



Vice President for Campus Life and Dean of Students

FRANKLIN COLLEGE, FRANKLIN, IN



FRANKLIN
COLLEGE 

www.FranklinCollege.edu

TABLE OF CONTENTS

Franklin College Overview	3	Opportunities and Expectations for Leadership	8
City of Franklin	4	Qualifications and Personal Qualities	9
City of Indianapolis	4	Application Process	10
Campus Life	5		
Franklin College Quick Facts	7		



THE SEARCH

Franklin College, located in the charming city of Franklin and close to downtown Indianapolis, has launched a search for the position of Vice President for Campus Life and Dean of Students (VPCL). The next vice president, a cabinet level position, will engage with president Thomas J. Minar, Ph.D., and other members of his cabinet to implement an innovative strategic model and work closely with other campus leaders in the areas of retention and inclusion. The VPCL oversees the areas of Greek life, religious life, residential life, health, wellness and counseling, campus safety, student discipline, the Center for Diversity and Inclusion and student organizations.

The search is occasioned by the retirement of a Vice President, who has served the college with distinction since 2001. The search committee invites nominations of, and applications from, accomplished individuals who will provide this nationally recognized liberal arts and sciences college with outstanding leadership during a time of exciting change and innovation.

FRANKLIN COLLEGE

Founded in 1834, Franklin College is a residential, liberal arts and sciences college in the Indianapolis metropolitan area, about 20 miles from downtown Indianapolis. Our small class size allows students to thrive through personal interactions and individual mentorship. In addition, our curriculum offers transformative opportunities that translate into empowered perspectives and real-world jobs. Our professors challenge students to stretch beyond easy answers and become leaders in their fields. At the end of the day, we are self-motivated lifelong learners who relentlessly pursue the best in ourselves and in our community.

It is noteworthy that the college began admitting women in 1842, thereby becoming Indiana's first coeducational institution and the seventh in the nation; that spirit of inclusiveness still characterizes the college today. We believe a liberal arts and sciences program is as much an experience as it is an education. We know that many colleges offer a liberal arts curriculum, but at Franklin, we view the liberal arts as a transformative opportunity to expand passions and identify new interests. Through our curriculum, students gain more than just a well-rounded perspective. They graduate equipped with a holistic worldview, leadership experience and focused skill sets that translate into real-world jobs.

In 2017, our faculty reaffirmed their commitment to liberal arts ideals by endorsing a new curriculum. "The Pursuit at Franklin College" is designed to provide a breadth of experience in the liberal arts while preparing students to think critically; communicate effectively; apply knowledge and skills; solve problems; and reflect on events, actions and behaviors in a rapidly changing world. The curriculum scaffolds foundational skills while permitting students to design a learning experience that best suits their individual needs, strengths and interests. It can aptly be summed up as a carefully crafted, intentional intersection of the liberal arts education and experience-based preparation for the world of work.

We have invested in new facilities, renovations and additions in recent years, helping to better implement the curriculum and build upon an excellent student experience. Most recently, we opened our \$17 million state-of-the-art Franklin College Science Center. The 51,000 square-foot facility prepares our students





to make remarkable professional achievements in emerging science careers, contributing to the \$63 billion life sciences economy in Indiana.

In fall 2018, we established the Franklin College Graduate Health Science Center to serve as the home to our two recently established master's programs – master of science in physician assistant studies and master of science in athletic training. The facility is located approximately three miles from campus and is a community partnership between the college and Johnson Memorial Health.

We've been ranked the #1 national liberal arts college in Indiana (Washington Monthly, 2015) and have also been named a best nationwide college for your money (Money, 2015). These are nice accolades, but the number we're most proud of is that 95 percent of students are employed or attending graduate school within six months of graduating. Our student success rate is high because excellence is truly at the center of everything we do. Our commitment to excellence permeates every aspect of campus culture from community engagement to personal integrity.

CITY OF FRANKLIN

Franklin College is nestled just to the southeast of downtown Franklin, a charming, small city with a population of approximately 23,000 residents. Franklin is a blend of tradition and innovation with a rich history, dating back to its founding in 1823. The downtown is lined with traditional main street shops, coffeehouses and restaurants. Victorian homes line King and Jefferson streets.

The city of Franklin and the college enjoy a strong and collaborative partnership and work together, helping provide a variety of opportunities for our students. We also enjoy strong partnerships with many of Johnson County's largest employers located in Franklin, such as Johnson Memorial Health and Franklin Community Schools, which also provide experiential learning opportunities for our students.

CITY OF INDIANAPOLIS

The close proximity we have to Indianapolis opens many doors academically for students, providing access to large companies and nonprofits for internship opportunities, as well as service-related volunteer work. Our location is ideal because we benefit from the inclusivity and personality of a smaller setting, but we still have access to all the professional (and fun) opportunities of the big city whenever we like.

Indianapolis is known as the “Amateur Sports Capital of the World,” hosting many elite NCAA collegiate and Olympic events and is the home of the Indiana Pacers and the Indianapolis Colts. Replete with museums and theatres, Indianapolis was recently cited as the number two city for arts and culture by *Business Insider*.

CAMPUS LIFE

- **At a Glance**

With more than 50 social, educational and service-oriented organizations to choose from, students are encouraged to follow their interests and expand their social circle. Students are able to explore familiar interests and fall in love with new passions. Offerings include Greek life, multicultural clubs, Student Congress and theatre, just to mention a few. Franklin has a way for everyone to get involved and is committed to providing an atmosphere for learning, enrichment and personal growth for all.

- **Greek Life**

Franklin College is home to four national fraternities and three national sororities, as well as a chapter of Order of Omega (a national Greek honorary). Greek life and our Greek values play a big part of the overall experience at Franklin for many of our students. Our chapters enhance the community through academic success, philanthropic initiatives, community service and leadership. Currently, 40 percent of students are members of a fraternity or sorority.

Sororities on campus include Delta Delta Delta, Pi Beta Phi and Zeta Tau Alpha, each utilizing a suite on campus for meetings and activities. Fraternities on campus include Kappa Delta Rho, Lambda Chi Alpha, Sigma Alpha Epsilon and Tau Kappa Epsilon. With the exception of Lambda Chi Alpha, each utilize a house on campus for member housing, meetings and social activities.

- **Center for Diversity and Inclusion**

Our Center for Diversity and Inclusion is located in the Napolitan Student Center and serves as the hub for cultural and identity exploration for students, faculty and staff. The center is designed to provide a safe place for dialogues, programs and workshops about issues related to social justice, gender identity, gender equality, race, privilege, disability and much more.





- **Religious Life**

Our religious life program seeks to be a resource for students, faculty and staff of all religious and nonreligious backgrounds. Students are invited to develop their spiritual lives in many ways during their time at Franklin through opportunities like worship services, interreligious dialogue, small spirituality groups, religious music and service opportunities.

- **Health, Wellness and Counseling**

Our health and wellness program is committed to providing fitness and health related activities and educational programming to the students, faculty and staff on campus. Our Student Counseling Center offers consultation services to individuals and provides workshops to campus organizations on a variety of psycho-social issues, in addition to basic health services. Our licensed health care professionals provide services to all students free of charge.

- **Campus Safety**

Franklin College is dedicated to providing a safe and secure environment for all members of the campus community. The department is staffed by a director with five full-time and one part-time security officers who serve the college 24 hours a day, seven days a week, 365 days a year. The college has an emergency management plan and utilizes an emergency text messaging system when necessary. There are 17 emergency call boxes located across campus intended to provide easy access to communicate with security officers in the event of an emergency. The new VPCL will serve as a member of the Franklin College Response Team dealing with Title IX reports, investigations and trainings.

- **Residential Life**

Through our residential life communities and programming, students learn to collaborate, actively communicate, and critically reflect on the impact of their decisions and values. Our residential life communities are safe, dynamic, and provide an important foundation for being successful at Franklin College.

Comfortable with inclusive spaces for students to relax and gather with friends, we offer housing for both undergraduate and graduate students. Most students live on campus in our four residence halls and three non-Greek affiliated campus homes. Our campus homes are themed and include the Modern Language House, and the Building Our Leaders Through Diversity (B.O.L.D.) learning living community in the residence halls.

FRANKLIN COLLEGE QUICK FACTS

Academic Degrees

- Bachelor of arts in more than 49 majors from 25 academic disciplines, 43 minors, 11 pre-professional programs and five cooperative programs
- Master of science in athletic training
- Master of science in physician assistant studies

Athletics

- Member of the National Collegiate Athletic Association, Division III
- Member of the Heartland Collegiate Athletic Conference (HCAC)
- 19 intercollegiate athletic programs
- 78-acre athletic complex
- More than 40 percent of students participate

Student Population

- Full-time undergraduate students: 838
- Part-time undergraduate students: 62
- Total undergraduate students: 900
- Total graduate students: 39
- Total combined enrollment: 939

Student Demographics

- Undergraduate students:
 - Indiana residents: 843
 - Out of state and International: 57
 - Men: 440 - Women: 460
 - Minorities: 99
- Graduate students:
 - Indiana residents: 14
 - Out of state and International: 6
 - Men: 12 - Women: 27
 - Minorities: 4

Employees

- Full-time faculty: 77
- Adjunct faculty: 37
- Full-time staff: 165
- Part-time staff: 30

Classroom

- Average class size: 15
- Student/Faculty ratio: 11:1
- Teaching assistants: 0

Alumni

- Living: 10,052
- Residing in Indiana: 6,845 (68%)
- Giving rate (2-year average): 19%





OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP

A Leader for Student Life

Franklin College is first and foremost committed to the academic and scholarly development of its students. The VPCL will be able to clearly articulate and implement a compelling vision for how student affairs and academic affairs work together to maximize student development. Furthermore, the VPCL will be a strong proponent of the values of an inclusive community and the need for mutual respect, admiration and support.

- **A Promoter of Innovation and Entrepreneurial Spirit**

The VPCL joins a college and a leadership team that seeks to drive innovation, creativity and the entrepreneurial spirit. The VPCL is charged with assessing and evaluating current activities and practices in student life and with supporting and promoting best practices in co-curricular programming, residential life and support services that drives maximum student development. The new leader will be effective in embracing, proposing and implementing change, as is appropriate, to create an effective, modern, student life program.

- **A Knowledgeable Professional in the Needs and Desires of Contemporary Undergraduate and Graduate Students at a Residential Liberal Arts College**

The VPCL understands the changing needs of today's students in a highly digitized, increasingly complex world. Specific strategies are required for undergraduate and graduate students, domestic and international students, and residential and commuter students. The VPCL recognizes that students' needs will continue to change and evolve.

- **An Effective Team Builder**

The VPCL is charged with assessing, developing and enhancing a strong team of experienced managers and leaders. This team will be known as professional, approachable, discerning, conscientious, campus friendly, hard-working, highly qualified and enthusiastic in their various roles. The VPCL will be an advocate for students and for the campus life division.

- **A Campus and Community Leader**

Franklin is a small and closely knit campus community where individuals are well known and work together effectively. Senior leaders are expected to serve as role models, be highly visible on campus and engage in campus activities. The VPCL will represent the college, both formally and informally, in Franklin and the greater Indianapolis areas as a spokesperson and ambassador.

QUALIFICATIONS AND PERSONAL QUALITIES

The Franklin College Vice President for Campus Life and Dean of Students will be the consummate professional of the highest integrity who embraces a team approach and who works with colleagues in a spirit of partnership, transparency and responsibility. The successful candidate will possess and demonstrate:

Vision and Leadership

- Inspiring and emphatic visionary leader who advances the future of Franklin College.
- Eager partner with the President and the administrative team to move the college forward in all areas and establish best practices that align with and support the College's 2016 strategic plan.
- Strategic thinker, able to assess current programs and prioritize the development of new programs, as appropriate.
- Supportive team member and leader, who utilizes effective collaboration to guide decision-making.
- Successful manager and developer of a staff.
- Advocate for small residential colleges and all that they offer.
- Energetic supporter of the new curriculum, "Pursuit," with the desire to fulfil learning outcomes that derive from the curriculum.
- Effective developer of budgets and experienced in expense control and monitoring.
- Strong advocate for inclusiveness who values the richness of diversity within a liberal arts college community.

Outstanding Communication Skills

- Relates well to students, parents, faculty, administration and staff.
- Demonstrates a pleasant manner with a sense of humor.
- Knows people by their first name.
- Listens carefully and possesses the ability to communicate reasoned decision-making in an open, supportive and caring matter.
- Can make difficult decisions.
- Participates effectively with the cabinet and Board of Trustees.

Student Life Experience and Expertise

- Possesses knowledge and has participated in a robust, 7 day a week, successful student life program at a residential college.
- Recognizes the different needs of undergraduate and graduate students, and is able to take a leadership role in helping the college meet those needs.
- Assesses what is the appropriate number and mix of student life opportunities Franklin should provide for its students, emphasizing depth of experiences.





- Demonstrates exemplary experience in one or more areas of residential life, student activities, religious life, Greek life, counseling, wellness, student conduct, judicial affairs and Title IX.
- Values the appropriate role of intercollegiate athletics and the student-athlete at a Division III institution.
- Works effectively with many areas of the college on retention and orientation.

Education and Experience

- Master's degree required, with an Ed.D. or Ph.D. valued.
- Substantial, progressive experiences in higher education and student affairs that would be appropriate for this position.
- Strong familiarity with the advantages and opportunities presented at a small, residential college.

APPLICATION PROCESS

The search committee will accept nominations and applications on a rolling basis, and it will begin to narrow the candidate pool in early July. Although applications will be accepted until the time the position is filled, candidates should submit materials by 5 p.m. (EST) on Friday, June 29, 2019 for the most favorable consideration. Final selection will be made in July, and the new vice president will be invited to begin in August, 2019.

Richard Giese of AGB Search is assisting with this search. Nominations and prospective candidates may contact him at richard.giese@agbsearch.com or via phone at 434.202.0935 (office) or 330.428.4271 (cell). Applications should be submitted electronically (in MS Word or Adobe PDF) to Dana Cummings, chair of the search committee, at fc-vpcl@agbsearch.com.

Materials should include a letter of candidacy that responds to the Opportunities and Expectations for Leadership section of this document, a complete CV or resume, and the names and contact information (phone number and email) for three references, none of whom will be contacted until a later stage of the search or without the formal permission of the candidate. All inquiries and applications will be received and evaluate in full confidence.

Franklin College is committed to providing an inclusive and welcoming environment and to ensuring that educational and employment decisions are based on individuals' abilities and qualifications. Consistent with these principles and applicable laws, it is therefore the College's policy not to discriminate on the basis of age, color, disability, gender, gender expression, gender identity, genetic information, national origin, marital status, race, religion, sex, sexual orientation or veteran status as consistent with the Policy on Prohibited Discrimination, Harassment and Related Misconduct. No person, on the basis of protected status, shall be excluded from participation in, be denied the benefits of, or be subjected to unlawful discrimination, harassment, or retaliation under any College program or activity, including with respect to employment terms and conditions. Such a policy ensures that only relevant factors are considered and that equitable and consistent standards of conduct and performance are applied.