

## Dean for Student Affairs

[Bowdoin College](#) (“Bowdoin”), a preeminent liberal arts college in Maine, seeks a creative, intellectually curious, courageous, compassionate, and ethically impeccable leader to serve as its next dean for student affairs. Bowdoin provides a rigorous, holistic, and broad educational experience to approximately 1,900 students and takes pride in fostering close student-faculty partnerships, enabled in part by its low 9:1 student-to-faculty ratio. Bowdoin entrusts students with the opportunity to chart their own academic and cocurricular paths.

As a key member of the College’s senior administration, the dean for student affairs plays a vital role in supporting students throughout their time at Bowdoin. Reporting to [President Clayton Rose](#), the dean oversees a broad portfolio, which is supported by a budget of approximately \$10 million and consists of advising, athletics, career planning, health and wellness, and student and residential life. The next dean will be deeply experienced in best practices and approaches to the opportunities and issues facing student life today and will continue to challenge the division to evolve to ensure outstanding experiences for every Bowdoin student.

### **ABOUT BOWDOIN**

William DeWitt Hyde’s “The Offer of the College” lies at the heart of Bowdoin:

#### **The Offer of the College**

*TO BE AT HOME in all lands and all ages;  
To count Nature a familiar acquaintance, and Art an intimate friend;  
To gain a standard for the appreciation of others' work  
And the criticism of your own;  
To carry the keys of the world's library in your pocket,  
And feel its resources behind you in whatever task you undertake;  
To make hosts of friends...Who are to be leaders in all walks of life;  
To lose yourself in generous enthusiasms  
And cooperate with others for common ends—  
This is the offer of the college for the best four years of your life.*

Adapted from the original “Offer of the College”  
by William DeWitt Hyde, president of Bowdoin College 1885–1917

Written in 1906 by the seventh president of the College, “The Offer” spelled out a vision of the aspirations of a liberal education appropriate to the early twentieth century. Today, it is as relevant as ever.

Bowdoin facilitates intellectual development and personal growth in the context of an active and engaged learning community that was founded in 1794 and endowed for the common good. As a highly selective liberal arts college that perpetuates excellence in its faculty, students, and staff, Bowdoin holds firm to its mission to engage students of uncommon promise in an intense, full-time education of their minds, exploration of their creative facilities, and development of their social and leadership abilities.

## **Campus**

Integral to Bowdoin's identity is its connection to place. The College's beautiful and historic campus is located in [Brunswick, Maine](#), a town of approximately 22,000 on the Maine coast, twenty-five miles from Portland and a two-hour drive from Boston. Brunswick is a vibrant, walkable town and is active year-round.

Bowdoin's beautiful 207-acre main campus is woven together by paths and pines. Organized around a central quadrangle, the campus comprises nearly 120 buildings. They range from Massachusetts Hall, completed in 1802, to the College's newest academic building, the Roux Center for the Environment—which recently earned a LEED Platinum certification—that brings together students across disciplines to encourage and facilitate creativity and collaboration about global problems related to the environment. The campus also features LEED-certified residence halls, and recently announced building and renovation projects, which will produce approximately 250 beds for students. The Sidney J. Watson Arena was the first LEED-certified hockey arena in the United States, and the LEED-certified Peter Buck Center for Health and Fitness houses the College's 44,659-square-foot health and wellness facility. A recent gift will allow the College to construct additional state-of-the-art laboratory space at the 118-acre Schiller Coastal Studies Center, located eight miles from campus on Orr's Island. The gift will also fund a convening center at the facility that will include classrooms, housing, and dining facilities for students, faculty, and visiting scholars.

A cornerstone of arts and culture at the College, the [Bowdoin College Museum of Art](#) houses one of the earliest collegiate art collections in the nation and emphasizes the study of original objects as an integral part of the Bowdoin curriculum. [The Peary-MacMillan Arctic Museum](#), named for Arctic explorers and Bowdoin graduates Robert E. Peary (Class of 1877) and Donald B. MacMillan (Class of 1898), offers a unique opportunity for students to explore and understand the environmental, social, economic, and political cross-currents of this rapidly changing region. One of Bowdoin's several venues for performance, the acclaimed [John J. Studzinski Recital Hall](#) is a state-of-the-art music facility that includes practice spaces and the celebrated 280-seat Kanbar Auditorium.

## **The Student Body**

Bowdoin enrolls students of diverse backgrounds and exceptional qualities of mind and character. As of the 2018-2019 academic year, the College enrolls approximately 1,900 students representing fifty states, the District of Columbia, Puerto Rico, the US Virgin Islands, and forty-two foreign countries. Admission to Bowdoin is need-blind and highly selective—the College admitted only about 10 percent of its 9,081 applicants to the Class of 2022. Students of color account for 33 percent of the student body, while 14 percent of students are the first in their families to attend college. Six percent of students are international, and 10 percent are from Maine.

## **Financial Aid**

The College has one of the most generous financial aid programs in the United States and is committed to making a Bowdoin education affordable and accessible. Bowdoin is one of only eighteen colleges or universities in the country that offers a combination of need-based student aid, a commitment to meet the full four-year need of students, and a “no-loan” policy (since 2008, Bowdoin does not require loans in its financial aid packages). Today, 51 percent of Bowdoin's first-year class receives need-based financial aid, a percentage that is expected to grow. The average grant for all aided students —funds that do not have to be paid back—is nearly \$45,000 a year. In addition, initiatives like [THRIVE](#) provide a range of academic, mentorship, leadership development, and financial resources to help low-income, first-generation, and historically underrepresented students to be at home at Bowdoin.

## **The Bowdoin Student Experience**

The Bowdoin student experience is one that develops the whole student, in both mind and body. Central to its mission is the College's commitment to creating a deep academic and intellectual experience enhanced by a vast array of cocurricular activities in an environment where differences can flourish. Faculty and students require honesty in academic work, and the [College places a high value on integrity](#).

As a residential college, Bowdoin has almost 90 percent of its students living on campus, and all first-year students live in one of eight residential halls. Upper-class students can choose from a variety of on-campus housing, from apartments to traditional residence halls to College Houses. To enable students to learn from each other, and to make lasting friendships, the College is dedicated to creating a rewarding and congenial residence life that is open to all students. Bowdoin's dining is consistently rated among the very best in the nation, and 97 percent of students participate in the dining plan.

Bowdoin prepares its graduates to learn throughout life, to be contributing citizens of the world, and to find success and satisfaction in work. Central to this preparation is the engagement with faculty, coursework, and intellectual experience. Complementing the academic experience are the many cocurricular and extracurricular opportunities that develop skills and insights, as well as the residential life experience. Critical to fulfilling the mission is continuing to build an inclusive campus community—one where there is understanding and celebration of the many identities, backgrounds, and experiences that each individual brings to campus, where there is a desire to strengthen the common bonds of our community, and where there is sustained effort given to developing the skill and fortitude to engage in thoughtful discourse with all manner of ideas and issues, in particular those that challenge strongly held beliefs—to be "[intellectually fearless](#)."

Connection to the larger campus community is a central part of engagement and learning at Bowdoin. The College is home to over [120 different groups](#) that provide social, cultural, and educational experiences outside the classroom. Membership in these organizations is open to all Bowdoin students, and they are supported by faculty and staff advisors.

Through the [McKeen Center for the Common Good](#), Bowdoin provides students with opportunities to put their talents, passions, and academic pursuits to work for the benefit of society through creative and artistic work, discussion and dialogue, public service, volunteering, and reflective engagement in coursework and fellowships. The [Bowdoin Outing Club](#)—the largest student organization on campus—enables students to explore and test themselves in Maine's beautiful rivers and forests and on its seacoast and islands. From orientation trips that provide first-hand experiences in the outdoors to a rigorous leadership training program, these are opportunities open to all Bowdoin students. And, with robust health and counseling services, spiritual life advisors, and fitness and recreation programs, the College promotes and facilitates student health and wellbeing.

## **Athletics at Bowdoin**

Bowdoin has a long-standing and very successful athletics program, and athletics are an integral part of life at the College. Bowdoin athletes have participated in the New England Small College Athletic Conference (NESCAC) since its founding and share the same commitment to academic excellence as their peers. Through intercollegiate athletic competition with those who share similar values, Bowdoin athletes develop perseverance and leadership skills, practice good sportsmanship, and maintain good health. As an NCAA Division III member, Bowdoin encourages student participation in professionally coached varsity and [club programs, as well as intramural sports](#). Bowdoin has thirty-one varsity teams as well as seven intramural teams and fifteen club sports. Bowdoin's athletic department employs a staff of sixty with an annual operating budget \$1.9 million.

## **Career Planning**

Bowdoin's Career Planning Center (CPC) ranks among the very best in its peer group with regard to student satisfaction with their interaction with CPC staff, the services students receive, and student confidence in their ability to plan their own careers. The CPC supports the career ambitions "in all walks of life" of Bowdoin students through individualized, one-on-one sessions with advisors who have "real world" expertise in a wide variety of career paths. It is an approach that helps students understand and articulate their interests, helps them explore internships and full-time career opportunities in every industry and sector, and engages the entire Bowdoin network—including faculty, parents, and alumni—to help students take their first steps toward meaningful and rewarding careers.

## **Bowdoin Alumni**

After graduation, the vibrancy of Bowdoin's community is carried forth by its accomplished and generous alumni network. This network stretches across the country and around the world, with many alumni having lifelong involvement with the College through social, cultural, athletic, educational, and volunteer programs. The Bowdoin Career Advisory Network (BCAN) is composed of alumni who make themselves available on a volunteer basis for current students to share information on career paths and job-search strategies unique to their field. Bowdoin admissions is enhanced through the work of the [Bowdoin Regional Admissions Volunteer Organization](#) (BRAVO)—a cohort of alumni volunteers that expands the reach of the admissions office in the recruitment of qualified students for Bowdoin by interviewing local students and serving as a link between high schools, prospective students, and the College. Bowdoin alumni are remarkably generous to the College, contributing \$15,598,308 in 2017-2018 with an alumni-giving participation rate of 53 percent, a level of support and engagement that very few colleges and universities enjoy.

## **Fiscal Affairs**

Bowdoin's strong financial foundation, combined with very strong fiscal management, allows the College to support its considerable aspirations, in particular its financial aid program. The College's 2017-2018 total operating expenses were approximately \$167 million. Valued at \$1.63 billion on June 30, 2018, Bowdoin's endowment last year had the highest investment returns of any educational institution.

## **THE OPPORTUNITY**

The next dean will lead the Division of Student Affairs in guiding, supporting, and challenging students so that they may realize their full academic and personal potential at Bowdoin and beyond. The Division, which is supported by a budget of nearly \$10 million, comprises advising, [athletics](#), [career planning](#), [health and wellness](#), and [student and residential life](#), and includes a team of seventeen department heads and a divisional team of 135. While Bowdoin's academic advising and support team works with students to resolve classroom concerns, all other student needs are addressed by student [support services](#).

## **Key Opportunities and Challenges for the Next Dean for Student Affairs**

The next dean will have the opportunity to guide an outstanding team devoted to leading and enriching campus by working collaboratively and successfully with students, faculty, parents, staff, alumni, trustees, and other constituents. Leveraging this strength, the next dean will engage the team and the broader community to address the following opportunities and challenges:

- Educating and preparing students to lead in a new world: In his 2018-2019 Convocation remarks, President Rose articulated the need for the College to focus on [the work ahead](#) that will shape a Bowdoin education and experience for the next ten to fifteen years and beyond. Within student affairs and across campus, Bowdoin must work to help students develop the skills to engage in that new world by building a foundation that challenges students to understand, analyze, appreciate, and contend with obstacles and opportunities they will face in an increasingly complex and ever-changing world.

- Promoting Inclusion, Community, and Discourse: The dean must enhance existing strategies and continue to provide opportunities for creating a campus community that allows students of all races, ethnicities, socioeconomic backgrounds, genders, sexualities, abilities, religions, and differing political perspectives, among other identities, to feel fully engaged in the Bowdoin student experience. Critical to this is ensuring that the College remains a place of vigorous and respectful intellectual engagement on the most challenging and uncomfortable ideas and that Bowdoin continues to be a community where everyone will have the opportunity for an equally robust experience, regardless of economic status, background, or identity.
- Ensuring Divisional Excellence and Innovation: The next dean will bring a fresh perspective to the Division. The dean will evaluate the efficiency of the Division of Student Affairs, seek best practice improvements, and identify commonalities across different programs to both maintain and enhance the robust student affairs infrastructure. The dean will also foster collaboration among the many offices and programs that report to the dean, proactively seeking opportunities to work across divisional lines.
- Providing Thought Leadership: Serving as a thought partner to the president, members of the senior leadership team and the board of trustees, the dean for student affairs will play a central role in the College's strategic discussions, approaching deliberations about the future direction of the College through the lens of students and the student experience. Working very closely with leadership in academic affairs, admissions and student aid, communications, development and alumni relations, diversity and inclusion, finance, information technology, and investments, the dean will participate in institution-wide decisions facing the College.
- Attracting, Mentoring, and Retaining the Division's Outstanding Staff: The next dean will have the opportunity to enact strategic priorities across a well-respected division that provides a broad range of programs and services. From health and wellness to career preparation, from athletics to student activities, with support for a diverse student body, the dean will need to skillfully attract, mentor, retain, lead, and develop a competent and diverse staff, providing opportunities to grow professionally and offer best-in-class student affairs practices.

### **Qualifications and Characteristics**

Bowdoin College seeks a thoughtful, energetic, creative, and collaborative dean for student affairs with the highest standards of excellence and integrity. The ideal candidate will have: an unwavering commitment to the values and goals of a liberal arts education; a history of significant organizational leadership; and the demonstrated ability to foster a campus climate that values the common good, inclusion, thoughtful and challenging discourse, and mutual respect. A doctoral degree is strongly preferred but not required. Additionally, the following are among the most important experiences and characteristics desired in the next dean for student affairs. The next dean will:

- Possess outstanding and effective communication skills that place value on honest, transparent, and direct communication with all constituencies, including students, College leadership, colleagues, and the broader Bowdoin community;
- Exhibit a deep passion for student life and the holistic student experience;
- Demonstrate an unyielding commitment to diversity and inclusion and a history of regular progress advancing these issues in a campus environment;
- Show an ability and desire to foster a culture of thoughtful and respectful discourse and debate about challenging issues and ideas;

- Demonstrate an appreciation for the importance and value of the significant role of athletics in a liberal arts college;
- Have in-depth knowledge of and the drive to stay current on national best practices around important student issues in areas such as counseling and mental health, disability support services, academic success, Title IX, activism, diversity, and inclusivity, among others;
- Lead, inspire, mentor, and represent a large division and collaborate with a range of constituencies to advance the overall Bowdoin student experience;
- Demonstrate a commitment to the value of a liberal arts education with a personal commitment to life-long learning;
- Possess courage, resilience, and a sense of humor;
- Think strategically as part of the senior team and as the leader of student affairs;
- Demonstrate an ability to manage budgets and make strategic financial decisions;
- Understand complex legal regulations that may impact student affairs decisions or approaches to addressing student concerns; and,
- Be a forward thinker who is approachable, a great listener, and a collaborative partner.

Please send nominations, inquiries, and expressions of interest to:

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For more information, please visit Bowdoin College's website: [www.bowdoin.edu](http://www.bowdoin.edu).

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