

# CHOOSE SIU

Southern Illinois University
CARBONDALE

R1 TOP-TIER RESEARCH UNIVERSITY

# ABOUT SOUTHERN ILLINOIS UNIVERSITY

## A UNIVERSITY COMMITTED TO THE SPIRIT OF DISCOVERY

We got our start as a teacher's college in 1869 with a dozen academic departments and an inaugural class of 143. We are now the flagship university of the Southern Illinois University system, offering 200+ undergraduate majors, minors and specializations, and 50+ graduate degree programs.

Our campus invites discovery. An on-campus forest and lake that double as outdoor labs; an extensive University Farms system; scientific labs in nearly every classroom building; art, music and performance studios dotted across campus; 20+ centers and institutes covering everything from data analysis to rare books, embedded systems to energy; and labs that directly contribute to community outreach are only part of what you'll find here.



- Enrollment and retention: Fall 2026 enrollment reached 12,066, exceeding 12,000 for the first time in eight years. The incoming first-year class grew 16% to 1,779, its largest in 11 years; new undergraduates from Southern Illinois increased 24%; and first-to-second-year retention rose 7.2 percentage points to 73.9%. Enrollment also increased among Black, Hispanic, and Asian students.
- Research and opportunity: SIU attained R1 status and is one of only 21 universities nationally recognized as both an R1 institution and an Opportunity University.
- Philanthropy and investment: The SIU Foundation reached the $500 million goal of its Imagine SIU 2030 campaign 20 months ahead of schedule, marking the largest fundraising achievement in university history. This follows a record $54 million raised in FY2026, a 40% increase over the previous year, with the Foundation's endowment reaching $262.3 million. These achievements demonstrate growing donor confidence and investment in scholarships, academic programs, research, and facilities.
- Experiential learning: Students gain hands-on investment experience managing more than $4.5 million of the Foundation's endowment.
- Academic and competitive excellence: Examples include the Flying Salukis' 10th national championship, the student cybersecurity team's Illinois state championship, and the School of Medicine's five ASPIRE Awards.
- Sustainability and modernization: Examples include national recognition through Campus Race to Zero Waste, Tree Campus and Bicycle Friendly University designations, and the 2026 lighting renovation across 33 academic buildings—the first major indoor lighting renovation in 20 years.

# AT SIU

**OPERATIONS ECONOMIC IMPACT**
**$1.36 BILLION**
9,669 JOBS

**STUDENT SPENDING IMPACT**
**$163 MILLION**
1,335 JOBS

**VISITOR ECONOMIC IMPACT**
**$12.6 MILLION**
95 JOBS



**IL TAX DOLLARS**
**$153.3 MILLION**

**ALUMNI IMPACT**
**$1.0 BILLION**

## EVERY $ INVESTED

**SIU STUDENTS RETURNS**
**$2.74 - $8.60**
Carbondale — Medical School

**TAXPAYERS RETURNS**
**$1.15**

**TAXPAYERS PROVIDE**
**$132,886,900**

**THE STATE'S INVESTMENT IN SIU YIELDS**
**$153,322,462**
**IN TAX REVENUES**

# THE OPPORTUNITY

## Provost and Vice Chancellor for Academic Affairs
## ABOUT THE POSITION

SIU Carbondale seeks a collaborative team player, visionary and impactful leader to serve as the next Provost and Vice Chancellor for Academic Affairs. The Provost will serve as an advocate, ally, and agent of change, representing the interests of the University as a whole as well as those of faculty, staff, and students.

The Provost oversees the University's academic enterprise, including the colleges of Agricultural, Life and Physical Sciences; Business and Analytics; Engineering, Computing, Technology and Mathematics; Health and Human Sciences; Liberal Arts; and Arts and Media, as well as Simmons Law School and the School of Education.

The position also provides administrative oversight for the Center for International Education, the Center for Teaching Excellence, the Core Curriculum, the University Honors Program, and the Air Force and Army ROTC programs.

The Provost leads three Associate Provosts responsible for academic administration, academic programs, and student success. Together, these leaders support the effective administration of faculty collective bargaining agreements, academic program quality and assessment, and student success and completion.

Within a collaborative shared-governance environment, the Provost and Vice Chancellor for Academic Affairs works closely with vice chancellors, deans, faculty, and students to foster a culture of academic excellence.

The Provost is responsible for planning, developing, and coordinating all academic programs; monitoring academic quality; administering academic personnel policies within a faculty collective bargaining framework; overseeing faculty hiring, promotion, and tenure; and administering approved budgets for all academic units.

The Provost will assist the Chancellor in carrying out the Imagine 2030 goals.

## STRATEGIC OPPORTUNITIES FOR LEADERSHIP

The next Provost and Vice Chancellor for Academic Affairs will join Southern Illinois University Carbondale at an important point in its development. The new Provost will have an essential role in leading the academic units to achieve the ambitious Imagine 2030 strategic plan. Campus listening sessions highlighted the distinctive sense of community and purpose that imbues SIU Carbondale. While lauding the institution's history and legacy of success, stakeholders identified six areas in which the Provost can work with the University community to build upon current strengths and advance institutional priorities:

1. **Student Success, Retention and Graduation Rates**
   - **Optimizing Pipelines and Pathways:** Engage academic units in enrollment efforts, partner with Enrollment Management to strengthen high school pipelines and dual-enrollment initiatives, and expand regional transfer pathways that support retention and timely degree progress. In addition, the new Provost will lead an evaluation of current online offerings and online opportunities.

- **Optimizing the Catalog and Course Schedule:** Collaborate with faculty to review and revise the curriculum catalog as needed and implement scheduling that supports efficient progress toward degree completion, ensuring that students have unimpeded pathways to graduation.

2. **Financial Sustainability and Transparency**
   - **Advancing Transparent Resource Allocation:** Partner with the Chancellor and leadership team to navigate state and federal fiscal constraints through clear, transparent, and data-informed budget allocation within Academic Affairs.
   - **Developing Sustainable Program Models:** Analyze lower-enrollment academic programs and develop sustainable, growth-oriented financial models for academic departments, including the academic support units.
   - **Aligning Facilities and Growth:** Align faculty lines, staffing resources, and space priorities with projected institutional growth and the forthcoming campus facilities master plan.
   - **Supporting Student Persistence:** Continue to build targeted support for international and underrepresented students to strengthen retention, belonging, and timely completion.
   - **Strengthening Academic Support for Graduation:** Evaluate current student retention supports and further equip faculty and teaching assistants with evidence-based instructional practices, early-alert systems, and proactive intervention strategies to improve overall student success and four- and six-year graduation rates.
3. **Institutional Systems and Academic Technology Strategy**
   - **Leading Academic Technology Priorities:** Represent academic needs and perspectives in institution-wide technology planning, helping ensure that shared systems support teaching, learning, research, and student success.
   - **Supporting Institutional Modernization:** Partner with administrative and technology leaders to align modernization initiatives with academic priorities, improve the faculty and student experience, and strengthen institutional effectiveness.
   - **Guiding Responsible Technology Adoption**: Convene academic stakeholders to inform institutional approaches to data, artificial intelligence, and evolving instructional models, promoting innovation consistent with academic quality, integrity, and mission.
4. **R1 Infrastructure and Research Expansion**
   - **Sustaining and Supporting R1 Performance:** SIU Carbondale is a relatively new R1 institution. The Provost will partner with the executive team to align Academic Affairs operations and investments with the expectations of a high-performing R1 research university.
   - **Streamlining Research Support:** Improve the efficiency of researcher onboarding, assess administrative support, and accelerate operational assistance for research active faculty.
   - **Advancing Doctoral Education and Research:** Strengthen support for external fund acquisition, evaluate and support doctoral programs, and cultivate interdisciplinary research collaborations across academic colleges and academic units.
5. **Leadership Build on Trust**
   - **Advancing Leadership Continuity and Engagement:** Build on the institutional knowledge and the perspectives of both long-serving and recently appointed faculty to strengthen continuity, community, and a shared commitment to SIU Carbondale's future.
   - **Cultivating Collaborative Labor Partnerships:** Foster transparent, constructive relationships across the University's bargaining units, grounded in open communication, mutual respect, and a shared focus on institutional success.
   - **Deepening Shared Governance and Campus Collaboration:** Strengthen meaningful shared governance and encourage collaboration among Academic Affairs, Student Affairs, and throughout the institution to advance the University's mission and support holistic student success.

## REQUIRED QUALIFICATIONS

- **Academic Credentials:** A distinguished record of teaching, research, and scholarship; an earned doctorate or equivalent terminal degree, and qualifications warranting appointment as a tenured full professor in an SIU Carbondale academic department.
- **Progressive Administrative Leadership:** A record of increasingly responsible and successful leadership, including experience as a dean and/or senior administrator at a research university.
- **Commitment to Shared Governance**: Demonstrated respect for faculty shared governance, transparent decision-making, and student-centered academic administration.

## PREFERRED QUALIFICATIONS

- **Higher Education Administrative Experience:** Experience in a provost's office, vice presidential area, dean's office, or comparable setting at a mid-sized public doctoral research university addressing complex financial and regional opportunities.
- **Experience in a Unionized Environment:** Experience working collaboratively and effectively with multiple bargaining units in a highly unionized setting.
- **R1 Research Environment:** Experience as an active scholar or researcher and familiarity with doctoral program growth, graduate student mentoring, and external funding.
- **Financial and Business Acumen:** Experience with higher education finance, strategic resource allocation, data-informed program review, and financial planning within academic units.
- **Academic Innovation and Online Learning:** Experience with online degree programs, accelerated course rotations, hybrid instruction, and student demand-informed scheduling.
- **Access, Retention, and Completion:** Experience with initiatives that support undergraduate retention and graduation, particularly for first-generation, underserved, and provisionally admitted students.

## KEY SKILLS AND LEADERSHIP ATTRIBUTES

- **Collaborative Problem-Solving and Decision-Making**: Excellent problem-solving, decision-making, interpersonal skills, and servant-leaderships.
- **Higher Education Administrative Experience:** Experience in a provost's office, vice presidential area, dean's office, or comparable setting at a mid-sized public doctoral research university addressing complex financial and regional opportunities.
- **Commitment to Diversity, Equity, and Inclusion:** Unwavering and authentic dedication to diversity, equity, and inclusion within an organization.
- **Effective Communication and Listening:** The ability to effectively communicate ideas, perspectives, and values while listening to others.
- **Strategic Planning and Execution:** Experience creating and leading the execution of a strategic plan.
- **Accessible and Engaged Student Leadership:** Commitment to student success with a willingness to be accessible to and engaging with students.
- **Shared Governance and Collaborative Partnerships:** A commitment to shared governance grounded in trust, transparency, collaboration, and accountability, with an ability to bring constituent groups together around a common purpose. Experience building productive relationships across the University and the surrounding community.
- **Strategic and Transparent Financial Management:** Exceptional budget management skills; the ability to make strategic and difficult financial decisions while ensuring transparency around the allocation of resources.

- **R1 Vision and Academic Advocacy:** The academic stature to articulate the value of higher education, champion research integrity, support faculty recruitment and retention, and advance excellence across STEM, the arts, humanities, and professional disciplines.
- **Evidence-Based Judgment and Academic Stewardship:** The capacity to interpret institutional data, weigh competing priorities, and translate analysis into practical decisions that strengthen resource stewardship, advising, curriculum planning, and course access.
- **Student-Centered Leadership:** A deep commitment to access, student success, affordability, mental health support, and stronger connections between academic affairs and student life.
- **Regional and Community Engagement:** A commitment to the Southern Illinois region, to serving students from rural and urban communities, and to building enduring community partnerships.
- **Thoughtful and Caring Leadership:** A thoughtful, compassionate leader who values the work of faculty and staff, enjoys engaging with students, is personally committed to SIU Carbondale's mission, and who brings humor and joy to the work.

## HOW TO APPLY

**Nominations and Applications**

AGB Search is pleased to assist Southern Illinois University Carbondale with this leadership search.

Applications for the Provost and Vice Chancellor for Academic Affairs will be received and considered until the position is filled. **To assure full consideration, applications should be received by January 15, 2027** and must include the following:

- A letter of interest addressing the strategic opportunities, qualifications, and responsibilities identified in the Leadership Profile;
- A current curriculum vitae, and
- The contact information (email address and phone number) for five professional references, including their relationship to the candidate. References will be contacted at a later stage in the search, and only with the candidate's permission.

All application materials will be received in full confidence and should be submitted electronically in PDF format through the AGB Search portal using this link: SIU Carbondale - Provost & Vice Chancellor for Academic Affairs

Nominations and expressions of interest in the Provost and Vice Chancellor for Academic Affairs position are encouraged. Please direct them to SIUCarbondale-Provost@agbsearch.com

The search is being led by:

**Margaret "Peggy" Plympton, Ed.D.**
Principal, AGB Search
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**Laura Woodworth-Ney, Ph.D.**
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**Additional Information:**

Additional information about SIU Carbondale may be found at https://siu.edu

This is a security-sensitive position; the University will conduct a pre-employment background investigation, which includes a criminal background check, prior to any employment offer.

# EMPLOYEE ENGAGEMENT AND DEVELOPMENT

## ELEVATE YOUR LEARNING JOURNEY

At SIU, we support learning that happens anytime, anywhere, and that furthers each person's unique goals. We also believe in empowering our employees to continue their education, gain new skills, and prepare for career advancement. That's why we're excited to offer LinkedIn Learning to all faculty, staff, and students.





**STUDENTS**
Broaden your knowledge with new learning experiences that amplify your degree and help you achieve your career goals.

**FACULTY**
Enrich your course content with additional resources that seamlessly boost students' professional and technical knowledge.

**STAFF**
Strengthen your skills with diverse options for professional development and skill enhancement.

# RESEARCH INSTITUTION

R1 TOP-TIER RESEARCH UNIVERSITY

## A DIFFERENT KIND OF ELITE

SIU is one of only 21 U.S. universities designated both Research 1 and Opportunity University by the Carnegie Classification of Institutions of Higher Education. This dual designation reinforces SIU's commitment to providing an elite-level education to diverse students.

The R1 designation confirms our commitment to research excellence. Our dedication to research and creative endeavors at all levels encourages engagement from our students, and a collaborative and interdisciplinary spirit that stimulates faculty and students alike. Our staff are excited to be part of a university where curiosity is valued, knowledge is created, and creativity itself is celebrated as a necessary function of a healthy mind.





# ABOUT THE CARBONDALE COMMUNITY

Welcome to the most beautiful part of Illinois! We're biased. But we're confident you'll fall in love with the area.

Carbondale is the quintessential collegiate town with a population of 21,592 at the last census. You'll find much of what you'd expect in a small collegiate city — unique stores and locally owned eateries, art displays and museums, and efficient public transportation.

What distinguishes Carbondale is our commitment to culture, green space, and accessibility. Our newest civic construction includes a $2M stage near the town square for outdoor concerts, and the $23M Southern Illinois Multimodal Station for Amtrak and Greyhound lines, making it easy and affordable to travel to Chicago and other metropolitan areas.

Nowhere in Illinois is like our region. Waterfalls, bluffs, forest, wetlands, river bottoms — it's all here in the Southern Illinois region. Small towns in the area brim over with charm. The Shawnee Hills Wine Trail includes a dozen wineries — worth visiting for the scenery as well as the product — and area orchards share their bounty each harvest season. It's an area for love-at-first-sight.

# SIU DIVERSITY AND INCLUSION

**MISSION**
Our mission is to create a workplace and community where students, faculty, and staff, regardless of background, experience a sense of belonging and respect. We commit to dismantling systemic racism, bias, and discrimination of all forms and actively promote fairness, justice, and equity.

**VALUES**
We are dedicated to promoting inclusive excellence, a system where everyone has the opportunity to learn and contribute to our highest potential. Our office nurtures and supports diversity among faculty, staff, and students by providing consultation and training on:

- **Cultural and Professional Competency**
  The ability to understand the value of difference and using it to set and reach our highest goals by working productively with all people.

- **Inclusion**
  Reflected in practices of recruitment, retention and success of students, faculty and staff.

- **Diversity in the Classroom**
  Dealing effectively with perceptions of difference among students, and educating students about the ways in which they will interact with diversity in the workplace in this growing global market.

**We are living in a time of a rapid diversification** in the United States and across the world. As a result, it's becoming more and more imperative that we ensure our university culture is one of inclusiveness. It is our vision to see that everyone within our university community feels a sense of belonging here at SIU, as well as access to the resources necessary to gain a level of competence to successfully work with individuals different from themselves.

CARBONDALE, ILLINOIS

# GO BEYOND THE BRICKS






## EXPLORE

### THE GREAT OUTDOORS

Experience the adrenaline rush of Inspiration Point or Burden Falls. Enjoy a stroll around Campus Lake or the compact Green Earth Preserves. Discover thousands of acres, miles of trails, and easily accessible lakes.

## JOIN

### IN THE FESTIVITIES

Stomp grapes. Dance in the streets. Float a cardboard boat. Eat a peach. Or an apple. Don a cape and visit Superman. Our area knows how to celebrate!





## IMMERSE

### YOURSELF IN THE ARTS

Art lovers flock to Makanda, home of the Vulture Fest. You'll find local art on the walls in Carbondale restaurants, area wineries, and all over town with our mural project.

## BUILD

### COMMUNITY

We are known as a welcoming and diverse community — to everyone, regardless of identity, religion, race, age, or economic status. Civic, special interest, and religion-affiliated organizations abound in Carbondale and on campus.



## DISCOVER
### OUR RICH HISTORY
Visit the Carbondale African American Museum or SIU's Sharp Museum for art and history. Take the short drive to Murphysboro for the Logan Museum to learn about our Little Egypt region during the Civil War.



## TRY
### SOMETHING NEW
If you've ever wanted to fly… try the Shawnee Bluffs Canopy Tour! Attend Buffalo Days in spring and fall at Bison Bluff Farm. Drop in at the Craft Shop at SIU's Student Center and learn a new skill.



## ENGAGE
### YOUR BRAIN
There is always something happening on campus. Guest lectures, experimental theater and performance, art talks — even maple syrup demonstrations and foraging workshops! Salukis never stop learning.



## FIND
### MORE
You can live here for a couple decades and still not uncover everything there is to do. Every small town has its own character. Every side road leads to adventure.

FOREVER
SIU