



**ILLINOIS STATE  
UNIVERSITY**  
*Illinois' first public university*

# Associate Vice President *for Graduate Education and Internationalization Initiatives*

LEADERSHIP PROFILE

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2025



# Associate Vice President *for* Graduate Education and Internationalization Initiatives

## LEADERSHIP PROFILE

This leadership profile is intended to provide information about Illinois State University and the position of associate vice president for Graduate Education and Internationalization Initiatives. It is designed to assist qualified individuals in assessing their interest in this position.



# About Illinois State University

On February 18, 1857, Illinois Gov. William Bissell signed a bill creating a normal school and establishing the Board of Education of the state of Illinois as its governing body. The bill stipulated that the permanent location would be the place that offered the most favorable inducements. Jesse W. Fell took up the campaign for Bloomington and obtained financial backing totaling \$141,000. Abraham Lincoln, acting as attorney for the Board, drew up the bond guaranteeing the Bloomington citizens would fulfill their financial pledges. Illinois State University was consequently founded as the first public institution of higher education in the state.

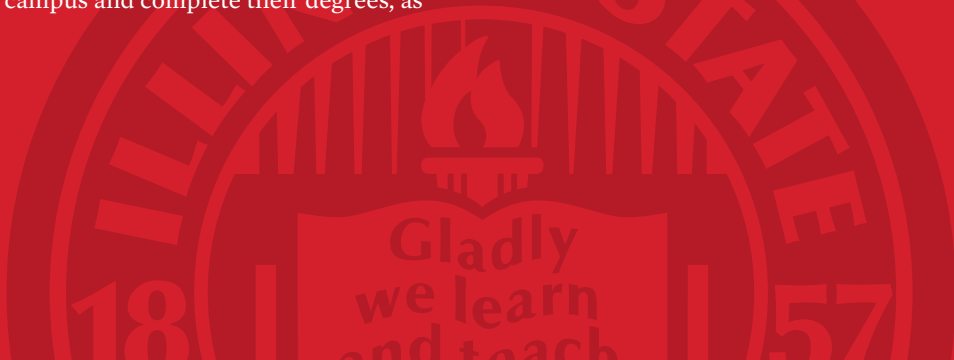
Established as a teacher education institution, Illinois State has developed into a multipurpose university with degree programs at the bachelor's, master's, and doctoral levels. Seven colleges offer approximately 174 undergraduate majors, 97 master's programs, 17 doctoral degrees, and 40 certificate options. One of 12 public universities in Illinois, the alumni base has now grown to more than 235,000.

In fall 2024, Illinois State welcomed its largest freshman class in university history and enrolled a total of 21,546 students. Illinois State's students appreciate the average 19:1 student-faculty ratio. Professors teach in the classroom, mentor, and partner with both undergraduates and graduates in research endeavors. Within the faculty, 98 percent hold a terminal degree in their field. Additional examples of excellence include Illinois State placing in the top 100 on the 2024 *U.S. News & World Report* Best Value Schools-National Universities rankings. Students return to campus and complete their degrees, as

shown by the fact the University's retention rate is among the highest in the nation at 81.3 percent. Graduation rates are more than 66 percent, which is well above the national average. Illinois State is also praised for providing an affordable education, with *Washington Monthly* honoring the University as one of the Best Bang for the Buck Colleges in the Midwest. There are many other reasons that reveal Illinois State's competitive advantage as a premier undergraduate institution—from record-breaking fundraising to student civic engagement and scholarly breakthroughs. Each explains the reason Illinois State University is “Redbird Proud.”

Illinois State affirms and encourages community belonging and a respect for differences. The University fosters an inclusive environment characterized by cultural understanding and engagement, ethical behavior, and a commitment to social justice. The University supports a diverse faculty and staff who mentor a diverse student population. The institution endeavors to provide opportunities for students, staff, and faculty to participate productively in a global society and be civically engaged.

Campus diversity at Illinois State increasingly reflects the nation's changing demographics. In the 2024-25 academic year, nearly 45 percent of the freshman class came from traditionally underrepresented groups. Over the past five years, there has been a 14 percent increase in African American students and a 9 percent increase in Latinx students. Students are mentored by a faculty that includes numerous teacher-scholars recognized at national and international levels, all dedicated to superior teaching.





# Community

**I**llinois State is in the Central Illinois community of Bloomington-Normal, which has a combined population of 132,000. The community is home to Illinois Wesleyan University, Heartland Community College, OSF St. Joseph Medical Center, Carle BroMenn Medical Center, Rivian Motors, COUNTRY Financial, and State Farm Insurance Corporate Headquarters. The community has distinguished itself for its outstanding school systems and educational attainment, parks and recreation, health care, job growth, economic opportunity, and low crime. The University's hometown was ranked as one of the top three [best college towns in America](#) based on its affordability and safety, while its entertainment scene, community, and quality of life are listed as reasons it also ranks as one of the [Best Places to Live in the United States](#).

There are plentiful activities, cultural events, and entertainment opportunities for students and staff locally, with more opportunity to explore nearby. Normal is centrally located in Illinois, making it possible to drive or catch a train to major cities such as Chicago, St. Louis, and Indianapolis. All are within 2-3 hours from campus. Public

transportation systems make the community easily accessible, with a train and bus station within a few blocks of campus. There is also a regional airport with free parking that removes many of the hassles of flying. For more information on our community, please visit [visitbn.org](#).

Ranked the No. 3 Best Small City for Job-Seeking College Grads, Bloomington-Normal offers multiple opportunities for students upon graduation. Illinois State partners with companies in the area, including State Farm Insurance and COUNTRY Financial—both with headquarters in the community—to provide internships and employment.

There are ample leisure activities as well, with five public golf courses in the area, several lakes, and the 45-plus miles of the hard-surfaced Constitution Trail. Converted from an abandoned railroad, the trail is bustling with individuals walking, biking, running, and blading. There are numerous restaurants and shops to visit as well. Uptown Normal is home to locally owned retail outlets with quality products and delectable food. There are unique movies, concerts, theatrical performances, and festivals to attend in every season.



# Academics

**I**llinois State University is currently composed of seven academic colleges and Milner Library, each of which contains academic departments and centers designed to provide—singly and collectively—a comprehensive and robust academic experience for students. Degrees are offered at the bachelor’s, master’s, and doctoral levels. Secondary education students major in their academic disciplines while completing their teacher preparation requirements under the auspices of the Council for Teacher Education. The University’s academic programs are supported by the services and collections of Milner Library.

**College of Applied Sciences and Technology** houses the Department of Agriculture, Department of Criminal Justice Sciences, Department of Family and Consumer Sciences, Department of Health Sciences, School of Information Technology, School of Kinesiology and Recreation, Department of Military Science, and Department of Technology. The college also includes several significant centers, including the University Farm; Horticulture Center; the Child Care Center; and Illinois State’s well-known Gamma Phi Circus, the nation’s oldest collegiate circus.

**College of Arts and Sciences** houses 16 departments and offers many majors and minors at the undergraduate level. Some of these programs are interdisciplinary, including African American Studies; Women’s, Gender, and Sexuality Studies; and Latin American and Latina/o Studies. Many departments have graduate programs leading to master’s and doctoral degrees. The college houses many of Illinois State’s study abroad opportunities, the Center for Child Welfare and Adoption Studies, and the University’s NPR radio station, WGLT.

**College of Business** is known for its comprehensive undergraduate programs, highly regarded master’s programs, and the outstanding accomplishments of its alumni. It is one of only 188 business colleges in the world to hold both business and accounting accreditation by AACSB International. It is also the only college of business in a public university in Illinois that has earned STEM designation for all its master’s programs.

**College of Education** prepares early childhood through middle-level teachers, special educators, and administrators in addition to partnering with departments across the University to offer teacher education programs in a wide variety of academic programs and areas of study. With 44 accredited teacher education programs and offerings at the bachelor’s, master’s, and doctoral levels, Illinois State remains true to its founding as Illinois State Normal University, specializing in teacher education. The College of Education is also home to Metcalf and University High School Laboratory Schools serving approximately 1,000 students.

**College of Engineering** anticipates enrolling its first cohort of students in fall 2025 with an initial offering of electrical, mechanical, and general engineering degree programs. The college will be uniquely designed with a vision of student success, diversity, and workforce development. Leveraging Illinois State’s reputation as a student-focused institution, the College of Engineering will prepare students for success by melding theory and practice in core engineering disciplines and innovative cross-disciplinary experiences.

**Mennonite College of Nursing** offers nursing degrees at the bachelor’s, master’s, and doctoral levels. Building on the rich history of nursing education at Mennonite College, established in 1919,

the College of Nursing was incorporated into the University in 1999 as Illinois State’s sixth academic college. The college is proud of NCLEX and FNP pass rates consistently exceeding state and national averages and offers a state-of-the-art Nursing Simulation Center with diverse clinical placements that prepare students to practice in a complex health care system.

**Wonsook Kim College of Fine Arts** includes the Wonsook Kim School of Art; the School of Music; School of Theatre, Dance, and Film; and the School of Creative Technologies. University Galleries, the Illinois Shakespeare Festival, Theatre for Young Audiences, the String Project, and the Big Red Marching Machine are also housed within the Wonsook Kim College of Fine Arts. Notable alumni include Jane Lynch, Sean Hayes, Brendan Hunt, Nicolas Africano, LaRoyce Hawkins, Gary Cole, Judith Ivey, Terry Kinney, John Malkovich, Laurie Metcalf, Jeff Perry, Cecilia Suárez, and Michelle Williams.

**Milner Library** personnel work closely with academic units to provide services and research materials across the academic spectrum. Librarians collaborate with faculty in all colleges, schools, and departments on information fluency instruction, collection development, and research assistance. Group study areas, quiet floors, collaboration stations, and a technology-rich environment support varied student learning styles. Library resources support textbook affordability initiatives, open access publishing, and primary source research. Milner is home to distinctive collections in Special Collections and the University Archives as well as a Federal Depository Collection of government information begun in 1858.

# Strategic Plan

The University's strategic plan, *Excellence by Design: 2024-2029*, approved by the Board of Trustees in the spring of 2024, is a shining example of the University's commitment to shared governance, with faculty, staff, students, and campus stakeholders playing an active role in contributing to the creation of the document. Guided by a strong foundational design and building on our past strategic plan, *Educate • Connect • Elevate: Illinois State: 2018-2023*, the plan emphasizes Illinois State's commitment to excellence through continued improvement to shape an exciting future.

*Excellence by Design: 2024-2029* lists our seven core values: Excellence in Teaching, Learning, and Scholarship; Individualized Attention; Equity, Diversity, Access, and Belonging; Collaboration; Community and Civic Engagement; Respect; and Integrity. By acting on these values, we create a learning environment that results in our university being the first-choice public university in Illinois for high-achieving, motivated students who seek an individualized educational experience combined with the resources of a large university.

With its four strategic directions—Cultivate a Culture of Success and Belonging, Foster a Culture of Responsible Stewardship, Elevate our Institutional Excellence, and Expand Mutually Beneficial Partnerships—*Excellence by Design: 2024-2029* will serve as a practical guide for all units within the University for planning and resource allocation decisions. This plan will guide Illinois State as it forges a new educational path across the next five years.

Illinois State University is in its first year of the campus-wide implementation of *Excellence by Design: 2024-2029*. Action teams are in the process of developing actions and metrics that will support the goals and objectives in the strategic plan.

# Master Plan

The Master Plan presents a long-range blueprint for the physical development of Illinois State University—its future size, form, function, character, image, and environment. The plan presents a series of recommendations designed to further the University's physical transformation beyond what has been accomplished in recent years. These recommendations have been tailored to support and enhance the University's strategic plan. A mid-plan review is currently underway.

For more information, visit [MasterPlan.IllinoisState.edu](https://MasterPlan.IllinoisState.edu).



# ILLINOIS STATE UNIVERSITY

# METRICS OF

# Excellence



## FIRST-CHOICE INSTITUTION

Illinois State has welcomed our largest freshman class in history. We enroll more than 21,500 students, while maintaining academic quality and small class sizes.



## BANG FOR THE BUCK

Illinois State is ranked among the top universities for return on investment. *U.S. News & World Report* recognized the University as one of the Best Value Schools in the nation, and *Washington Monthly* included the University on the Best Bang for the Buck list in the Midwest. In addition, the University was also ranked among the top 30 percent of four-year higher education institutions for graduates' return on investment.



## HIGH RETENTION AND GRADUATION RATES

Illinois State students complete their degrees on time. ISU's retention rate remains among the highest in the nation at over 81.3 percent, and our high graduation rate (66.3 percent) is well above the national average.



## TOP PUBLIC UNIVERSITY

*Washington Monthly* ranked the University in the top 106 out of all public national universities for the institution's contribution to the public good through social mobility, research, and public services. Illinois State made *U.S. News & World Report's* 2025 rankings of America's top public schools, at No. 119. In addition, the University was ranked in the upper echelon of *Money's* 2024 list of Best Colleges in America for quality education and affordability.



## DIVERSE CAMPUS

Illinois State provides accessible opportunity and increasingly reflects the nation's changing demographics. We enrolled our most diverse

freshman class in school history this year with nearly 45 percent of these students and 34 percent of the total student population coming from traditionally underrepresented groups.



## RECORD FUNDRAISING

Illinois State University raised more than \$35.4 million in private support, reaching its third highest private support total in university history. Through these donations, more than 4,474 scholarships were awarded last fiscal year and 85 new scholarships were created.



## TOP COLLEGE TOWN

The University's hometown ranks as one of the top 3 best college towns in America based on its affordability and safety, while its entertainment scene, community, and quality of life are listed as reasons it also ranks as one of the Best Places to Live in the United States.



## MILITARY FRIENDLY SCHOOL

Illinois State supports veterans and those in the military. We are ranked a top 10 Military Friendly School by VIQTORY.



## CIVICALLY ENGAGED CAMPUS

Illinois State's campuswide commitment to our core value of civic engagement has earned us recognition with the Elective Classification for Community Engagement, as an Excellence and Innovation Award for Civic Learning and Community Engagement recipient, and as a Voter Friendly Campus.



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# Associate Vice President *for* Graduate Education and Internationalization Initiatives

Illinois State University is committed to increasing the diversity of the campus community and supporting the University's core value of Equity, Diversity, Access, and Belonging. Illinois State University recognizes that a diverse faculty, staff, and student body enriches the educational experiences of the entire campus and greater community.

To that end, Illinois State University invites applications for the associate vice president (AVP) for Graduate Education and Internationalization Initiatives to begin July 1, 2025. Reporting to the provost, the AVP serves as a member of the provost's senior staff and provides day-to-day leadership for the Graduate School and oversight to the Office of International Engagement. The AVP serves as an advocate for graduate education and internationalization initiatives by enacting policies and processes designed to foster and support students, faculty, and programs. The AVP plays a vital role in shaping the University's strategic vision for graduate and interna-

tional education, maintaining academic excellence, and promoting equity, diversity, access, and belonging. In addition, the AVP represents the Graduate School across the University and at regional and national meetings.

The successful AVP candidate will demonstrate their understanding of and willingness to lead within a culture of shared governance, ability to work collaboratively, and commitment to providing a supportive environment that places all learners at the center of teaching and scholarship. Additionally, the successful candidate will commit to advocating for graduate and international education and advancing the Graduate School to ever higher levels of excellence.

The AVP will engender the respect, trust and confidence of existing leadership so that both the Graduate School and the Office of International Engagement have a strong voice in shaping the University's strategic direction.





# The Graduate School

The AVP for Graduate Education and Internationalization Initiatives will be the academic leader of the Graduate School, overseeing and facilitating its functions. The Graduate School at Illinois State University is dedicated to fostering high-quality graduate education through strategic leadership, providing comprehensive services for students and faculty, and serving as a valuable resource to the broader university community.

Offering a diverse array of master's, doctoral, specialist, and postgraduate certificate programs, the Graduate School positions Illinois State as an institution that balances a strong undergraduate experience with robust graduate offerings. Programs are designed to offer students opportunities for both theoretical knowledge and practical application, preparing them for careers in research, professional practice, and leadership. The University also emphasizes experiential learning through research projects, practicums, and collaborative opportunities with faculty members, allowing students to gain real-world experience in their field of study.

## Core functions of the Graduate School

- **Academic progress guidance:** Assists students through each step of their degree completion.
- **Admissions:** Develops, coordinates, and implements graduate student admissions policies and procedures. Collaborates with graduate programs to establish best practices for admissions and provides training opportunities for graduate coordinators and application reviewers. Maintains the application software and program webpages to ensure all information is accurate and up-to-date, and processes domestic graduate applications. Supports newly admitted students through orientations and other welcome activities to facilitate successful integration into campus life.
- **Marketing and recruitment:** Utilizes data and knowledge of best practices to identify target markets and attract graduate prospects and inquiries. Employs unique and relevant strategies to convert prospective students to applicants. Creates, executes, and evaluates communication plans in conjunction with campus partners for new student recruitment.

- **Curriculum innovation and development:** Works with academic units to facilitate the development of new graduate courses and programs, as well as revisions to existing courses and programs within the context of market need and trends. Reviews and approves all graduate curriculum proposals, in conjunction with shared governance committees.
- **Funding:** Equitably allocates scholarships and other forms of financial support to graduate students across all programs and secures additional resources for graduate students when possible. Collaborates with academic departments and schools and Human Resources to distribute funding. Upholds graduate assistantship policies and procedures.
- **Professional development:** Offers events, programs, and resources to enhance graduate students' skills and career readiness.
- **Signature events:** Celebrates the accomplishments of graduate students through events such as a doctoral recognition ceremony, the Three Minute Thesis competition and University Research Symposium. Fosters community and belonging through social events like the Gradbird Gathering and Gradbird Appreciation Week.
- **Thesis and dissertation assistance:** Provides resources and guidance for the completion of significant research projects.
- **Writing support:** Provides one-on-one assistance, retreats and workshops, and in-class instruction for graduate student writing across departments and schools.

Additionally, the Graduate School collaborates closely with faculty to maintain the integrity of graduate programs, promote student success and retention, and ensure adherence to university policies and procedures.

The Graduate School has 10 full-time staff and one part-time graduate assistant. Currently almost 800 graduate faculty serve nearly 2,500 students across diverse disciplines on Illinois State's campus and beyond.



# The Office of International Engagement

The AVP for Graduate Education and International Initiatives will also provide oversight to the executive director of the Office of International Engagement (OIE).

OIE leads the comprehensive internationalization of the institution, striving to establish a globally connected university. OIE coordinates a full range of international activities and services for domestic and international students, alumni, and scholars. OIE currently has 22 full-time staff members, four full-time nontenure track instructors, three graduate assistants, and undergraduate student workers and tutors as needed.

## Key functional areas of OIE

- **International Admissions:** Manages the admission process for international students, ensuring a smooth transition to Illinois State University.
- **International Student and Scholar Services (ISSS):** Provides immigration services and advising to international students and scholars, assisting them in achieving their goals at Illinois State.
- **Academic English and Pathway Programs:** Designed for students who need to enhance their English proficiency, the Academic English program focuses on improving language abilities before commencing degree studies, while the Pathway programs combine English language instruction with academic credit-bearing course work. The OIE also houses the Study Corner, which is a tutoring center for students enrolled in Academic English or a Pathway programs.
- **Study Abroad Programs:** Offers a variety of study abroad opportunities, including direct enroll, faculty-led, internships, and service-learning programs, facilitating global learning experiences for students.
- **International Partnerships:** Develops and maintains official linkages with universities abroad in nearly 20 countries, offering student programs and professional development opportunities.
- **Management Development International (MDI):** Specializes in short-term training programs for participants from the public, private, and nongovernmental sectors, providing professional development seminars in management.
- **International House (I-House):** Serves as a hub for international students, offering programs and services that promote cultural exchange and community building.

# Opportunities *and* expectations

## FOR LEADERSHIP

The AVP must be a thoughtful leader and be able to work with university stakeholders to develop and articulate a compelling and strategic vision for graduate education and international initiatives that is aligned with the institution's mission, values, and goals.

### Opportunities include:

- Develop and articulate a strategic vision for graduate and international education aligned with the institution's mission and goals.
- Gather and analyze international, national, regional, state, and local data on graduate education to support evidence-based planning and decision-making.
- Establish and enforce policies related to graduate admissions, academic progress, thesis/dissertation requirements, and degree completion.
- Develop structures and identify personnel to carry out the functions of the Graduate School, including academic, curricular, administrative, and budgetary responsibilities.
- Ensure compliance with accreditation standards, institutional policies, and state/national regulations for graduate and international programs.
- Oversee enrollment management strategies to attract a diverse, high-caliber graduate student population, working with graduate coordinators on unit-level recruitment plans.
- Serve as a member of the University negotiation team and as the primary point of contact for administration of the graduate teaching assistant union contract.

### Academic oversight

- Lead the development, evaluation, and continuous improvement of graduate programs to maintain academic rigor and relevance.
- Lead the Graduate Council and collaborate with academic units on curricular innovation and development.
- Foster collaboration across departments and colleges for interdisciplinary research and education in alignment with the Graduate School's strategic plan.
- Assess graduate program needs, goals, effectiveness, and quality as a member of the Academic Planning Committee.

### Graduate student support

- Develop initiatives to support graduate student retention, academic success, and career readiness.
- Manage financial support for graduate students, including department/school scholarship allocations, diversity tuition-waiver awards, Graduate Merit Fellowships, Dissertation Completion Grants, and recruitment initiative funding.
- Advocate for graduate students' academic, professional, and personal needs and provide professional development opportunities.

### Internationalization initiatives

- Support the executive director of OIE in articulating a clear vision for growing internationalization programs while providing leadership to realize this vision and aligning fiscal resources to strategic priorities.

- Ensure that performance metrics for OIE programs are regularly evaluated.
- Ensure the implementation of the international strategic plan and the development of high-quality international partnerships and programs.
- In partnership with the executive director of OIE, provide leadership oversight for effective compliance, risk management and record-keeping efforts.

### Faculty and staff collaboration

- Work with faculty to support their mentoring and teaching roles in graduate education.
- Collaborate with graduate program directors and department chairs, school directors, and deans to address program needs and concerns.
- Engage with Human Resources on graduate assistantship eligibility, compensation, discipline, and termination policies.
- Cultivate hiring and training initiatives for graduate advisors and teaching assistants.
- Facilitate faculty and staff participation in and management of student study abroad programs.

### Research advancement

- Manage grants and programs such as National Science Foundation-sponsored initiatives, the Diversifying Higher Education Faculty in Illinois fellowship, and symposium grants to support graduate research.

- Promote research initiatives and advocate for grants and partnerships that enhance graduate research and internationalization initiatives.
- Facilitate faculty participation in international research opportunities, such as the Fulbright Program.

### **Budget and resource management**

- Develop and oversee the Graduate School's budget. Provide fiscal oversight for the OIE budget.
- Ensure access to adequate facilities and resources for graduate students and international students and scholars.
- Seek external funding to support graduate research and internationalization initiatives.

### **Equity, Diversity, Access, and Belonging**

- Increase the diversity of the campus community and support the University's core values of equity, diversity, access, and belonging.

- Develop and implement policies and programs to enhance access and equity for underrepresented groups in graduate and international education.
- Foster a welcoming and supportive environment for a diverse body of students, faculty, and staff.
- Promote student success and retention of graduate students, as well as international students and scholars, through community-building and belonging activities.

### **External and institutional engagement**

- Build relationships with external organizations, alumni, and funding agencies to enhance graduate and international education and initiatives.
- Represent the Graduate School and OIE to university leadership and in state, regional, and national forums, advocating for the interests and priorities of each.
- Engage with graduate and international alumni to build networks and opportunities for current students.

### **Crisis and conflict management**

- Work with Student Affairs and other campus offices to address academic and administrative concerns involving graduate and international students, faculty, or programs.
- Enforce institutional policies related to academic integrity, student conduct, and grievance issues related to admission, termination, and time-to-degree policies.

### **Assessment and reporting**

- Oversee data collection and analysis of metrics associated with graduate student performance, graduate program effectiveness, and the success of internationalization initiatives.
- Prepare reports for institutional leadership, accrediting bodies, and other stakeholders.



# Qualifications *and* personal qualities

## Required qualifications

1. A terminal degree from an accredited institution in a discipline related to the University's curricula.
2. A record of outstanding scholarship and teaching, meriting tenure within a department or school at Illinois State University.
3. Record of significant full-time administrative leadership accomplishments in dynamic academic organizations at the department, school, college, or university level.
4. Proven ability to align fiscal resources with strategic priorities and supervise personnel and manage operations effectively.
5. Demonstrated commitment to shared governance and the ability to work with diverse constituencies across and beyond campus, such as graduate students (including international students), graduate faculty and program coordinators, administrative support offices, central administration, and international partners.
6. Evidence of deep knowledge of graduate education policies, challenges, and best practices.
7. Demonstrated commitment to the University's core values of Teaching, Learning, and Scholarship; Equity, Diversity, Access, and Belonging; Respect; Collaboration; Individualized Attention; Community and Civic Engagement; and Integrity.
8. Demonstrated energy, intellectual curiosity, and the ability to communicate effectively.

## Desired qualifications

1. Experience leading a strategic planning process and successful implementation of a plan that reflects the overall goals of the University.
2. Experience developing enrollment management plans, and recruiting and retaining graduate students, including international graduate students.
3. Experience fostering global engagement, managing international collaborations, or implementing programs to support international students.
4. Success securing and managing extramural funding.
5. Expertise in creating, implementing, and/or assessing graduate programs and curricula.
6. Experience establishing and enforcing policies related to graduate admissions, academic progress, thesis/dissertation requirements, and degree completion.
7. Knowledge of state, federal, and global or international policies, regulations, processes, and protocols related to graduate education or initiatives.
8. Ongoing participation in national/international education professional organizations.

## Application Process:

Inquiries, nominations, and applications are invited. Initial review of applications will begin on March 3, 2025, and continue until the position is filled. Candidates should provide a curriculum vitae, a cover letter and the name and contact information for three references. References will not be contacted without prior knowledge and approval from candidates. These materials should be submitted electronically via Illinois State

University's application portal. <https://jobsearch.illinoisstate.edu/en-us/job/519815/>

## LEADERSHIP

# Dr. Aondover Tarhule, President

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**D**r. Aondover Tarhule joined Illinois State University in 2020 as vice president for academic affairs and provost and currently serves as president. His immediate prior administrative appointment was vice provost and dean of the Graduate School at Binghamton University (State University of New York). Before that, he was executive associate dean and department chair in the College of Atmospheric and Geographic Sciences at the University of Oklahoma. In these positions, he worked on creating new academic programs, increasing student enrollment, increasing diversity, faculty retention, shared governance, and international partnerships and linkages.

Having earned master's degrees and a doctoral degree in geography from McMaster University in Hamilton, Ontario, Canada, Tarhule received a postdoctoral fellowship from the Canadian Science Advisory Council to conduct research at Queens University in Kingston, Ontario, Canada. Tarhule earned an additional master's degree in environmental resources planning and a bachelor's degree in geography, both from the University of Jos, Plateau State, Nigeria.

A broadly trained physical geographer, Tarhule has wide-ranging research interests in hydroclimatic variability, droughts, water resources scarcity, and climate information dissemination and use. His scholarly research has appeared in prestigious international journals, including *Nature (Scientific Reports, Climate Perspectives)*, *Journal of Hydrology*, *Remote Sensing*, and *Bulletin of the American Meteorological Society*, and book chapters. His efforts as principal investigator (PI) or co-PI have resulted in more than \$5 million in grants from such agencies as the National Science Foundation, the United States Agency for International Development, the National Institutes of Health, and the United States Geological Survey. He has served on the editorial board of the *Scientific World Journal* and the *African Geographical Review*, and as guest editor on several journals including *Remote Sensing*, *Atmosphere*, and *Climate Research*.

Tarhule has served on committees of prominent national and international organizations, including as consultant to the World Bank (Climate Risk Assessment of the Niger River Basin Sustainable Development Action Plan) and member of the Executive Committee of the Board on Oceans, Atmosphere, and Climate, and Association of Public and Land Grant Universities. He is a member of the College of Mentors of the Council for the Development of Social Science Research in Africa (CODESRIA) and an executive board member of the Walker Institute, University of Reading, in England.

## LEADERSHIP

# Dr. Ani Yazedjian, Vice President for Academic Affairs and Provost

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**D**r. Ani Yazedjian, University Professor, joined the Office of the Provost in 2019 as associate provost and currently serves as vice president for academic affairs and provost. In her role as associate provost, Yazedjian oversaw new program development through the Illinois Board of Higher Education and institutional accreditation through the Higher Learning Commission, and was actively involved in the creation of the new College of Engineering. On campus, she supervised the Center for Civic Engagement, the Office of International Education, and University Assessment Services. Yazedjian served on the University strategic planning steering team and the COVID-19 steering team.

Yazedjian has also served as chair of the Department of Family and Consumer Sciences at Illinois State. As chair, she led the increase in the number of degree programs in the department, developed the first accelerated master's degree programs on campus, created a new online dietetic internship certificate, increased student enrollment, oversaw over \$1 million in equipment and facilities upgrades, and secured donor contributions for five new scholarships. She was named a University Professor in 2013 and received the University's Distinguished Service Award in 2023.

Over the last two decades, Yazedjian has received over \$7 million to support her scholarly interests in delivering evidence-based programs to support adolescent development. Most recently, between 2015 and 2020, she directed the *CARE4U* program which provided over 1,100 primarily African American and Hispanic youth with relationship education, job readiness, and financial management skills in order to support their successful transition to adulthood. In 2021, she received the Marie F. Peters Award from the National Council on Family Relations, a biennial recognition given to a distinguished scholar, researcher, or practitioner who has made significant contributions to the area of racial and ethnic diversity in families.

Prior to her time at Illinois State, Yazedjian was a faculty member in the Department of Family and Consumer Sciences at Texas State University. In 2010, she was appointed as presidential fellow where she served on the president's cabinet and focused on developing and implementing internationalization efforts across campus. She earned a doctorate and master's degree in human and community development from the University of Illinois Urbana-Champaign and a bachelor's degree in sociology from the University of Florida.

Nationally, Yazedjian has served in leadership roles with the National Council on Family Relations, the Council for Accreditation of the American Association of Family and Consumer Sciences, and the Council for Administrators in Family and Consumer Sciences. She was selected by the Higher Education Resource Services for the Wellesley Institute, which develops women leaders in higher education.

In the local community, she has been involved with the Family and Consumer Science Professionals of McLean County and volunteered with Junior Achievement. She also served for six years on the board of the Multicultural Leadership Institute and continues to serve as a mentor.



# ILLINOIS STATE UNIVERSITY

*Illinois' first public university*

Illinois State University, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding affirmative action, nondiscrimination, and anti-harassment. Illinois State University is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, religion, sex, national origin, sexual orientation, order of protection, gender identity and expression, ancestry, age, marital status, disability, genetic information, unfavorable military discharge, or status as a veteran in employment, educational programs and activities, or admissions. Inquiries or complaints may be addressed by contacting the director of the Office of Equal Opportunity and Access by email at [EqualOpportunity@IllinoisState.edu](mailto:EqualOpportunity@IllinoisState.edu), by calling (309) 438-3383, or by mail at Illinois State University, Campus Box 1280, Normal, IL 61790.