition, the DVC-A & SA will support the use and further development of qualitative and quantitative measures of accountability for all programs.

Constructing Creative Ways to Increase Enrollment and Strengthen Retention

The DVC-A & SA will contribute to the development and use of a data-driven strategic enrollment management plan that, in partnership with the admissions team, builds enrollment, expands new marketplaces, enhances strong programs, and increases the institution's reach. S/he should understand that enrollment and graduation rates are a key indicator of the vitality and future strength of the institution. Like many institutions, USIU-Africa has experienced enrollment challenges over the past several years. The diversification of programs at both the undergraduate and graduate level has fortified enrollment, but it will be important for the University to continue to establish a stronger, more visible identity in both undergraduate and graduate recruitment efforts. It is incumbent on the academic leadership team to identify new or revised offerings that will attract an increasing number of students and strengthen enrollment. The DVC-A & SA is expected to be an effective spokesperson for the University, to work in tandem with the admissions team, to participate regularly in admissions activities when appropriate, and to encourage and support others in academic and student affairs to engage actively in both the recruitment and retention of students.

LEADERSHIP PRIORITIES FOR THE DVC-A & SA (cont.)

Financial Management and Resource Development

The DVC-A & SA must demonstrate financial acuity in managing the largest budget of the University. It will be incumbent upon the new DVC-A & SA to continue to hold to first-rate fiscal management practices. Working in close alignment with the Vice Chancellor, the DVC-A & SA must work to ensure that the budget process is closely aligned with and fulfills institutional priorities. The DVC-A & SA will ensure that the academic excellence initiatives of the strategic plan are institutional priorities for resource allocation, advancement and development, and enrollment management. Strengthening core components of USIU-Africa's academic program (e.g., diversifying income streams, expanding the student body, increasing and enhancing the faculty, encouraging research activities, expanding the physical plant, and increasing student financial support) will place a strain on current resources. Hence, the DVC-A & SA will identify and procure new sources of financial support, new foundation and corporate support, new and innovative partnerships, infrastructure investments, fundraising opportunities, and grant-based revenue streams to support these activities. The proven ability to seek, secure, and develop new revenue streams in support of current programs and new initiatives will be essential.

Integrating Academic Excellence throughout the University

The DVC-A & SA will be a robust presence within the Management Board and will serve as a strong advocate for the academic and student affairs operations of the institution. S/he must understand the academic and student affairs sides of the University at a granular level and be a vigorous advocate for academic and student affairs while simultaneously helping those reporting to him/her understand the broader institutional context and operational realities, and the ways that all university functions can best support the educational mission.

At the highest level, the academic excellence initiatives call for the University to cultivate and

support a dynamic environment that fosters discovery, inquiry and application for a complex world. Therefore, the DVC-A & SA must recruit, retain, and support outstanding, diverse faculty and staff; and graduate successful students while maintaining affordability.

Strengthening the Current Academic Program

The University already possesses a strong undergraduate academic program widely recognized within Kenya and the region. The DVC-A & SA must continue to solidify and strengthen existing programs, grow and enhance the master and doctoral level programs, and begin to build a significant graduate curriculum over the next few years. Over and above strengthening the current academic program, the new DVC-A & SA should strengthen the current co-curricular program so as to equip graduates with skills that enhance their all-around development. As enrollment increases, careful planning will be required to ensure that the needs of the academic programs mesh with both new and existing facilities. The new Vice Chancellor must demonstrate an ability to identify critical technology and human and physical resource needs to ensure that existing and future physical infrastructure meets the learning, teaching, and research requirements of faculty and students.

Sensitivity to the Local and National Landscape

It is important to initiate collaborative opportunities for joint program development and research initiatives with other institutions within Kenya, East Africa, and beyond. The new DVC-A & SA will have to play an active role in higher education circles and work in collaboration with other academic heads in Kenya to consult on government regulations regarding higher education. It is expected that the new DVC-A & SA will work with the Vice Chancellor to promote a research-oriented university model and bring the institution into the competitive landscape of higher education in Kenya, which has 69 public and private universities. To do this, the successful candidate will have an understanding of the political landscape as well as the opportunities for advancing the higher education landscape in East Africa.



RESPONSIBILITIES AND DESIRED ATTRIBUTES FOR THE DVC-A & SA

USIU-Africa offers an exceptional and rewarding leadership opportunity. The DVC-A & SA will lead the faculty as well as the curricular and co-curricular support units in developing and implementing strategic initiatives involving undergraduate and graduate education. S/he should be a forward-thinking, proactive leader who understands national and regional higher education trends. S/he must be able to articulate a vision to maintain and grow the reputation for academic excellence, and to implement changes that move the institution in new directions. A strategic approach to program opportunities and a management philosophy based on consensus building that drives decision-making for the University's future are critical.

Responsibilities

1. Works closely and collaboratively with the Vice-Chancellor in the development and implementation of the University's strategic priorities and policies, and regularly advises the VC on academic and student affairs matters;
2. Provides leadership in the management of Academic & Student Affairs units to ensure high academic standards and develops and implements effective institutional collaboration, communication, and innovation focusing on student success and high faculty and staff performance;
3. Effectively manages resources and provides budgetary oversight for all academic and student functions;

RESPONSIBILITIES AND DESIRED ATTRIBUTES FOR THE DVC-A & SA (cont.)

4. Provides leadership, mentoring, and management of the Deans, Associate DVCs, and personnel in Academic and Student Affairs units --including recruitment, assignment, redeployment, skills training, professional development, performance appraisal, and termination;
5. Provides leadership and vision for all academic programs and works with the School Deans and faculty to facilitate the development of high quality, innovative, and cutting-edge academic programs;
6. Ensures sustained and effective assessment of student learning outcomes, the implementation of regular program reviews, and improvements in teaching and learning;
7. Ensures effective management of the schools and their activities to enhance the quality of undergraduate and graduate teaching, student assessment and examinations, and research;
8. Promotes effective student recruitment and retention strategies and processes, and the utilization of effective, modern and innovative systems for delivery of academic programs including e-learning;
9. Helps maintain appropriate data information management systems for various functions of Academic and Student Affairs, data analysis for decision making, the university 'Scorecard', and disseminating reports where appropriate;
10. Coordinates with the School Deans to promote robust faculty recruitment and retention strategies, and encourages and supports research, grant-writing, publishing, and other scholarly activities of the faculty, as well as innovations, and technology transfer in the University;
11. Prepares accreditation reports to the various accrediting agencies, and ensures compliance and provide proper and timely advice to the University Senate on the development of programs;
12. Manages student welfare matters which include recreation, sports and games, catering and accommodation services, psychological and mental health counseling, as well as students' disciplinary matters;
13. Appoints or coordinates task forces and committees periodically to promote student, staff, and faculty welfare and success, and addresses institutional priorities and changes in the Kenyan and global higher education environment;
14. Actively seeks and maintains mutually beneficial external linkages and engages partners in advisory committees and other collaborative efforts to advance institutional goals and instructional outcomes;
15. Represents the University and actively participates in institutional and public activities that support and strengthen its mission, priorities, and programs.
16. Effectively communicates with faculty and staff in Academic and Student Affairs by working closely with the Chairs of the Faculty and Staff Councils and continually informs the University community on matters pertaining to the Division.

Required Skills

1. An earned doctorate at an accredited institution, ideally in an academic area that is offered at USIU-Africa; and rank of full Professor;
2. A record of progressive advancement in higher education leadership responsibilities, positions, and success in a complex university or research organization including experience of no less than five years at the level of Dean/ Director, CEO/College Principal, or Associate DVC or DVC of an accredited university;
3. Scholarly and research eminence as evidenced by refereed journals publications, or scholarly books, as well as project grants and awards;

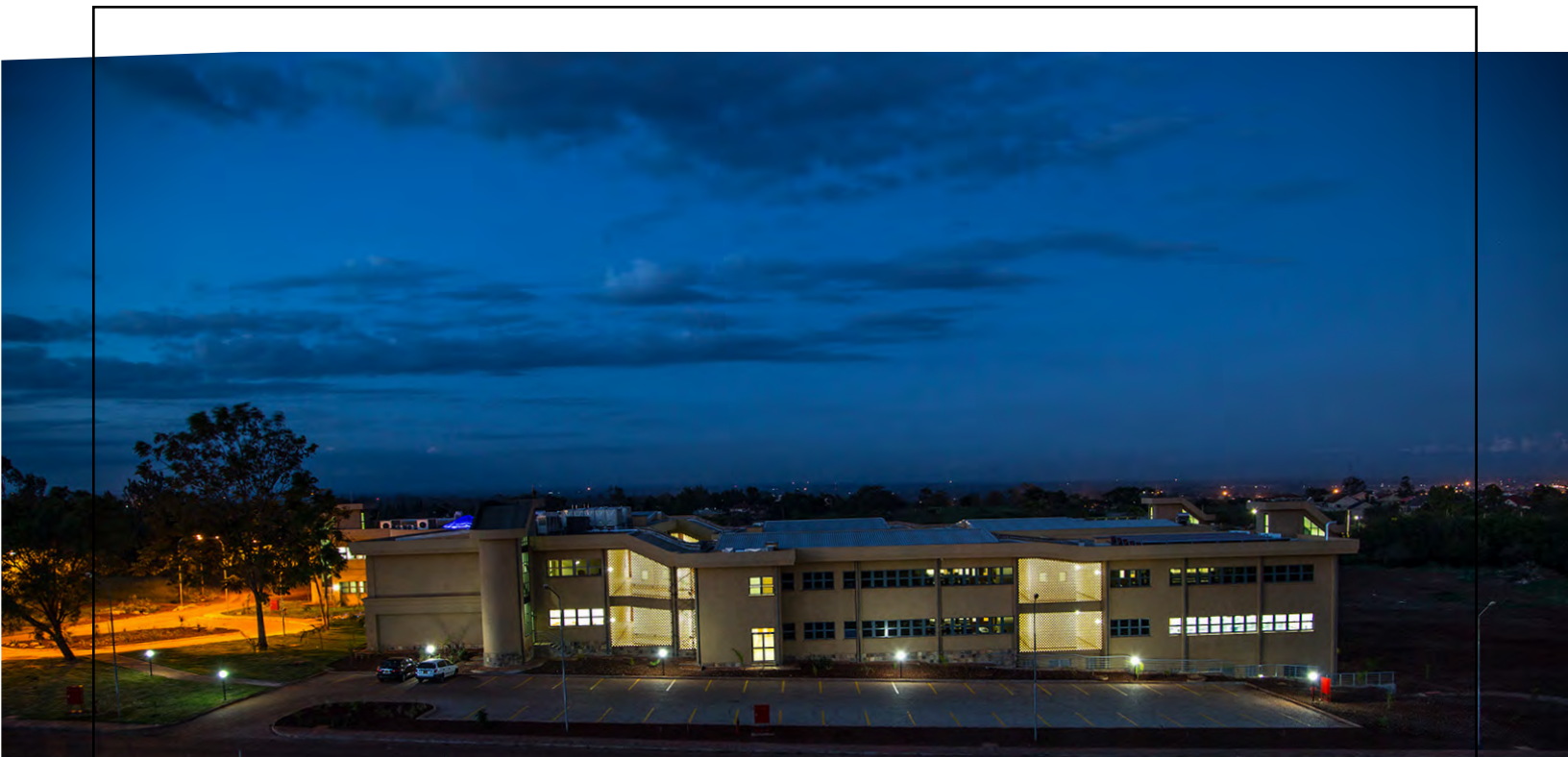
RESPONSIBILITIES AND DESIRED ATTRIBUTES FOR THE DVC-A & SA (cont.)

4. Record of distinguished teaching experience;
5. Understanding of changing student demographics and demonstrated commitment to student learning and success;
6. Demonstrated ability to manage complex budgets and diverse personnel;
7. Extensive knowledge of and experience in academic program development and assessment in any one of the disciplines offered by the university;
8. Demonstrated knowledge of the US WASC (Western Association of Schools and Colleges), Senior Colleges and Universities Commission (WSCUC), and the Kenyan Commission for University Education (CUE) accreditation standards and experience working with accrediting organizations;
9. Excellent understanding of the current trends in higher education and training in Kenya and globally and a broad awareness of the factors and conditions shaping the development of university education in Kenya;
10. An innovative mindset, intellectual vision, creativity, energy, skills, capacity and determination to initiate and facilitate program development and transformative initiatives;
11. Excellent organizational, interpersonal and communication skills;
12. Experience and commitment to the principles of shared governance in academic institutions;
13. Demonstrated commitment to collaborative leadership, equity, diversity and inclusion and ability to work with all the university's constituencies;
14. Record of commitment to the highest ethical standards, integrity, and professionalism;
15. Ability to use qualitative and quantitative information in decision making and lead strategic planning for academic excellence;
16. Experience with higher education budget models that promote sustainability and reward productivity, effectiveness, and entrepreneurship.
17. Ability to guide and assist deans and department chairs in managing, growing, and structuring their organizational resources for effectiveness and identifying new support opportunities for faculty scholarship, creative activity and funded research.

Desired Attributes

1. Demonstrated excellence in teaching, student learning and success;
2. Demonstrated ability to nurture faculty research, for scholarship and creative work;
3. Commitment and interest in internationalization in higher education;
4. Demonstrated ability to promote higher education as a transformative force in society.
5. Ability to be a collegial and effective spokesperson for the University with a passion for learning and a sense of humor.





APPLICATION PROCEDURE

Candidates for the position should send the following required materials as an e-mail attachment in Microsoft Word to DVC@academicsearch.org. These materials should include a reflective letter of interest that discusses how the candidate meets the required skills and desired attributes of the new DVC-A & SA. The candidate's professional and academic background pertaining to the challenges and opportunities described above must be clearly outlined. Applicants should also submit a current resume and the names, email addresses, and current phone numbers of at least five professional references (they will be called at a later, semi-final stage with the advance consent of the candidate). ***Prior to submitting an application, please contact Lisa Rosenberg, Associate Consultant at Academic Search, Inc. for a copy of the application guidelines. She can be reached at lisa.rosenberg@academicsearch.org.*** Letters of nomination are welcome but not required. For full consideration, completed applications should be received by **November 18, 2019**. Additional information about USIU-Africa can be found at <http://www.usiu.ac.ke>.

To showcase the wonderful spirit of USIU-Africa, please take a look at this video clip of the Vice Chancellor regarding the search for the DVC-A & SA: <https://www.youtube.com/watch?v=UdRKx4dS4wc>

This search is assisted by Maya Ranchod Kirkhope, Senior Consultant at Academic Search, Inc., in Washington DC. Ms. Kirkhope can be contacted at maya.kirkhope@academicsearch.org and (703) 380-9195 (US eastern time).

ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting United States International University-Africa in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit <http://www.academicsearch.org/>.



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