

VICE PRESIDENT FOR STUDENT SUCCESS & ENROLLMENT

LEADERSHIP PROFILE



EASTERN
CONNECTICUT
STATE UNIVERSITY

ABOUT EASTERN

Serving a diverse community of nearly 4,500 students and home to more than 150 full-time faculty, Eastern is Connecticut's designated public liberal arts university. Its 184-acre campus is nestled in New England's picturesque "Quiet Corner" and offers a vibrant teaching, learning, and living experience midway between Boston and New York City.

A newly revitalized [liberal arts core curriculum](#) (implemented in Fall 2024) lies at the heart of an Eastern education. This foundation, focused on five key learning outcomes (critical thinking, ethical reasoning, communication, creativity, and quantitative literacy) and emphasizing the importance of the first-year experience and high-impact practices, integrates with a wide range of professional learning opportunities intended to prepare students for meaningful career development and advancement.

With over 40 undergraduate majors and a growing selection of graduate programs in high-demand fields such as health sciences, data analytics, and environmental sustainability, Eastern is well-positioned to meet the workforce needs of both today and tomorrow. Moreover, robust strategic partnerships with local businesses, nonprofits, and government agencies enhance the University's role in bolstering the economic, social, and cultural vitality of the region.

Eastern values diversity and is committed to fostering an inclusive campus where all voices are respected. The University is consistently recognized as a leading regional public university, ranked a 2024 Top 25 College (North Region) by U.S. News & World Report, and the recipient of numerous national accolades for sustainability efforts and enduring commitment to student success. Eastern prides itself on offering small class sizes, maintaining a low 15:1 student-faculty ratio, and providing a strong residential experience — with more than 85% of first-year students living on campus.



VICE PRESIDENT FOR STUDENT SUCCESS & ENROLLMENT

ABOUT THE POSITION

Eastern Connecticut State University (Eastern) invites nominations and applications for the position of Vice President for Student Success and Enrollment (VP for SSE). This is an exceptional opportunity for a collaborative and visionary leader to guide the University's comprehensive enrollment and student success strategies.

Reporting directly to President Karim Ismaili and serving as a member of the President's Cabinet, the VP for SSE will lead a division that includes Admissions, Financial Aid, the Registrar, Academic Success Center, Opportunity Programs, and Institutional Research. The position plays a critical role in shaping Eastern's future — advancing a holistic, data-informed approach to student success from recruitment through graduation.

The ideal candidate will champion Eastern's mission to provide high-quality, accessible education and ensure that all students — regardless of background — have the opportunity to thrive. This is a full-time, in-person appointment, with the possibility of partial remote work during the summer months.



KEY RESPONSIBILITIES

The VP for SSE will:

- Provide strategic, data-driven leadership for all aspects of enrollment management and student success, developing a comprehensive Strategic Enrollment Management (SEM) plan aligned with Eastern's mission and values.
- Oversee and integrate key student-facing offices to promote seamless student experiences, from first contact through graduation.
- Foster collaboration with Academic Affairs, Student Affairs, and other divisions to support retention, persistence, and timely degree completion.
- Lead initiatives that enhance student readiness, belonging, and achievement, including first-year experience, advising, and opportunity programs for underrepresented students.
- Utilize data and predictive analytics to inform enrollment and retention strategies, budget planning, and program effectiveness.
- Partner with external stakeholders — including schools, community colleges, and workforce organizations — to strengthen pipelines and transfer pathways.
- Supervise, mentor, and inspire a team of professionals dedicated to advancing student success.
- Serve as a key advisor to the President and senior leadership on emerging trends in higher education and student demographics.

QUALIFICATIONS

The successful candidate will be a strategic thinker, a collaborative problem solver, and an advocate for inclusive excellence. The VP for SSE will possess:

- Demonstrated success in developing and implementing strategic enrollment management plans that drive measurable results.
- Proven track-record in fostering continuous improvement, creativity, and innovation across areas within the SSE portfolio.
- Knowledge of best practices in higher education that can inform university strategy broadly and within the division specifically.
- Deep understanding of student success initiatives and best practices that promote equity, retention, and completion.
- Experience overseeing financial aid, admissions, and student support programs.
- Proven leadership in fostering a culture of collaboration, accountability, and continuous improvement.
- Strong communication and interpersonal skills, with the ability to inspire trust and confidence across the university community.
- Advanced degree in a relevant discipline and at least ten years of progressively responsible leadership experience in enrollment management or student success within higher education.
- Commitment to diversity, equity, inclusion, and belonging.

SALARY AND BENEFITS

The Vice President for Student Success and Enrollment is compensated at the Executive 3 salary level in accordance with CSCU Human Resources Policies for Management and Confidential Professional Personnel.

For more information, please visit the HR website: [Bargaining Agreements/Pay Plans - Eastern](#).

Eastern and the State of Connecticut offer a competitive benefits package including health insurance, retirement options, and tuition waivers for employees and eligible dependents at the Connecticut State Universities.



APPLICATION PROCESS

APPLICATION MATERIALS SHOULD INCLUDE:

Applications should include a cover letter addressing the qualifications listed above, a curriculum vitae or résumé, and contact information for three to five professional references (references will not be contacted without permission). *Applications must be received by February 6, 2026.*

Eastern Connecticut State University does not discriminate on the basis of race, color, religious creed, age, gender, gender identity or expression, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, veteran status, sexual orientation, genetic information or criminal record. The following person has been designated to handle inquiries regarding the [non-discrimination policies](#): LaMar Coleman, Ed.D., vice president for Equity and Diversity and may be reached at (860) 465-5112 or via email at colemanla@easternct.edu.

