



Job Posting for **Associate Director of Learning Renewal (Grant Funded)**

IBHE has been supporting higher education in Illinois for more than 50 years. We are a dedicated team of professionals, overseen by a Board appointed by the Governor, who are working for a strong, equitable higher education system, which we believe is essential for the state to thrive. We work with leaders in colleges, universities, state and federal government agencies, governors, legislators, and other entities to strategically further this mission.

In its strategic plan, [A Thriving Illinois: Higher Education Paths to Equity, Sustainability, and Growth](#), IBHE has identified three goals and 25 strategies to help achieve its vision of a higher education ecosystem that ensures individuals, families, and communities across the state thrive.

- **Equity** - Close equity gaps for students who have been left behind.
- **Sustainability** - Build a stronger financial future for individuals and institutions.
- **Growth** - Increase talent and innovation that drives economic growth.

The Board recognized that these goals are being developed in a particular context:

- COVID-19 has shaped and will continue to reshape the educational experience
- Racial injustice can no longer be ignored
- Changes in the nature of work are accelerating
- Innovative disrupters to traditional postsecondary education are growing
- Budget challenges are exacerbated

IBHE ROAD TO RENEWAL

The Illinois P-20 Council established the Road to Renewal to focus institutional strategies for learning renewal and social emotional supports for students as they return to school. The Road to Renewal will kick-start the implementation of *A Thriving Illinois'* goal to close equity gaps and to ensure that individuals, families, and communities thrive. Key Equity strategies include leveraging resources developed by the Illinois P-20 Council and outlined in the [Learning Renewal Resource Guide](#).

IBHE is seeking staff to support public and private universities through the immediate needs for student learning renewal and social emotional supports as the state emerges from the COVID-19 pandemic. These initiatives, while addressing the immediate needs, are also designed to lead to the systemic changes need to better serve students, families, and communities.

ROLE

IBHE is seeking an **Associate Director of Learning Renewal** to serve in a **two-year role** to lead IBHE's learning renewal work. This will include policy and practice changes, alignment to *A Thriving Illinois*, allocation of the federal Governor's Emergency Education Relief (GEER) funds, and implement the High Impact Tutoring Initiative. The Associate Director will be supported by a post-graduate Fellow. The

Associate Director will bring expertise in pedagogy, social emotional support, policy, and project management.

Policy and Practice Responsibilities

The Associate Director will have lead responsibility for the Learning Renewal efforts including:

- **Convene Communities of Practice**, as institutions develop their strategies based on the Learning Renewal Guide, Communities of Practice will help institutions learn from each other to strengthen their work.
- **Identify Common Challenges/Innovative Solutions.** This could occur both within the Communities of Practice, but also through regular contact with institutions and continual landscape scans of what is happening nationally.
- **Expand on Learning Renewal Resource Guide.** As additional practices or resources are identified, make recommendations to update the Guide.
- **Assess Student Impact.** Identify and analyze quantitative and qualitative data on what is working, and report on successful practices or impact on student success.
- **Institutionalize for Long-Term Change.** Identify and elevate challenges or solutions that require policy or legislative changes to achieve long-term systemic change.

Programmatic Planning and Oversight

The Associate Director will support the implementation by

- **Overseeing development of the guidelines and progress monitoring** to ensure institutional efforts are aligned with the academic support and social emotional support priorities as well as demonstrating how they will work to close equity gaps in enrollment, persistence, and completion.
- **Overseeing an RFP for private institution grants.** Private institutions will be eligible to apply for GEER funds to support academic and social-emotional supports with a focus on closing equity gaps in enrollment, persistence, and completion.
- **Reporting and communication.** Compile and collect quantitative and qualitative data to demonstrate the impact of the GEER funds and communicate stories of success.

Implement High Impact Tutoring

The Associate Director will lead the statewide initiative on High Impact Tutoring. Through this initiative, universities and community colleges will partner with identified K-12 school districts to provide tutors from educator preparation programs. This initiative will require a high level of coordination across institutions, districts, and with other state leaders. Leadership will require working with the “backbone” institution that will coordinate the overall effort; managing and monitoring agreements with institutions and agencies; coordinating and trouble-shooting any operational or programmatic issues that emerge; collecting data and stories of impact; and leading the independent evaluation of the program.

Education and Experience

- Master’s degree or Doctorate in related field.
- At least five or more years of relevant experience; supervisory experience a plus
- Knowledge or experience with higher education pedagogy, policy, academic/student supports, program management or related areas

Knowledge, Skills, and Abilities

- Commitment to public service and passion for education

- Excellent interpersonal skills, with a strong focus on collaboration and teamwork
- Demonstrated ability to work with a variety of constituents and stakeholders, such as college and university leaders, senior government executives, elected officials, and private sector leaders.
- Excellent problem-solving and written and verbal communication skills
- Strong project-management skills, excellent follow-through, and ability to organize and prioritize
- Good judgement and discretion
- Relationship builder

Work location: Work location is either Chicago, IL or Springfield, IL, with the possibility of remote work. Travel within Illinois is expected, as required by the work.

Salary: Salary is commensurate with experience. We offer the state's competitive employee benefits package. Note that this position is funded through a federal grant, which runs **through September 30, 2023. Candidates should have no expectation that the position will continue once the federal grant expires.**

Application Process:

For full consideration, submit (1) letter describing your interest in the role and how you meet the qualifications, (2) resume, and (3) at least three professional references including names, professional titles, and current emails and phone numbers.

Interviews will begin as soon as possible and will be conducted virtually. Please submit your materials by e-mail to:

humanresources@ibhe.org

We are committed to a diverse and inclusive workforce by ensuring all our staff work in an environment of openness and acceptance. We strive to foster a community where people of all backgrounds, identities, and perspectives can feel secure and welcome. We also value the well-being of each of our employees and are dedicated to creating a healthy place to work. As an Equal Opportunity Employer, we strongly encourage veterans, individuals with disabilities, women, and minorities to apply.

IBHE is an equal opportunity employer committed to a diverse workforce. In compliance with the Americans with Disabilities Act and the Illinois Human Rights Act, state agencies must ensure that the employment process is accessible to persons with disabilities. Specifically, these laws require that the state provide reasonable accommodations upon request by individuals participating in all steps of the employment process. This includes the State of Illinois interview process.