Vice Chancellor for Enrollment Management and Student Affairs

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Vice Chancellor for Enrollment Management and Student Affairs

University of Colorado Colorado Springs

Vice Chancellor for Enrollment Management and Student Affairs - 37673 University Staff

Description
Vice Chancellor for Enrollment Management and Student Affairs

Office of the Chancellor

Elevate Your Career at UCCS: Innovate, Inspire, and Impact in the Rockies!

Who We Are

The University of Colorado Colorado Springs (UCCS) is a premier educational institution that prides itself on academic excellence, research, and community engagement, and is actively seeking our next **Vice Chancellor for Enrollment Management and Student Affairs** to join our team! UCCS is committed to academic excellence, professional development, and fostering an environment that supports innovation and student success.

At the base of the Rocky Mountains, Colorado Springs is captivated by its stunning landscapes, making it a paradise for nature lovers. This city is more than its scenery - a mosaic of history, arts, and a vibrant tech scene. We invite you to join a community that cherishes outdoor adventure as much as forward-thinking growth, an exceptional setting for both career and lifestyle.

Salary/Pay Range: $170,000 - $240,000 annually. Compensation will be commensurate upon experience and qualifications. This position is Exempt from the Fair Labor Standards Act (FLSA) overtime provisions.

Work Location: Hybrid

Benefits at a Glance

At UCCS, our employees are our most valued asset. We're proud to offer:

- Generous Time Off: Enjoy 22 vacation days, 10 sick days, paid parental leave, 13 recognized holidays, and provisions for bereavement, jury duty, and FAMLI Leave.
- Robust Health Coverage: Our comprehensive medical plans cover preventative care at no cost, including a yearly mental health visit. Plus, benefit from affordable dental, vision plans, and competitive prescription drug prices.
- Financial & Retirement Benefits: Take advantage of our health savings, flexible spending accounts, and life and disability insurance. Plan for your future with our retirement options.
- Further Your Education: Avail twelve waived credits per academic year for courses at any CU campus. We invest in your educational and professional growth.
- Wellness & More: From wellness programs aimed at achieving your best self to various additional benefits through CU Advantage, we prioritize well-being and holistic development.
- Want to know your total compensation? Use our calculator to get the complete picture!

Summary

The Vice Chancellor for Enrollment Management and Student Affairs (EMSA) provides strategic leadership for a full-service division responsible for full-cycle enrollment management, student engagement, and student well-being. Reporting to the Chancellor and serving on the Executive Leadership Team, this role oversees a $27 million general fund budget and a $37 million auxiliary budget and approximately 34 departments and programs staffed by approximately 240 professional employees. The Vice Chancellor directs the implementation of data-informed enrollment strategies, drives student support and wellbeing programming, and manages essential auxiliary operations to promote a vibrant and supportive campus experience. The position collaborates closely with Academic Affairs and University Advancement to enhance student success and engagement, as well as with Administration and Finance to align resources and programming with institutional priorities.

Essential Functions

The duties and responsibilities of the position include, but are not limited to:

(40%) Strategic Leadership & Enrollment Planning

- Provide executive leadership of Enrollment Management and Student Affairs as a cohesive division aligned with institutional mission and student success goals.
- Accountable for a comprehensive, multi-year strategic enrollment plan that supports institutional objectives for enrollment, access, retention, and academic achievement.
- Collaborate with the Chancellor, Provost, Vice Chancellors, Deans, and other university leaders to ensure alignment between divisional operations and strategic goals.
- Lead cross-functional campus partnerships, including Academic Affairs and community stakeholders, to develop data-informed, comprehensive student engagement strategies.
- Accountable for predictive analytics, market trends, and performance metrics to shape recruitment pipelines and retention strategies across all student populations: traditional undergraduate, on-campus residential students, graduate, transfer, returning adult, online, and international students.
- Participate in the development of institutional policy and serve as a standing member of the Chancellor's Executive Leadership Team.

(25%) Fiscal Oversight, Auxiliary Operations & Division Supervision

- Provide fiscal and operational oversight for a $64 million division budget, including general fund and auxiliary funding sources.
- Ensure comprehensive resource planning, prioritization, forecasting, and productivity analysis to drive data-informed decision-making and budget sustainability.
- Supervise and collaborate with a highly experienced leadership team, including the Senior Executive Assistant, Assistant Vice Chancellor of Enrollment Management, Executive Director of Intercollegiate Athletics, Assistant Vice Chancellor for Student Support and Engagement, Assistant Vice Chancellor for Health and Wellness, Senior Director of Auxiliary Services, and Chief Enrollment Strategist and Director of Operations. The position also maintains a dotted-line relationship with the Business Manager for Division Finances and HR and the Director of Auxiliary Finance.
- Provide strategic oversight of all auxiliary functions, which encompass: Residence Life and Housing, Wellness Center, Campus Recreation, Student Life, Family Development Center, Dining and Hospitality Services, University Center and Event Services, Retail Services, Auxiliary Marketing, Sustainability Programming, UCCS Farm, Lion OneCard Services, Athletics, and UCES Business Operations.
- Ensure alignment of business operations, auxiliary facilities space utilization, auxiliary growth opportunities, and student-focused service delivery.

(20%) Student Engagement, Collaboration, & Division Programming

- Oversee divisional efforts to support student cultural climate, well-being, and resilience across all stages of the student lifecycle.
- Develop and implement engagement initiatives that contribute to positive student experiences from initial outreach through graduation, including timely, effective, and positive interactions with students and their families.
- Partner closely with the Provost to jointly design and deliver academic support and student success programs that are fully aligned with institutional recruitment, retention, and graduation goals.
- Collaborate with the Vice Chancellor for Strategic Initiatives to promote access, fairness, and support for all student populations.
- Maintain and expand UCCS's portfolio of designations, such as Healthy Minds Campus, Career Ready Campus, First Generation Serving, Campus Pride, and Hunger-Free Campus, while also pursuing additional campus and state-level recognitions that strengthen student support and success.
- Enhance the residential experience for those living on campus and adjacent to the campus to deepen connections, affinity, and increase retention.
- Serve as appeals hearing officer for student conduct-related matters and ensure divisional alignment with student support protocols.
- Build a culture of care, trust, and transparency that empowers staff and supports students' social, academic, and developmental success.

(10%) Technology, Reporting & Crisis Response

- Lead the adoption and integration of emerging technologies, including artificial intelligence, to enhance student-facing services and position UCCS at the forefront of innovative solutions that elevate the student experience.
- Lead the evaluation and deployment of system-level enrollment tools and technologies, such as Slate and CollegeVine, and oversee performance, utilization, and ROI.
- Prepare and deliver reports and briefings to the CU Board of Regents, CU System leadership, Chancellor's Executive Leadership Team, Senior Leadership Team, and other campus leadership bodies on enrollment, retention, and division initiatives.
- Participate in campus emergency preparedness and response efforts, including service as a designated member of the University Crisis Leadership Team and Emergency Response Team.
- Ensure that compliance, risk mitigation, and safety protocols are built into divisional systems and student-facing processes.

(5%) Advancement, Community Engagement, & Institutional Strategy

- Collaborate with University Advancement on division-specific fundraising priorities that enhance student success, wellness, and engagement.

- Work with the Chancellor and Executive Leadership Team to drive programmatic and financial decision-making through rigorous budgeting, ROI analysis, and bold prioritization that ensures resources are directed toward initiatives that most effectively support student success and long-term institutional vision.
- Engage community partners, alumni, and stakeholders to support enrollment pipelines, student development, and community-based initiatives.

Qualifications

To be considered for this role, applicants must possess or demonstrate:

- A graduate degree in a related field from an accredited institution is required. A terminal degree is preferred.
- Executive-level leadership experience in higher education with responsibility for both enrollment management and student affairs functions.
- Demonstrated ability to manage large-scale operations and multi-source budgets, including general fund and auxiliary enterprises, with an emphasis on multi-year budgeting, forecasting, cost control, and resource optimization.
- Proven expertise in strategic enrollment management, student lifecycle engagement, and collaborative student support systems.
- Experience leading crisis management planning and response, including post-incident recovery and institutional coordination.
- Demonstrated ability to leverage cutting-edge technologies, including artificial intelligence (AI), CRM platforms (e.g., Slate), data systems, and advanced analytics, to drive innovation, enhance team productivity, and rapidly implement new strategies that improve student outcomes.
- Experience developing or implementing measurable student success strategies, including academic support, wellness, and engagement programming.
- Ability to evaluate, develop, and implement institutional or system-wide policy initiatives.

Tentative Search Timeline

- Priority will be given to applications submitted by: **January 25, 2026.**
- Potential interview dates: **January 26, 2026 - February 6, 2026.**
- Potential start date: **June 1, 2026.**

CU is an Equal Opportunity Employer and complies with all applicable federal, state, and local laws governing nondiscrimination in employment. We are committed to creating a workplace where all individuals are treated with respect and dignity, and we encourage individuals from all backgrounds to apply, including protected veterans and individuals with disabilities.

In accordance with the Equal Pay for Equal Work Act, UCCS does not discriminate based on sex in our employment or compensation practices.

Special Instructions to Applicants: Applications submitted by January 25, 2026, will receive full consideration.

- Applications submitted through email or surface mail will not be considered. Please apply at cu.edu/cu-careers (job #: 37673).
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Upon request, please be prepared to provide five professional references (at least two previous/current supervisors), including their email contact information. If you experience technical difficulties with your application, please contact the CU Careers help desk at 303-860-4200, extension 5, or cucareershelp@cu.edu. Job-related inquiries should be directed to the posting contact. The University of Colorado Colorado Springs will not sponsor work visas or permanent resident applications for this position. Application Materials Required: Cover Letter, Resume/CV Application Materials Instructions: Please identify the job-specific minimum qualifications you possess in your cover letter, and ensure your resume includes all relevant experience to be accurately assessed against the qualifications listed in the posting. To apply, please submit the following application materials to this posting. 1. A current resume. Must include date ranges, specifying the month and year (e.g., mm/yyyy), as well as whether the position was full-time or part-time. 2. A cover letter that specifically addresses the job requirements and outlines qualifications.

Job Category: Executive

Primary Location: Colorado Springs Department: C0001 -- Colorado Springs Campus - 40001 - Chancellors Office

Schedule: Full-time

Posting Date: Dec 19, 2025

Unposting Date: Ongoing Posting Contact Name: Andrew Archuleta, Director of Talent Acquisition and Compensation Posting Contact Email: aarchul4@uccs.edu Position Number: 00419101

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To apply, please visit: https://cu.taleo.net/careersection/2/jobdetail.ftl?job=37673&lang=en

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