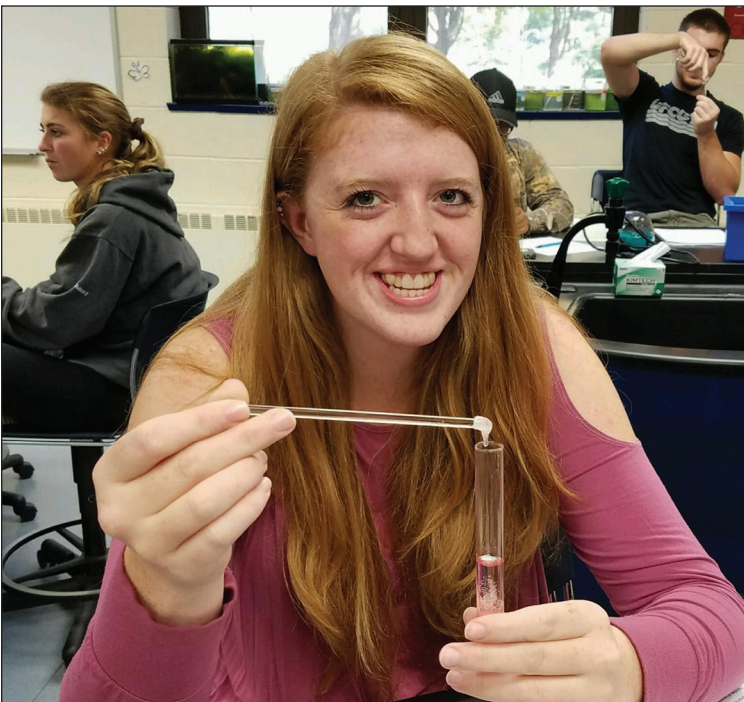




 **FERRUM**
COLLEGE
DEAN OF THE COLLEGE



THE SEARCH



The Dean of the College is a newly created position that unites the academic and student life functions of Ferrum College under the leadership of one individual who can create and execute complementary, strategic, and synergistic plans that place excellence in teaching, inclusivity, and civic engagement at the center of the student experience. In this role, the Dean of the College is the primary architect of Ferrum's educational mission.

The Dean of the College will envision and lead a fully integrated student experience, building new connections and strengthening existing collaborations among faculty, staff, and students to ensure focused and effective partnership between the academic and non-academic dimensions of the College. This person will provide leadership, vision, and guidance for the academic enterprise and work to preserve, enhance, and extend the excellence and impact of a Ferrum education. These aims should be accomplished through innovative and creative approaches to curriculum, advocacy for faculty, staff, and students, and respect for student-centered, transparent, and collegial culture.

Reporting directly to the president, and working closely with a new senior leadership team, the Dean will be poised to lead transformative and institutional change. Along with President Spooner and senior staff, the Dean will work closely and collaboratively with students, faculty, and staff to set a vision for the future of Ferrum College. This distinctive opportunity demands visionary leadership, a deep commitment to build a cohesive, inclusive campus community, and a thorough understanding of the best practices in higher education as it relates to the student experience and campus culture and climate.

The Dean of the College will build a more cohesive campus community that brings people together to create a coordinated student experience while designing programs and services to operate effectively and efficiently. A successful Dean will lead by example and encourage partnerships among all campus employees to ensure the planning and development of programs and policies that promote widespread involvement of students in all aspects of campus life and encourage students to embrace ownership of their Ferrum experience. The ideal candidate will be an exceptional manager, and possess a track record of building and empowering strong, vibrant teams.



The Dean will lead a new organization of five deans designed to integrate academic and co-curricular services and programs for students to foster a stronger, more cohesive and holistic support of student success. The Dean of the Faculty, Dean of Academic Affairs, Dean of the Chapel, Dean of Student Development and Wellness, and Dean of Residential Life/Title IX Coordinator will all support the Dean's ability to partner effectively with 73 full-time faculty and a staff of approximately 35.



The Dean of the College will support and mentor faculty in their professional growth, shapes conversations about workloads, curricular goals, assessment of productivity, as well as cultivate current and future College leadership. The new Dean will also be tasked with identifying curricular opportunities that will strengthen the educational experience and advise on strategies and investments in new and revised academic programs.

The Dean of the College will review existing college-wide practices and policies and assess current academic and co-curricular programs to develop more effective processes that benefit all. Success will require creating systems and processes that break down existing divisions and supporting the interdependence of the academic and co-curricular components of students' education. This distinctive opportunity demands visionary leadership, a deep commitment to build a cohesive, inclusive campus community, and a thorough understanding of the best practices in higher education as it relates to the student experience and campus culture.

The Dean will provide vision and direction to design and implement a comprehensive program of student services, activities, and support systems, and articulate a context for the holistic integration of curricular, co-curricular, and residential life. This effort requires a leader with strategic vision, a thorough understanding of best practices in student affairs, and the creativity to meet the particular challenges and seize the exciting opportunities present in rural residential liberal arts colleges.



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. . .”

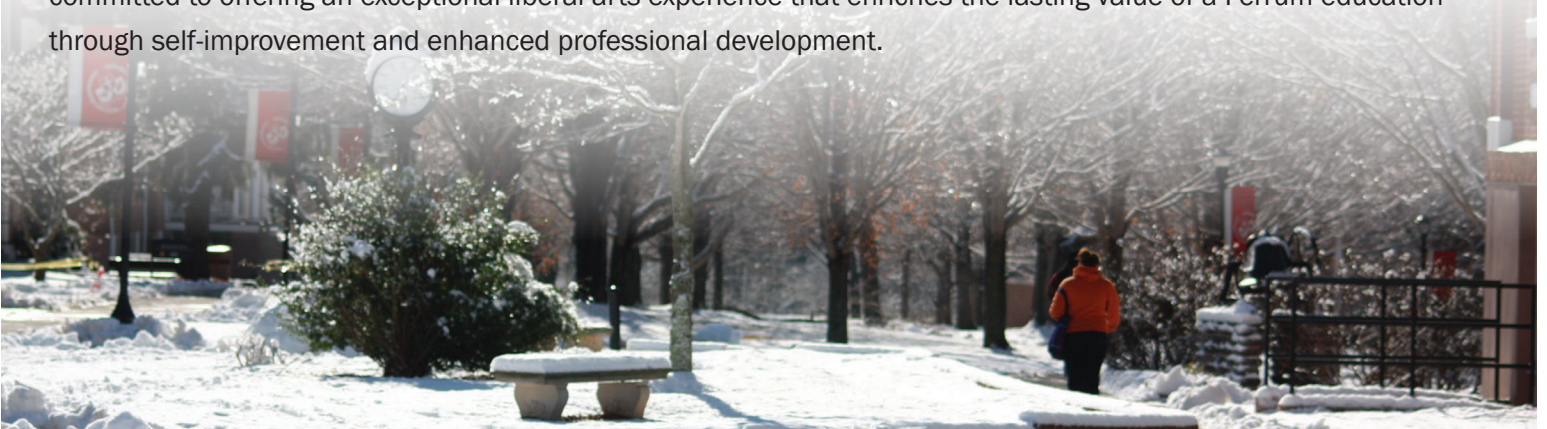
Ferrum College's historic commitment to educational accessibility and affordability can be traced back to its founding. Recognizing that young people in the mountains of Southwestern Virginia lacked the means for education and held little hope for upward mobility, the United Methodist Women of the Virginia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

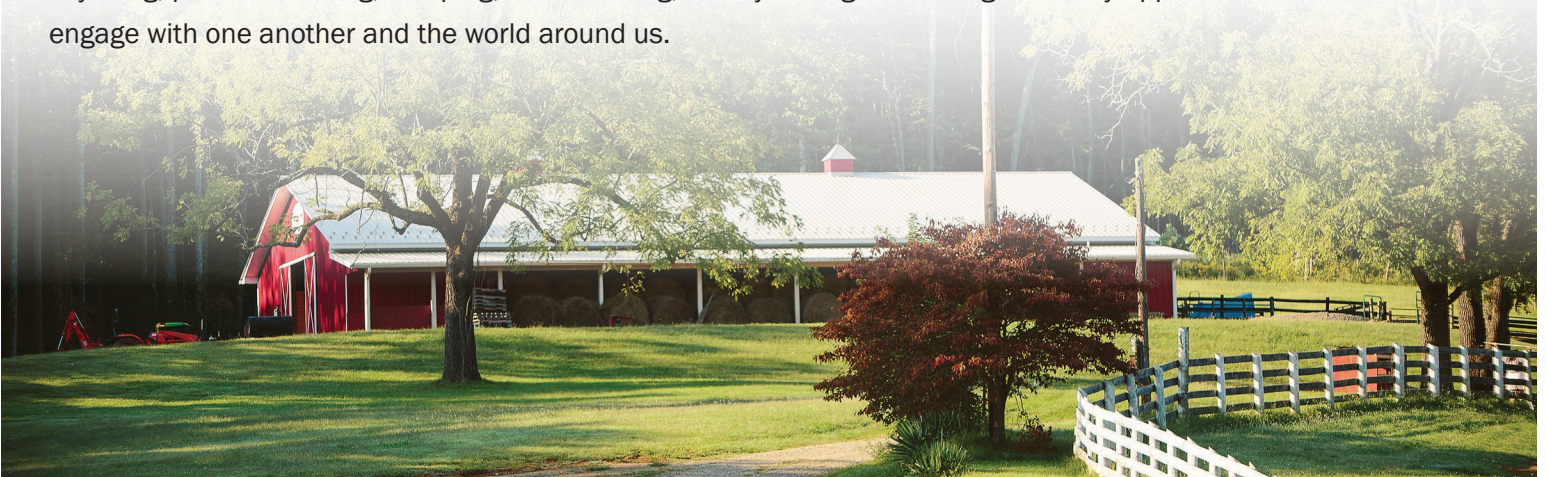
Ferrum College attracts a student population rich in difference and united by a hope to learn alongside others who share a commitment to realize the life-long benefits of a transformative residential, liberal arts education. Our student body is far more racially and socioeconomically diverse than most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



QUALIFICATIONS AND DESIRED ATTRIBUTES

A successful Dean will be a visible figure on campus, engaging with all members of the College to nurture an inclusive and student-centered environment of respect, trust, shared governance, and transparency and foster a profound sense of community that celebrates diversity of perspective and experience. The successful candidate will have a proven record of leading transformational change in academic and student affairs in higher education. The Dean will be charged to create a diverse and genuinely inclusive campus; therefore, this person must embrace collaboration and possess highly developed emotional intelligence. The ideal candidate will also possess:

Personal Leadership

- Ability to build relationships with members of all College constituencies, including faculty, staff, students, and Trustees.
- Ability to work in a highly collaborative campus community in which decisions are made in a deliberative, well-reasoned manner.
- Inspirational mentoring, coaching and team-building skills with proven success in developing professional staff and creating an effective team.
- A lasting commitment to the education, development, and empowerment of young people and the ability to elicit their trust and respect.
- Ability to set boundaries without being rigid, and be a strong student advocate and compassionate mentor who demonstrates the willingness to support student interests.
- Ability to articulate student and campus needs with persuasion and conviction.
- Excellent judgment; fairness; maturity; level-headedness, and a high degree of professional expertise, competence, and effectiveness.
- Ability to build consensus and credibility throughout the College with outstanding professional and personal integrity.
- Excellent listening skills.
- High degree initiative and organization.
- Ability to work effectively across traditional territorial boundaries.

Professional Experiences

- A demonstrated commitment to high-quality undergraduate liberal arts education, and an understanding of the requirements of managing and leading academic programs.
- Knowledge of best practices and trends in higher education, and an ability to adapt and implement them in a way that is appropriate for Ferrum College.
- Commitment to the priority of excellent teaching to the mission of the College, and a nuanced vision for how best to support it.
- An understanding of higher education finance and experience planning and managing budgets.
- Substantial and successful experience in the development, leadership, and management of academic and co-curricular programming.
- Command of state and federal regulations and legal requirements that impact colleges in the Commonwealth of Virginia.
- A demonstrated commitment to diversity and inclusiveness, and sensitivity and broad experience with diverse students, faculty, and communities, including a track record of achieving a more representative community.

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. We anticipate that the dean will begin duties on July 1, 2017.

Letters of interest should provide a clear and coherent leadership vision for integrating Ferrum's academic and student life programming to create a holistic educational experience.

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.



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.

