# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>York College: An Overview</td>
<td>4</td>
</tr>
<tr>
<td>Life in York, Pennsylvania</td>
<td>5</td>
</tr>
<tr>
<td>COVID-19’s Impact</td>
<td>5</td>
</tr>
<tr>
<td>Student Engagement</td>
<td>5</td>
</tr>
<tr>
<td>Current Initiatives at York College</td>
<td>6</td>
</tr>
<tr>
<td>Student Affairs</td>
<td>7</td>
</tr>
<tr>
<td>The Dean of Student Development and Campus Life</td>
<td>8</td>
</tr>
<tr>
<td>Leadership Agenda</td>
<td>9</td>
</tr>
<tr>
<td>Required Qualifications</td>
<td>10</td>
</tr>
<tr>
<td>Applications and Nominations</td>
<td>11</td>
</tr>
</tbody>
</table>
York College of Pennsylvania is searching for a highly collaborative and visionary leader to serve as a new Dean of Student Development and Campus Life. The Dean will be the College’s chief student affairs officer and oversee student life units, including residence life and campus housing, student activities and orientation, counseling services, intercultural student life and global programming, health services, and career/leadership development. Additionally, the Dean serves as a campus leader on issues of inclusion, equity, social justice, and diversity. The Dean will lead a team dedicated to cultivating a diverse, equitable, and inclusive environment and to the success of all students.

The Dean will join a well-established team of highly motivated and capable professionals in Student Affairs and Academic Affairs who are part of a student-success-centered institution. The Dean will provide leadership to both student life and to strengthening collaboration with other divisions, such as the Academic Schools, Student Success Division, Library and Technology Services, General Education, and First Year Experience. The successful candidate will demonstrate significant administrative experience in directing student affairs, a commitment to partner on initiatives that enhance holistic and inclusive student experiences, and personal qualities necessary to serve and enrich a thriving, student-centered campus.
Located just south of historic downtown York, Pennsylvania, York College’s campus provides a safe and friendly environment for learning and personal development. The College offers more than 60 undergraduate majors; master’s degrees in nursing, business administration, communication, music, public administration, and education; and a doctoral degree in nursing practice. The 4,100 undergraduates enjoy all the benefits of a liberal arts education combined with focused preparation for future professional employment. The 300 graduate students are professionals prepared to enter the workforce and to think critically and creatively.

York College began in 1787 as the York County Academy, a two-year institution that served the local York community. It became a four-year residential institution in 1966. Year after year, students confirm that the College is large enough to provide the same opportunities as major universities and small enough to maintain a strong student focus. Classes are small (student to faculty ratio is 12:1), and faculty emphasize experiential learning.
The city of York, named for York, England, was the birthplace of the Articles of Confederation and the term “the United States of America.” Today, many attractions and activities make York County and the surrounding South-Central Pennsylvania area a tourist destination. York County is home to historic railroads, 4,500 acres of public park land, and is the “factory tour capitol of the world.” The greater York area has excellent school districts and a variety of educational options for local families. The revitalized downtown area offers multiple entertainment options, unique dining, and a growing arts scene. Nearby neighbors include Lancaster County, with amusement parks, outlet shopping, and thriving Amish and Mennonite communities and markets; and Hershey, Pennsylvania, where you will find Hershey Park, Hershey’s Chocolate World, and the famous Hershey Hotel and Spa. York is also situated close to several major U.S. cities—just a 1-hour drive to Baltimore; two-and ½-hour drive to Philadelphia; two-hour drive to D.C.; and four-hour drive to New York City, Richmond, or Pittsburgh.

The York College community has been greatly impacted by the challenges of the COVID-19 pandemic. Like most campuses, York suspended face-to-face instruction in March 2020 and closed the physical campus in anticipation of how a pandemic would quickly spread through the campus community. The College reopened campus this fall, with several new policies and procedures in place to aid social distancing and curb behaviors that might result in the spread of the virus.

York College boasts a dynamic and supportive campus life. Approximately 90% of students participate in one or more college activities and initiatives. Everyone has the opportunity to find a community or co-curricular activity on the campus. There are 23 NCAA Division III sports teams and over 30 intramural/club sports. York has more than 100 student-run clubs and organizations, as well as 11 active Greek organizations: one National Pan-Hellenic Council (NPHC) sorority, four National Panhellenic Council (NPC) sororities, and six North-American Interfraternity Conference (NIC) fraternities. Additionally, students and other campus community members enjoy high-quality and spacious athletic and recreational facilities, a welcoming performing arts center, and new athletic fields. When asked why they chose York, current students mention personal connections to faculty members, the ability to customize their academic experience, and financial affordability.

Integrity is the foundation of the York College community. Students adhere to the Spartan Oath, vowing to encourage the ongoing pursuit of integrity among members of our community. This guides their growth into professional and responsible citizens.
York’s current Strategic Long-Range Plan focuses on creating a distinctive student experience that emphasizes the holistic education of its students in their paths towards career preparedness. Recent developments at the College include a variety of initiatives designed to improve the overall student experience. A sampling includes:

1. **Academic Reorganization:** To create a more efficient and coherent academic structure, the College recently reorganized the academic departments into 5 schools (Arts, Communication and Global Studies; Behavioral Sciences and Education; Engineering, Sciences and Technology; Graham School of Business; Nursing and Health Professions), each headed by its own academic dean. This new structure, which also includes the Center for Collaborative Innovation, has fostered a new sense of intellectual curiosity as academic programs find new ways to meet student needs and generate new interdisciplinary majors and projects.

2. **High Impact Practices:** With a strong commitment to give students a deep and meaningful education, York College has fully embraced the development of high impact practices. For instance, York emphasizes community service and involvement through the Center for Community Engagement (CCE). The CCE helps students partner with local community members to collaborate on collecting valuable data or generating solutions to practical issues. This spirit of addressing real world concerns is woven throughout all of the academic programs and each gives students multiple opportunities to engage in problem/project-based learning.

3. **Residential Upgrades and Expansion:** Part of the campus masterplan is the revitalization of existing residential halls and building new, apartment-style townhouses for junior and senior students.

4. **Creative Academic Enrichment:** Another new initiative is the creation of a campus Knowledge Park where students, faculty, and staff can join forces with strategic business partners on projects that benefit all stakeholders.

5. **ACE Internationalization Lab:** York College is one of 18 colleges and universities participating in American Council on Education’s (ACE) 17th Internationalization Laboratory cohort. The ACE Internationalization Lab is part of York’s commitment to develop strategies and goals for campus internationalization, with the goal of long-lasting institutional change. Part of that process is completing an audit of existing programs, as well as identifying opportunities for the campus to increase study abroad, international recruitment, international partnerships, and to expand the curriculum to include a more diverse perspective.

6. **Scholars:** Faculty have also developed a number of specialized scholarly programs that will engage students based on an innovative spirit, a desire to serve the community, scientific interests, or the experiences of first generation students, to name just a few. The purpose of these programs is to create a strong sense of community and to give students opportunities to develop skills and expand their knowledge within the context of something that they feel passionate about.
STUDENT AFFAIRS

The Dean of Student Development and Campus Life will oversee the Student Affairs unit, which is organized into six functional areas as outlined below. Forty plus professional and support staff contribute to the unit’s success.

The Residence Life and Campus Housing Staff (8 full-time and 2 part-time staff members) provide a residential experience for approximately 60% of York College’s student body. Any undergraduate without commuter status must live on campus. Modern living options include apartments, houses, and suites for upper-class students, as well as traditional halls. These housing options are spread across the campus. The Student Conduct process for all students is also housed in the Office of Residence Life.

Counseling Services consists of 6 full- and part-time counseling professionals who are responsive to the growing mental health needs facing all institutions of higher education. The staff conducts mental health assessments and offers both individual and group counseling sessions, educational programming, and consultation, crisis intervention efforts, and referrals to external resources.

The Health Services Office employs medical professionals who focus on the physical health and well-being of the campus community. Staffed by a physician, a physician’s assistant, a nurse practitioner, and 4 part-time nurses, the office offers free office visits and some free medications. They also offer other services and in-stock medications at a reduced price for students. Students are referred to local clinics and hospitals for after-hours and emergency health care needs.

Students Activities and Orientation (4 full-time staff members) helps York students to connect to the campus and to one another. Orientation programming introduces the College to all new and transfer students in different formats in the summer, fall, and spring. Once enrolled, students have access to countless student clubs and organizations, trips to nearby cities, campus entertainment options, and leadership development programming.

Intercultural Student Life and Global Programming (4 full-time and 3 part-time staff members) connects with internal campus partners and externally with the local community to provide educational and social programs that celebrate cultural differences and help all students connect to the campus community. This growing area includes international student support, a campus food pantry for food insecure students, Title IX coordination, and a variety of spiritual life activities. These include the Gordon Center for Jewish Student Life, the campus chaplain, and other campus ministers. Most recently, York has focused on the ACE Internationalization Lab to further its efforts to provide international opportunities for students.

York’s Career Development Center (4 full time staff members) will be rejoining Student Affairs after seven years of reporting to Student Success/Academic Services. The Career Development Center emphasizes integrated career and academic development through intentional academic collaboration, credit-based internships, faculty outreach across all disciplines, partnership with academic advising, advancement of best practices in experiential education, and employer interactions. Strong on-campus collaborations include alumni relations and student activities, among others. In the Fall of 2020, the Career Development Center added a focus on leadership to help meet demands of the global job market. The new Dean will set a vision for a combined Center for Leadership and Career Development.
The new Dean will be the chief student affairs officer and report to the Provost. This alignment is a deliberate effort to connect all aspects of student learning inside and outside of the classroom. In service of this important goal, this person will be a member of the following bodies:

- President’s Cabinet, consisting of all senior campus leaders
- Provost’s Council, with all of the Provost’s direct reports
- Deans’ Council, sharing space with academic peers who share the dean title
- Academic Senate, which includes all faculty from all academic units and all senior campus administrators

Working with the members of these bodies, the Dean will operate collaboratively to enhance the academic and student life of the College and advance overall student success. The successful candidate will inspire the students and staff of the division, identify opportunities to collaborate with the Provost’s team and other senior College administrators, and eagerly embrace York’s mission and new initiatives.
York College’s Dean of Student Development and Campus Life will join an established leadership team to better integrate the programs, services, and efforts of student and academic affairs. Specifically, the leadership agenda will focus on making strategic progress in the following areas:

**Bolster the student experience.** The Dean will partner with people across the institution to advance student success by strengthening student engagement in campus life across the years. This includes increasing opportunities to bring the campus together through rich and varied student activities and establishing new and meaningful campus traditions. Additionally, there is an opportunity to maximize services for students by capitalizing on existing as well as new talent among the student affairs staff.

**Contribute to recruitment, retention, and persistence to graduation efforts.** Student affairs services and programming play a critical role in recruitment, retention, and persistence to graduation. These three outcomes are shared, campus-wide efforts that require cooperation, collaboration, and careful planning from all stakeholders. Along with the other members of Academic Affairs, the Dean will lead the student affairs staff to enhance and better integrate efforts that support students as they move through their years at York. The Dean will cultivate community support, and work in close partnership with colleagues across student-facing offices and academic units to support the attraction, recruitment, retention, academic success, and development of underrepresented student populations, including but not limited to students of color, first generation students, LGBTQIA+ students, veterans, and international students.

Some existing avenues for having an impact in these areas include summer orientation, fall orientation, promoting the first-year experience (including the first-year seminar), and living and learning communities. Importantly, these efforts are not solely focused on retention of first year students, but they extend throughout each student’s career at York.

**Infuse student life with diversity initiatives.** York has a renewed urgency around anti-racism and equity and seeks a Dean that will share this commitment. The Dean will work with colleagues across campus to engage students’ learning and development, both in and out of class, in ways that encourage exploration of perspectives and experiences that differ from their own. As the leader of Student Affairs and a member of the Dean’s Council, the successful candidate will be positioned to champion and partner on initiatives related to diversity, equity, and inclusion.

**Coordination of systems.** The Dean will work closely with colleagues in Student Affairs and Academic Affairs to increase communication and interaction, as well as develop processes to improve coordination across campus units. Student Life is part of Academic Affairs, which includes many different units: Library and Technology Services, the Academic Schools, the Graduate and Online Services, Student Success, the Registrar/Records office, Institutional Effectiveness, General Education, Faculty Development, and the First Year Experience. There are ample opportunities to collaborate on creative projects, initiatives, and programs for our students. There are also close ties to enrollment management and admissions to create a welcoming and supportive environment for our students.

**Visible and collaborative leadership.** The Dean will lead efforts to enhance their own visibility and communication with:

- students, in areas related to campus life
- faculty, in all areas that contribute to student learning and success
- the broader community, promoting a vision for collaboration that enables student success, increased relationships, and creative, engaged problem solving.
The successful candidate for the Dean of Student Development and Campus Life will be an established leader in student affairs with an earned terminal degree, preferably the doctorate, who seeks the opportunity to engage broadly with the campus community and collaborate in enhancing student success. The ideal candidate will be an accomplished administrator, convener, and community builder who has significant experience and a track record of successfully advancing diversity and inclusion in a college or university. The candidate must also demonstrate a commitment to student-centeredness. Additionally, the new Dean will have a proven record of success in administrative positions and experience in multiple student affairs functional areas.

Ideally, the Dean will also have many of the following desired qualities, experiences, and attributes:

- Expertise in diversity, equity, inclusion, and social justice
- Proven ability to work with a diverse student population
- Deep understanding of, and capacity to work with, different cultures
- Experience with student/parent concerns and student conduct case management for a residential campus community
- Proven experience collaborating with faculty on projects and efforts that enhance student success
- A proven ability to use institutional assessment data to more deeply understand the student experience and develop appropriate, data-driven solutions
- Evidence of successful orientation and first-year experience programming that is closely aligned with academic outcomes
- Experience with collaborative programming with relevant departments to enhance student recruitment, retention, persistence, and graduation
- The capacity to articulate the importance of pursuing a work-life balance and model this for direct reports
- Experience with developing living and learning communities

The successful candidate will assume office on July 1, 2021 or before if possible. The salary for this position is competitive and commensurate with experience.
To apply, a candidate should prepare a thoughtful letter of interest addressing the issues and desired qualifications stated above. They should also include a current curriculum vitae and the names, phone numbers, and email addresses of at least five references, as well as the candidate’s professional relationship to each reference. References will be called at a later stage and only with the candidate’s permission. Nominations, inquiries, and application materials can be submitted to YorkDeanofStudents@academicsearch.org. Complete applications should be received by December 9, 2020.

Assisting York College with this search are Mahauganee Shaw (mshaw@academicsearch.org) and Tom Shandley (Thomas.Shandley@academicsearch.org), Senior Consultants with Academic Search.

Additional information about the college can be found at www.ycp.edu.

EQUAL OPPORTUNITY
York College of Pennsylvania is an equal opportunity employer. The College will recruit, hire, compensate, and promote staff and faculty without regard to race, color, sex, religion, national origin, ancestry, veteran status, age (over 40), disability, or any other characteristic protected by law. The College’s full Equal Opportunity statement is available at www.ycp.edu/about-us/offices-and-departments/human-resources/college-policies/equal-opportunity-statement/
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