



 **FERRUM**  
COLLEGE  
DEAN OF STUDENT DEVELOPMENT AND WELLNESS



## THE SEARCH



Ferrum College seeks a Dean of Student Development and Wellness who will provide visionary and innovative leadership for one of the most inclusive and accessible liberal arts colleges in the United States. The Dean of Student Development and Wellness 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.

Leading college-wide efforts, the Dean will promote health and wellness by creating, implementing, and evaluating programs, services, and resources to support and enhance our students' physical and emotional well-being. The new dean will also develop and assist with the College's prevention initiatives and have a fundamental understanding of effective health promotion strategies while collaborating with key campus stakeholders.

Ferrum College is committed to integrated and holistic student wellness, focusing on the development of the individual intellectually, spiritually, and socially. We view wellness as an integral part of our students' education, and aspire to create to a 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 some 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. . .”***

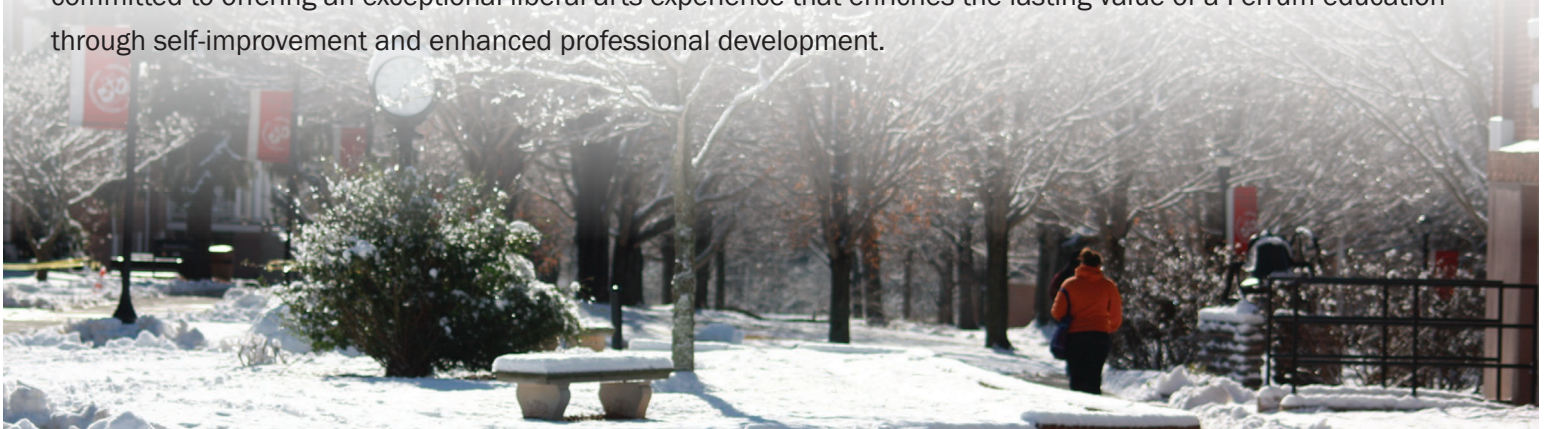
Ferrum College's historic commitment to educational accessibility and affordability can be traced back to its founding. Recognizing that young people in the mountains of Southwestern Virginia lacked the means for education and held little hope for upward mobility, the United Methodist Women of the Virginia 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”

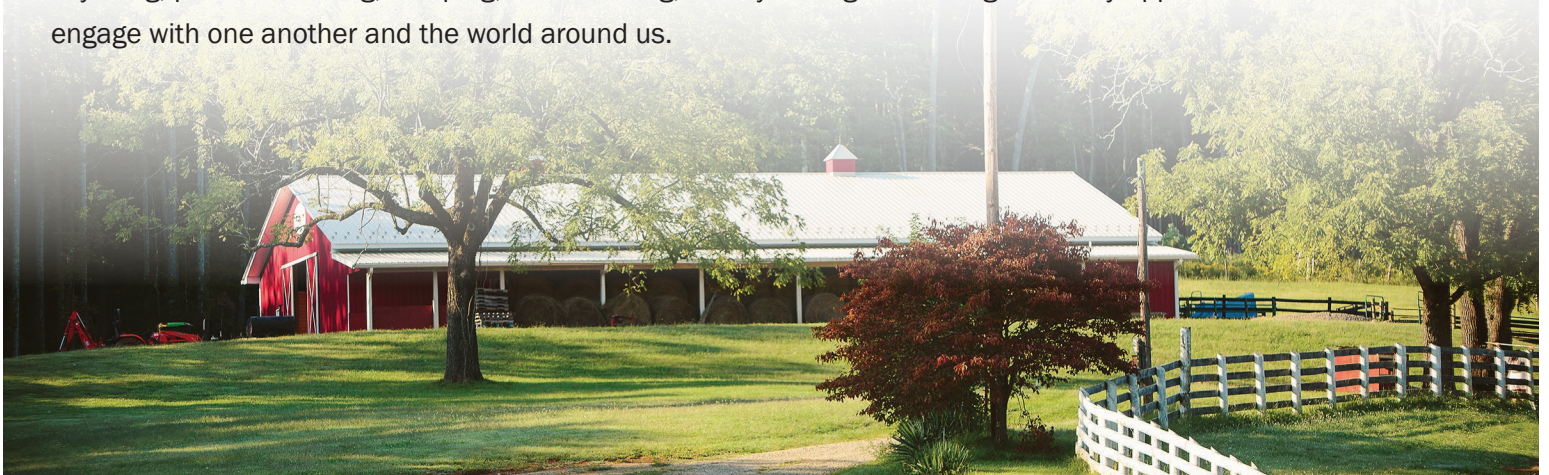
Ferrum College attracts a student population rich in difference and united by a hope to learn alongside others who share a commitment to realize the life-long benefits of a transformative residential, liberal arts education. Our student body is far more racially and socioeconomically diverse than most 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

Assess and monitor institutional factors and critical processes that influence student wellness. Provide leadership and recommendations to create and support a campus-wide environment that allows students to thrive and flourish.

- Build and maintain relationships with relevant academic and co-curricular programs related to student development and wellness. Lead and advise student peer groups that focus on student health and wellness.
- Create, implement, and assess evidence-based strategies to form optimal wellness programs. Collaborate with key partners, both on and off campus, to develop a comprehensive strategic plan with defined goals, objectives, and learning outcomes for initiatives.
- Design and manage qualitative and quantitative program assessment that provides topic-specific health data to ensure relevant and effective campus-wide programming.
- Assess needs of students in defining and developing programs, support services, initiatives, and policies/procedures.
- Provide oversight of professional staff in their areas of responsibility, including mentoring, setting goals and objectives, and evaluating performance.
- Meet with students, families, faculty, and staff to communicate the College's mission.
- Work collaboratively to address and resolve concerns, establish and reinforce support networks, and identify resources to meet demonstrated needs.
- Fulfill administrative and budgetary responsibilities.

## 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 and the use of statistical packages and data management systems.
- An in-depth understanding of the physical and mental health issues pertinent to emerging adults in college communities.
- Progressively responsible leadership experience in a residential college or university setting.

## REQUIRED EDUCATION AND EXPERIENCE

Master's degree in public health, public policy, health promotion, or related fields of study. Professional experience in college health promotion.



## 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 College'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.*

