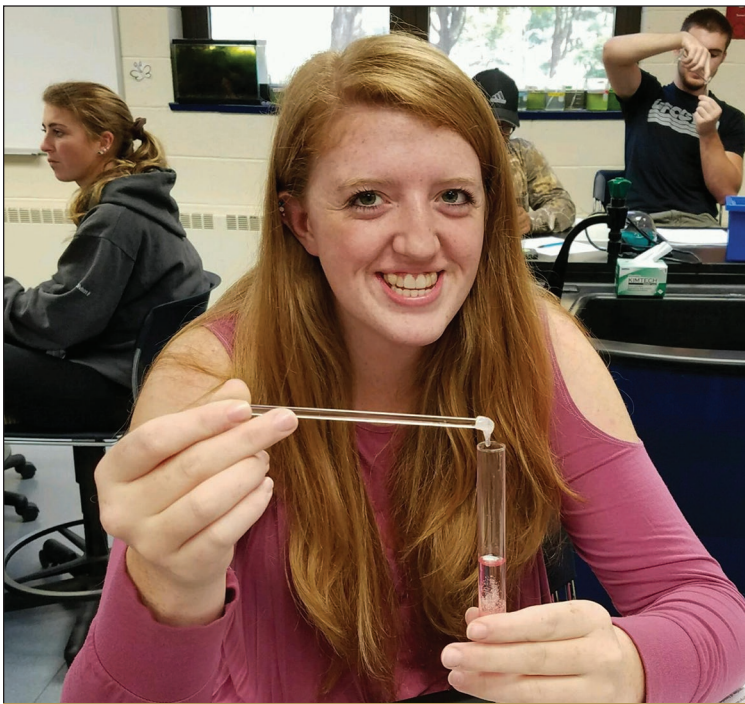




 **FERRUM**  
COLLEGE  
DEAN OF RESIDENTIAL LIFE AND TITLE IX COORDINATOR



## THE SEARCH

Ferrum College seeks a Dean of Residential Life and Title IX Coordinator who will provide collaborative and innovative leadership for one of the most inclusive and accessible liberal arts colleges in the United States. The Dean will arrive at an exciting moment in the history of Ferrum College, as a new senior leadership team engages with faculty, staff, students, and local communities to shape initiatives designed to enrich the educational experiences for all Ferrum students.

The Dean of Residential Life leads and supervises a team of residential advisers and Presidential Fellows in developing and implementing programming for 1,270 undergraduates. Collaborating with multiple departments, the dean will build and sustain a supportive and safe living-learning environment that fosters student well-being and success and enhances the mission of the College.

Partnering with a new Dean of Student Development and Wellness, the Dean of Residential Life will conduct cohesive and responsive college-wide efforts to promote health and wellness and strengthen a campus culture of safety and respect. The Dean will also assist with college-wide persistence initiatives and provide a long-term vision for community development that best supports all students and the mission of Ferrum College.

The Dean of Residential Life also serves as the College's Title IX Coordinator, partnering with the Director of Human Resources (who also serves as Deputy Title IX Coordinator) to oversee education, prevention, reporting and response, as well as investigations related to sexual misconduct.

As the official charged with ensuring that Ferrum responds promptly, fairly, and impartially to allegations of sexual misconduct, the Dean also leads education and prevention efforts to create a culture of respect that ensures the safety and well-being of the Ferrum community. The Dean will be expected to interact and collaborate with many offices on campus to build relationships that serve as the foundation for cooperation and open dialogue with and among students, faculty, and staff to incorporate community input on college-wide policies and procedures related to sexual misconduct.

Ferrum College is committed to an integrated and holistic student educational experience, focusing on the development of the individual intellectually, spiritually, and socially. We view residential life and our college community as a vital part of our students' education, and aspire to create to a campus culture in which healthy engagement with our campus, our community, and our curriculum is fundamental to student success. This full-time, 12-month position will require weekend and evening hours, and may require participation in off-campus programs.

## ABOUT FERRUM COLLEGE

Founded in 1913, Ferrum College serves a diverse and talented community of approximately 1,300 students. Broadly selective to honor and affirm its century-old commitment to accessible education, the College has three academic schools and more than 30 majors, with over 95% of classes enrolling fewer than 20 students. Ferrum is home to the second-oldest environmental science program in the United States, and the campus itself is listed on the Virginia Historic Register. The College's bucolic, 702-acre campus, which includes a trout-stocked pond and numerous hiking and mountain biking trails, is nestled in the Blue Ridge Mountains, 40 miles east of Roanoke.

In the past decade, over \$30 million has been invested in construction and renovation. Improvements include refurbishments to our student center, Franklin Hall, as well as construction of two new residence halls to accommodate enrollment growth and a recently completed house dedicated as a Forensic Crime Scene laboratory. The 30,000 square foot Hank Norton Center is home to most of our athletic programs and includes the state-of-the-art Don L. Wilson Athletic Training Facility, among the finest for student athletes in the nation.

## THE PRESIDENT AND NEW SENIOR LEADERSHIP TEAM

In June 2016, Jody Spooner was elected the 11th president of Ferrum College. Prior to his arrival, he served as Dean of Jonathan Edwards College at Yale, and has chosen to address the challenges facing 21st century liberal arts education through innovative strategic objectives focused on increasing student persistence and success in three key areas: access and affordability, student health and wellness, and student, community, and alumni engagement.

As a transformational leader, Spooner aspires to lead Ferrum College forward by honoring its historic mission to serve as an inclusive community, and will lead a soon-to-be launched comprehensive capital campaign to ensure the long-term financial health of the College. Given the need for the President to play a more active external role to lead this campaign, Spooner is building a collaborative and creative senior leadership team to advance the College's goals and develop and implement the College's next strategic plan.

## ACCREDITATION

*The Southern Association of Colleges and Schools Commission on Colleges accredits the College (SACSCOC) to award baccalaureate degrees. Ferrum College is also accredited by the University Senate of the United Methodist Church and is a member of the National Association of Schools and Colleges of the United Methodist Church. The College holds memberships in the Virginia College Fund, Council of Independent Colleges, National Collegiate Honors Council, Council of Independent Colleges, Council of Undergraduate Research, the College Board, and the Appalachian College Association.*

## FERRUM COLLEGE'S MISSION AND GOALS

***“Educating Students and Citizens Today, Tomorrow, Forever. . .”***

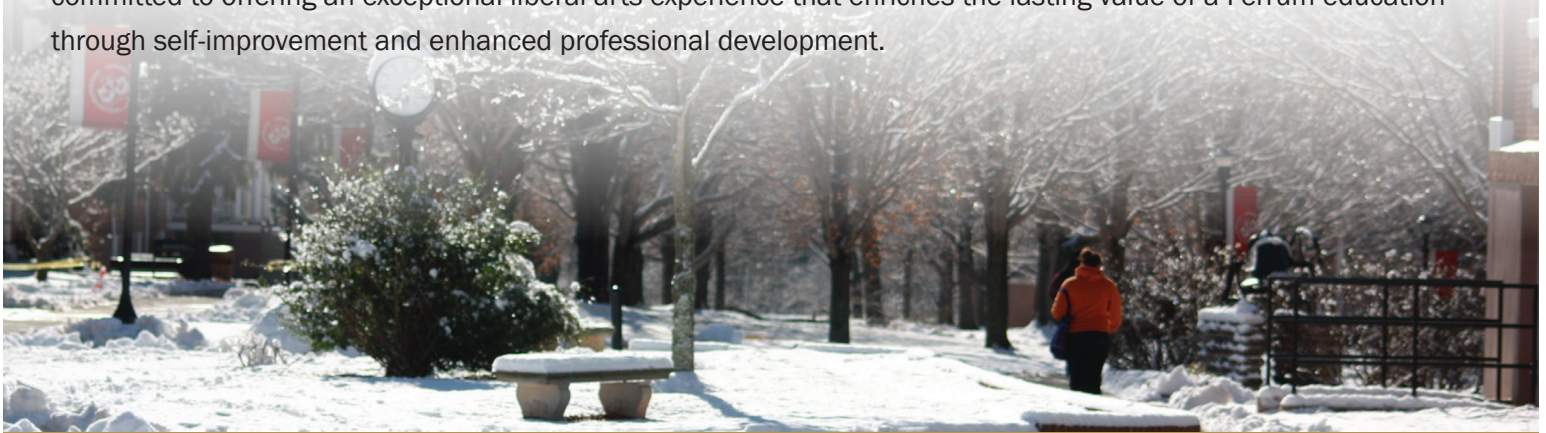
Ferrum College's historic commitment to educational accessibility and affordability can be traced back to its founding. Recognizing that young people in the mountains of Southwestern Virginia lacked the means for education and held little hope for upward mobility, the United Methodist Women of the Virginia Annual Conference envisioned a school for girls and boys in a place “accessible, where the need seemed the greatest.”

Beginning as Ferrum Training School, through its evolution to Ferrum Junior College, and now Ferrum College, our devotion to equality in access transcends rhetoric and cultural trends. We have **always** been committed to people with limited access and opportunity, and are deeply proud that our students and alumni exemplify the remarkable successes made possible through faith, courage, and a devotion to egalitarian and democratic ideals of higher education.



In a world where people are constantly and virtually connected, Ferrum College provides the opportunity for students to learn through self-reflection and attentive mentorship; surrounded by natural beauty that allows all to be present and forge meaningful relationships with place and people, while preparing for a life enriched through the values cultivated through discovery, engagement, civility, citizenship, and success. A Ferrum education provides students with the essential tools to support their immediate success and realize the benefits of their education for a lifetime.

At Ferrum College, we believe the best undergraduate experiences occur when a welcoming and supportive community encourages intellectual, personal, and spiritual development through academic exploration, directed social engagement, and purposeful action. Our community is committed to offering an exceptional liberal arts experience that enriches the lasting value of a Ferrum education through self-improvement and enhanced professional development.



## **MISSION STATEMENT**

*Ferrum College is a liberal arts institution founded on Christian principals, and is related to the United Methodist Church. It is our mission to educate students in the disciplines of higher learning and to help them be thoughtful and perceptive, to be articulate and professionally capable, and to be caring and concerned citizens of their community, nation, and world. We therefore commit ourselves to developing the whole student, both in openness to a wide range of intellectual discovery, and in the physical, spiritual, and social aspects of life. The campus environment supports service to others and the development of a personal code of values. Toward these ends, we expect all members of the campus community to treat each other with compassion, to respect each other's diverse qualities and backgrounds, and to support each other in the common pursuit of insight and discovery. In all these endeavors, we encourage students and faculty, and staff to appreciate and to dedicate themselves to achieving it.*

Offering over 40 areas of study, small class sizes, dedicated faculty, extraordinary experiential learning opportunities, personalized attention, and natural wonder, Ferrum is a special place where we are a family, first, and every day is an opportunity to discover how to live meaningfully, how to value social and spiritual engagement, and how to become an exemplary citizen of the communities we call home.



Our faculty, staff, and alumni share a sustained passion for learning and teaching, service and leadership, and civic engagement and intellectual distinction. Our commitment to discovery through collaboration with our students, our neighbors, and one another, inspires a vibrant, inclusive college community that transforms our students, our campus, and the communities we serve, locally, and globally.



## FERRUM COLLEGE STUDENTS

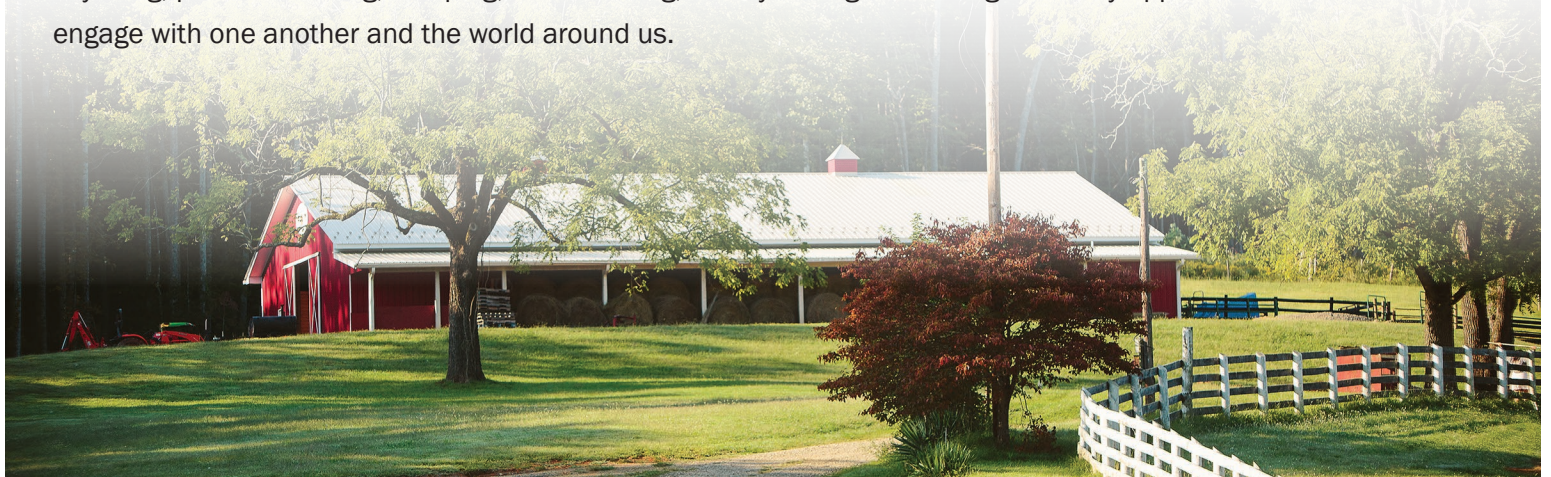
### “Access to Create Extraordinary Opportunity”

Ferrum College attracts a student population rich in difference and united by a hope to learn alongside others who share a commitment to realize the life-long benefits of a transformative residential, liberal arts education. Our student body is far more racially and socioeconomically diverse than most US colleges. Currently, 48 percent of Ferrum students identify as students of color; 99 percent of students receive need-based financial aid; 63 percent receive Pell Grants; and nearly 30 percent are the first members of their families to attend college. Recent research by [The Equality of Opportunity Project](#) and *The New York Times* discovered that Ferrum College is ranked among the top twenty percent of US colleges and universities in its Overall Mobility Index. Ferrum College is among the nation’s most effective at supporting students and their families and translating access to higher education into extraordinary economic and social mobility.



Over half of Ferrum students participate in nineteen NCAA Division III and three club sports, including men’s and women’s lacrosse, men’s and women’s swimming, men’s and women’s wrestling, equestrian, cheerleading, and field hockey. Ferrum students schedule team practices around their labs, seminars, and other academic and campus commitments, including work study and community service activities.

Ferrum boasts a wide range of co-curricular activities and residential amenities that highlight our commitment to student wellness and community well-being. The on-campus Ferrum YMCA provides an important intersection that supports health and wellness for both the College and local community. Our nationally-recognized Ferrum Outdoors program connects students, faculty and staff with the expansive natural wonder that surrounds our campus. Canoeing, kayaking, paddle boarding, camping, rock climbing, and fly fishing are among the many opportunities available to engage with one another and the world around us.



The Ferrum College Office of Spiritual Life leads a welcoming approach to spiritual and religious exploration. From coordinating inclusive “real life” roundtable discussions, alternative spring breaks, as well as weekly worship services and regular bible study, our commitment to spiritual growth is fundamental to Ferrum’s holistic commitment to student education and personal exploration.

The College challenges and empowers students to become great people, and educates with a belief that our students can and should learn how best to serve others; to become thoughtful and perceptive; to be articulate



and capable professionals; and to be caring and concerned citizens of their community,

nation, and world. This real-world focus creates a campus community devoted to finding solutions to the myriad challenges facing society. With the support and mentorship of our dedicated faculty and staff, we believe this blend of educational experiences prepares Ferrum College students, professionally and personally, for meaningful and successful lives as transformational leaders.



## **ROLES AND RESPONSIBILITIES OF THE DEAN OF RESIDENTIAL LIFE**

- Develops and administers policies, procedures, and programs designed to ensure student safety and well-being and enhance student persistence and success.
- Supervises the residential life work of Presidential Fellows and assists them in their respective areas of responsibility, including professional development of residential advisors (RAs) and head residents (HRs).
- Serve as a resource for staff and students to assist with roommate conflicts, personal crises, and other concerns. Support and follow up with students of concern.
- Demonstrate an ongoing commitment to diversity, inclusion, and social justice by addressing the needs and concerns of students.
- Exemplifies civil and inclusive behavior when interacting with staff, faculty, students, and visitors to the College. Promotes a flexible, collaborative and inclusive work and living environment and create educational opportunities that increase awareness and understanding of diversity and inclusion.
- Maintains and enforces appropriate student conduct.
- Serves as the College's Title IX Coordinator in responding to complaints, arranging, coordinating, and/or conducting investigations, developing policies and procedures, responding to outside entities, and working closely with the Deputy Title IX Coordinator.
- Coordinates and implements the College's efforts to respond to and prevent sexual misconduct.
- Advises the College regarding institutional compliance with all related laws and regulations, including but not limited to Title IX of the Education Amendments of 1972, the Violence Against Women Act (as amended), and the Clery Act.
- Tracks and monitors allegations of sexual and gender-based misconduct, as defined by applicable College policy, and ensures that the College responds to each complaint effectively.

### ***In Partnership with the Deputy Title IX Coordinator***

- Envisions and delivers college-wide education, training and outreach efforts, and programming related to sexual misconduct for various constituent groups including students, faculty and staff.
- Coordinates and delivers ongoing training for College personnel involved in the investigation, advising, or hearing of matters involving sexual misconduct.
- Collects, tracks, and maintains data related to sexual misconduct.
- Develops and administers campus climate surveys related to issues surrounding sexual misconduct and related matters. Compiles and analyzes survey data and develops action plans designed to address concerns identified from the results.
- Provides informed and consistent communication with all campus constituents about related policies and implementation.

## QUALIFICATIONS AND DESIRED ATTRIBUTES

### ***The Successful Candidate will Possess:***

- Demonstrated ability to work and communicate effectively with diverse populations.
- Knowledge and skills in adolescent and emerging adult development and appropriate programming.
- Excellent organizational, interpersonal, verbal and written communication skills.
- Experience with qualitative and quantitative evaluation methods.
- Demonstrated commitment to providing a holistic educational experience for all students.
- Skills in promoting education, leadership, and service throughout residential and campus life.
- Inspiration to mentor, motivate, and create a strong team.
- Strong oral and written communication skills and planning and project management skills.
- Excellent judgment and ability to work independently.
- Ability to build trust and work collaboratively with students, faculty, staff, administrators and community partners.
- Comprehensive knowledge of current state and federal laws and regulations as well as identified best practices and trends in the field of education related to issues surrounding sexual misconduct on college campuses.
- Experience in conducting sensitive investigations and trainings.

## REQUIRED EDUCATION AND EXPERIENCE

Master's degree and at least three years of applicable residential and/or Title IX experience in a college or university setting.



## APPLICATION PROCESS

Review of applications will begin immediately and will be accepted until the position is filled. Full consideration is assured for candidates whose materials are received by May 5, 2017. Applications should include a letter of interest, curriculum vitae, and the names of three professional references with email addresses and telephone numbers and be sent electronically (MS Word or PDF format) to Chris Chandler, Director of Human Resources, at [cchandler@ferrum.edu](mailto:cchandler@ferrum.edu). We anticipate that the dean will begin duties on July 1, 2017.

Letters of interest should provide a clear and coherent vision for leading Ferrum's residential life initiatives and constructing healthy and respectful campus culture to ensure the success of our College's diverse student body.

Ferrum College is committed to attracting a culturally and professionally diverse faculty and staff who engage our students by providing a rich and fulfilling curricular and co-curricular experience. Additional information about Ferrum College can be found at [www.ferrum.edu](http://www.ferrum.edu)



### **NONDISCRIMINATION STATEMENT**

*Ferrum College does not discriminate on the basis of race, religion, color, national origin, age, veteran status, sex or handicap in admission to, access to, treatment in or employment in its programs and activities. Ferrum College affirms the dignity and worth of every individual regardless of sexual orientation or gender identity and will not tolerate harassment or discrimination toward any individual. Ferrum College is an equal opportunity provider and employer.*