



## **Director of Fraternity and Sorority Affairs**

As Bucknell completes a new strategic planning process, the University seeks a Director of Fraternity and Sorority Affairs to collaboratively shape the future of its robust Greek-letter community. With a rich tradition of Greek-letter organizations beginning with the founding of the first fraternity in 1855 and the first sorority in 1895, Bucknell's Greek-letter organizations today are comprised of 18 chapters totaling 50% of eligible students. As an accessible and engaged leader for this sizable campus community, the Director will work with multiple campus constituencies to craft a novel strategic framework for Greek-letter engagement within Bucknell's residential, liberal arts context. Bringing a vision that combines best practices in leadership and student development with risk management and risk reduction education, the Director will serve as an advocate for fraternity and sorority affairs while nurturing positive partnerships across campus and externally with national organizations.

A highly visible figure throughout the University and a key member of the Student Affairs Division, the Director will be supported by two Assistant Directors for Fraternity and Sorority Affairs and will report to the Associate Dean of Students for Living, Learning, and Leadership. The Director will work proactively and strategically with students, fellow administrators, alumni, faculty, and staff during the strategic visioning and implementation process and serve as the catalyst for the creation of a unifying and compelling framework for the future of fraternity and sorority affairs at Bucknell University.

### **ABOUT THE UNIVERSITY**

Bucknell offers high-quality academic programs that span the arts & sciences, engineering, and management. The University has substantial financial resources; a talented faculty of teacher-scholars; and a widely held commitment among the University's many constituents to pursue academic excellence. Bucknell offers its students the personal attention of a small liberal arts college in combination with the resources and programs of the caliber of a private research university. Bucknell is ranked #33 among national liberal arts colleges (U.S. News & World Report, 2018), although its mission and offerings are broader than most other institutions on that list.

The University community stands poised to elevate Bucknell to an even more distinctive position within the higher education landscape, and ensure that it continues to offer the most relevant, effective education grounded in the liberal arts philosophy across all three of its Colleges.

### **HISTORY AND DEVELOPMENT**

A highly selective, private, residential and primarily undergraduate liberal arts university in Lewisburg, Pa., Bucknell was founded in 1846 as an institution devoted to a literary curriculum that prepared Baptist missionaries for leadership and service. The University quickly evolved to become

a nonsectarian institution grounded in the classics, and it expanded in the early 20th century to include engineering and management. After World War II, it grew greatly in enrollment, faculty, staff, campus size and curriculum.

Today, more than 3,500 undergraduates and 50 graduate students are enrolled at Bucknell. Undergraduates choose from more than 50 majors and 65 minors. The University has three colleges: Arts & Sciences, Engineering, and Management.

Currently, 65 percent of students major in the arts & sciences, 20 percent in engineering and 15 percent in management. All of the programs — including engineering and management — offer broad-based learning in a liberal arts curriculum. With 378 full-time faculty, of which 355 are tenure-line, Bucknell maintains a low student-faculty ratio, currently below 10:1. Faculty members, not graduate students, teach the courses, creating a personalized environment where professors get to know their students and mentor them through class-based activities, research projects, creative projects, conference presentations, field trips and more.

Bucknell's beautiful 450-acre campus includes first-rate facilities such as Academic West, the University's newest academic building, which opened in 2013 and added 70,000 square feet of classrooms, labs, faculty offices and hearth spaces to the campus. Almost all students reside on campus; in the 2015-16 academic year, with four new residence halls creating 344 new on-campus beds, off-campus housing was granted to just 200 seniors, down from 500 in previous years. Through extensive residential life and learning programs, students develop leadership skills, cultural competencies, and career and life skills that prepare them to become globally minded citizens of the 21st century. Student life is vibrant with about 150 student-run organizations; high participation in Greek life; 27 NCAA Division I athletic teams; a robust arts culture; and a commitment among many of the students to community and global service work.

In 2014, the University achieved its decennial re-accreditation by the Middle States Commission on Higher Education, receiving high praise from the visiting team for the quality of its self-study, which focused on the integration of academic and residential life, a core component of the University's mission.

## **STUDENT QUALITY, ACHIEVEMENTS, AND OUTCOMES**

Highly qualified and motivated students from diverse backgrounds compete to gain admission into Bucknell. The Class of 2022 was selected from 10,144 applicants. The top 20 schools with which Bucknell competes for applicants include private research universities, large state universities, Ivy League institutions, and several liberal arts colleges. Of the 3,352 students admitted to Bucknell's Class of 2022 (33 percent admittance rate), 984 enrolled. Varsity student-athletes make up about 20 percent of each entering class. Bucknell has the second-highest student-athlete graduation rate in the country at 90 percent.

Bucknell's students achieve recognition for their research, service, leadership and creative work during their time on campus. For instance, in the last few years, students have: received Fulbright Teaching Assistantships; organized and secured funding for service projects in Uganda, Zambia, Puerto Rico, the Dominican Republic, China and other countries; received Young Botanist of the Year awards; been listed as co-authors on peer-reviewed, published research papers across the

disciplines; developed their own theatre productions; designed medical devices to improve emergency medicine; been named meritorious winners in the international 2013 Mathematical Contest in Modeling; and won the grand prize in the national 2014 Johnson & Johnson Case Competition.

Bucknell's retention and graduation rates are well above the national average. After graduation, alumni secure jobs quickly and go on to establish successful careers. In an annual survey of graduating classes, graduates in the Class of 2016 reported that 71 percent were employed within nine months of commencement. Seventeen percent were enrolled in graduate school, 3 percent were both employed and in graduate school, and 3 percent were volunteering or traveling. Only 2 percent were still seeking employment or awaiting a decision on graduate school admission. Bucknell's 50,000 living alumni hail from around the world. Many give back to the University through gifts, volunteering, internship opportunities and career guidance. Among College of Arts & Sciences graduates of the Class of 2016, 67 percent were employed within nine months of commencement, and 18 percent were attending graduate school.

## **DIVERSITY, EQUITY, AND INCLUSION**

Bucknell's strong commitment to attracting and retaining diverse faculty, students and staff and ensuring that the academic environment is inclusive of and welcoming to all, as evidenced in part by the following recent activities and initiatives. The University has in recent years:

- Formed the President's Diversity Council, which published the University's 2014-2019 Diversity Plan, and which includes a Diversity Vision, a Diversity Statement and four institutional Diversity Goals;
- Partnered with the POSSE Foundation since 2005, and currently welcomes student cohorts from Washington, D.C., Boston and Los Angeles;
- Created a new special assistant to the provost position focused on the mentoring and retention of pre-tenure faculty from diverse backgrounds;
- Appointed a new associate provost for diversity, equity & inclusion, a post that was first created in 2012, and recently added "equity and inclusion" to its title;
- Won a National Science Foundation ADVANCE grant to promote the participation and advancement of women in STEM fields;
- Won an \$800,000 Andrew W. Mellon Foundation grant to support faculty diversity within the College of Arts & Sciences by pairing new faculty with retiring faculty to promote retention; and,
- Appointed a diversity advocate to the University-wide promotion and tenure committee and provided training to all members of the committee so that they can together provide the most comprehensive and inclusive review of faculty files.

There is always more work to be done, and Bucknell is continually assessing and developing additional programs and resources to ensure that its academic community embodies inclusive excellence.

## **LOCATION AND LOCAL CULTURE**

Lewisburg is located in central Pennsylvania about three hours from New York City, Philadelphia, Baltimore, Washington, D.C., and Pittsburgh. The borough (pop. 5,800) features restaurants, beautifully maintained Victorian homes, the restored art deco Campus Theatre (owned by the University), shops and boutiques, and Barnes & Noble at Bucknell University Bookstore. About 33,000 residents live in the region. The city of Williamsport is about a 30-minute drive from campus, and Penn State University's main campus in State College is a little more than an hour away, as is Harrisburg, Pennsylvania's state capital.

As the leading university in the Susquehanna Valley and one of its largest employers, Bucknell regularly partners with other major institutions and local and state government to improve the region. Bucknell's faculty and students collaborate on research with the Geisinger Health System and take the lead in studying the Susquehanna River. The institution serves as a hub in a fiber-optic network that spans Pennsylvania.

The cost of living is low compared to that of major U.S. cities and suburbs. Bucknell's rural surroundings yield fresh produce, cultural activities and events, and opportunities for outdoor activity on the Susquehanna River and in the nearby state parks and forests.

The Lewisburg Area School District (LASD) receives excellent reviews for its schools at all grade levels. Lewisburg Area High School has ranked as one of the top 50 high schools in Pennsylvania on SAT scores for nine consecutive years; and has ranked in the top 5 percent of 500 districts on state exams for six straight years.

## **THE ROLE OF THE DIRECTOR**

A strategic, collaborative, and highly engaged student affairs leader, the Director will work with key constituent groups to develop impactful programming and robust policies grounded in sound student development principles. Given the increasingly complex challenges facing Greek life nationally, the Director must be able to persuasively and passionately articulate the value that Greek-letter organizations bring to Bucknell's community, which values academic rigor as well as diversity, equity, and inclusion. The Director will both support and challenge the University's Greek-letter students, and serve as an accessible and engaged presence on campus.

The Director reports to the Associate Dean of Students for Living, Learning & Leadership and supervises two Assistant Directors in support of all aspects of the fraternity and sorority community. The Director will work closely with colleagues in Residential Education, First-Year Experience, Student Leadership Programs, and Housing Services to provide intentional educational experiences for students that support the academic mission of the University. The Director will thoughtfully cultivate residential and leadership opportunities to advance individual growth and development and will embody a commitment to diversity and inclusiveness, wellness, and personal development.

## OPPORTUNITIES AND CHALLENGES

The University seeks in its next Director of Fraternity and Sorority Affairs a student affairs professional who will embrace the following opportunities and challenges:

- **Leading the development of an effective framework and vision for fraternity and sorority affairs that aligns with the University's new strategic plan.** Under the leadership of President John Bravman, the Bucknell community is currently engaged in a robust and inclusive strategic planning process. During this process, fraternity and sorority affairs has been identified as being at a crucial point in its long history on campus. As the University commits to supporting its Greek-letter organizations as they continue to evolve, the Director will lead an inclusive, transparent, and informed strategic planning process that will enhance the strengths of Greek-letter organizations while also bringing them into alignment with the University's vision and values. With a deep understanding of national best practices, change management, and the unique context of a robust Greek-letter community on a residential, liberal arts campus, the Director will develop specific and thoughtful policies that shape a new model of student leadership development, risk management, and accountability that will prepare Bucknell's Greek-letter organizations for today's new and increasingly complex landscape.
- **Developing clear and robust governing and risk management policies through an inclusive and transparent process.** The Director will work closely with students and other key constituents across campus to design a coherent set of policies and expectations that will govern the fraternity and sorority community. These policies will provide a framework through which Greek-letter and University leadership can assess each chapter's programs and goals in alignment with both University and national chapters' values and mission. In developing these expectations, the Director will establish an inclusive and transparent process that keeps best practices in student development and proactive risk reduction education at its core.
- **Leading the way in ensuring that the undergraduate experience at Bucknell becomes even more intellectually rich and personally transformative for all Greek-letter students.** The Director will craft robust and intentional leadership development programming that involves all Greek-letter students in high-impact learning experiences. In today's complex landscape for Greek-letter organizations, Bucknell's intellectually curious students are prepared to proactively engage in challenging conversations around hazing, sexual assault, alcohol, diversity, equity, and inclusion and other critical topics. The Director will harness this openness to further students' development as campus leaders. In partnership with students, the Director will identify new opportunities for Greek-letter organizations to have a positive impact on the greater Bucknell and Lewisburg communities while also developing their leadership skills and challenging them intellectually.
- **Serving as a visible and engaged leader, collaborator, and advocate across the University.** The Director will be a proactive and engaged student affairs leader who is approachable and accessible to students, as well as alumni, faculty, and fellow administrators. A visible presence across campus, the Director will build strong

relationships not only with Greek-letter leadership, but with members of the organizations. An advocate for Greek life, the Director will communicate the value of Bucknell's fraternities and sororities while also ensuring that members hold themselves accountable to their chapter's and University's high standards.

- **Deepening external partnerships with national leadership organizations as well as alumni in support of Bucknell's on-campus chapters.** Greek membership at Bucknell connects students to larger national networks and alumni in unique and lasting ways. The Director will support and enhance the connections between on-campus membership and the alumni and national organizations. They will formalize partnerships with alumni advisors and invest in relationship building at the national level to develop additional resources and support networks for on-campus membership and continued improvements in risk management.
- **Advancing even further the University's commitment to diversity, equity and inclusion.** The Director will support the University's commitment to academic excellence by continuing to foster a broadly diverse and inclusive community, in keeping with the vision captured in the University's [2014-2019 Diversity Plan](#). The Director will work with fraternity and sorority leaders to ensure that their organizations contribute positively to the campus' inclusive climate.

## DESIRED QUALIFICATIONS AND CHARACTERISTICS

The ideal candidate will have a master's degree and experience with collaborative and strategic change management within student affairs, as well as a strong understanding of and familiarity with the dynamics of Greek life. In addition, they should possess many of the following qualities and characteristics:

- Experience leading an inclusive, transparent and collaborative strategic visioning and policy development process;
- Track record of successfully transforming ideas into reality, including the patience and stamina to see complex projects through to fruition;
- Impeccable judgement, maturity, professionalism, and experience managing risk in complex, fast-moving situations under minimal supervision;
- The long-term planning and implementation skills to deliver on the Division's strategic priorities as well as the readiness and ability to resolve day-to-day, front line, operational issues as they arise;
- Hands-on experience developing, leading and assessing student development initiatives that reflect national best practices;

- An appreciation of the complexities of how identity may influence an individual's learning and experiences as well as a deep, demonstrated commitment to building and sustaining a diverse, inclusive community;
- Exceptional communication and interpersonal skills and the ability to interact effectively with students, administrators, faculty, alumni, staff, and parents in a variety of situations and contexts.
- A readiness to meet students where they are, an accessible presence, and a win-win approach to collaboration; and,
- Strong personal commitment to the intellectual growth and transformational development of undergraduate students.

For best consideration, please send all nominations and applications electronically and in confidence to:

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*Bucknell University values a diverse college community and is committed to excellence through diversity in its faculty, staff and students. An Equal Opportunity/Affirmative Action Employer, Bucknell University especially welcomes applications from women and minority candidates.*