

SEARCH PROFILE:

VICE PRESIDENT AND DEAN OF THE COLLEGE



**LYCOMING
COLLEGE**

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Lycoming College, a distinguished, private liberal arts institution in Williamsport, Pennsylvania, seeks a Vice President and Dean of the College (VPDOC). Reporting to the President, the VPDOC will inaugurate this new position, one designed to promote strong collaboration and integration of goals among the student life and academic professionals on campus to benefit Lycoming's diverse student body. The new VPDOC will oversee offices and programs devoted to the success of all students, including the transitional experience, leadership development, global education, career and professional development, community service, student clubs and organizations, outdoor recreation and intramural sports, residential life, health and counseling services and a grant-funded project to address sexual violence. The ideal candidate will have had experience in both academic and student life areas. The preferred start date is July 1, 2024.



ABOUT LYCOMING COLLEGE

Founded in 1812, Lycoming College is one of the nation's oldest and most respected residential liberal arts and sciences colleges and is becoming increasingly recognized for the quality of its experiential programming and for students gaining the skills needed upon graduation in today's world. Students partner with faculty in doing original research, thrive in a robust program of internships, study abroad in more than two dozen countries and compete in 19 NCAA Division III sports. Lycoming College's strong endowment per student provides the foundation to support a first-rate undergraduate education.

The College offers more than 100 majors, minors, and concentrations to about 1,000 active learners, including 37% international and domestic students of color. Students represent 31 states, territories and 16 countries.

The College proudly celebrates and values the principle of inclusive excellence. In accordance with the institution's 2021 Strategic Plan, Lycoming College has committed to recruiting more faculty and staff from historically underrepresented groups with the recognition that doing so advances institutional excellence. The College is committed to fostering an inclusive campus community supporting all faculty, staff and students. Lycoming College is an equal-opportunity employer.

Lycoming College is now in its third century. From its beginnings in 1812 as the Williamsport Academy, its curriculum has centered on the liberal arts and sciences. The Academy fell on hard times in the early 1840s, and a group of Methodists, led by the Rev. Benjamin Crever, purchased the College and changed its name to the Williamsport Dickinson Seminary. The Seminary thrived through the early

MISSION

The mission of Lycoming College is to provide a distinguished baccalaureate education in the liberal arts and sciences within a coeducational, supportive, residential setting.

GUIDING PRINCIPLES

Lycoming College is committed to the principle that a liberal arts education provides an excellent foundation for an informed and productive life. Consequently, the Baccalaureate degree (Bachelor of Arts or Bachelor of Science) is conferred upon the student who has completed an educational program incorporating the two principles of a liberal arts education known as distribution and concentration. The objective of the distribution principle is to ensure that the student achieves intellectual breadth through the study of the arts, humanities, mathematics, natural and social sciences, and modern or ancient languages and their literatures. The objective of the concentration principle is to provide depth of learning through the completion of a program of study in a given discipline or subject area known as the major. The effect of both principles is to impart knowledge, inspire inquiry, and encourage creative thought.

Lycoming College promotes individual growth and community development through a combination of academic and co-curricular programs in a supportive residential environment that seeks to foster self-awareness, model social responsibility, and provide opportunities to develop leadership skills. Students are encouraged to explore new concepts and perspectives, to cultivate an aesthetic sensibility and to develop communication and critical thinking skills. The College's Guiding Principles commit to promoting racial inclusiveness, gender equality and an appreciation of cultural diversity. Through a holistic approach, Lycoming College encourages students to become ethical, informed, and engaged individuals.

ABOUT LYCOMING COLLEGE (CONT.)

20th century and expanded in the 1920s under the leadership of President John W. Long. In 1929, it became the Williamsport Dickinson Seminary and Junior College, Pennsylvania's first private junior college. After World War II, the flood of returning military service personnel swelled the enrollments of all colleges and led some, including the Seminary and Junior College, to move to full four-year college status. Lycoming College emerged in 1947, marking a fourth change in the institution's history and continuing the liberal arts and sciences as the central focus of the curriculum, believing that this is the best preparation a person can have for a happy and successful life.

The College is accredited by the Middle States Commission on Higher Education, which in its June 2021 review granted full accreditation for the maximum allowable eight years. Lycoming is also a member of the Annapolis Group, a higher education consortium that convenes institutional leaders from the nation's very best liberal arts Colleges. Notable rankings and recognitions in recent years include the following:

- No. 107 on the 2024 *U.S. News & World Report* National Liberal Arts Colleges list
- No. 11 on the *U.S. News* Social Mobility National Liberal Arts Colleges list
- Recognized as one of "The Best 389 Colleges" in 2023 for undergraduate education and a "Best Value College" by The Princeton Review
- Ranked No. 100 in the *Washington Monthly* Liberal Arts Rankings
- Recognized by *Money Magazine* as one of the Best Value Colleges in the nation

STRATEGIC PLAN

After the successful execution of a strategic plan from 2014-2019, embodied by the single aspirational vision to "Renew and deepen Lycoming College's identity as a national liberal arts College with the goal of becoming recognized as one of the very best liberal arts Colleges in the country," Lycoming College President Kent Trachte embarked on his second strategic planning process, acknowledging and responding to a dramatically changing higher education environment and world by prioritizing the three equal aims of enrollment, institutional reputation and strengthening sources of revenue. The 2021 strategic planning process began in the spring of 2018 and was developed through broad campus engagement emanating from six working groups. The plan was endorsed by the Faculty and adopted by the College's Board of Trustees in the fall of 2021. The President and the Trustees have recently identified additional strategic initiatives that respond to the post-pandemic changes in the higher education landscape .





ACADEMICS

Lycoming has a robust set of curriculum options. At present, the school has 45 majors and 65 minors. The College prides itself on working with students to develop customized degree programs to match the unique interests of its students. In 2024, its top majors include psychology, business, criminal justice, biology, history, accounting, art, economics, mathematics and political science.

The College's Center for Enhanced Academic Experiences (CEAE) facilitates experiential learning across all academic disciplines. These experiences include internships, research, fieldwork and global study. Global educational opportunities include more than 100 study abroad programs on the campuses of international institutions, as well as Lycoming faculty-led instructional experiences outside of the United States. Many students complete more than one enhanced experience during their time on campus. The CEAE's career staff helps students identify and participate in opportunities to evaluate career options, put classroom skills into practice and explore the world.

Recently, the College's Humanities Research Center (HRC) received national recognition for its work to enhance educational opportunities for students majoring or minoring in any of the humanities by supporting collaborative student-faculty research, internships, guided scholarship,

study abroad opportunities, education certification, digital humanities, graduate school placement and fellowships. In a vibrant physical space celebrating student excellence in the humanities, the center advocates for cultural literacy and creates a supportive atmosphere that encourages students to engage in interdisciplinary research and professional development. The HRC is dedicated to developing students' thoughtful engagement with the world around them and launching successful careers. In addition, the HRC and its students publish the *Mid-Atlantic Humanities Review: A Journal of Undergraduate Research*.

The faculty-to-student ratio at Lycoming is 11:1, with 90 full-time faculty members. More than 90% of the faculty hold a doctoral degree or the highest degree in their field. The most recent first-year-to-sophomore retention rate is 82.4% and the current four-year graduation rate is 55%. The six-year graduation rate is 68%. Enhancing retention is one of the major foci of the College.

Lycoming has a team of individuals coordinating orientation, academic advising, tutoring and academic guidance. The Academic Services deans also oversee accessibility resources, new student summer bridge programs and transfer student services.

STUDENTS AND STUDENT LIFE

Lycoming College offers students numerous opportunities for personal growth through co-curriculum programs such as outdoor leadership and education, community service, student involvement, fraternity and sorority life, and services for student health and well-being. Lycoming requires students to live on campus throughout their undergraduate years, with limited exceptions. The College's residential programming provides first-year students with a shared experience and upper-class students the opportunity to move from traditional residential housing to a choice of independent living in College-owned apartments. The College is home to eight residence halls and about 85% of the students live on campus.

All important health and counseling services are available to meet students' needs. Health services are free to students and currently are offered by one part-time and one full-time registered nurses, a nurse practitioner, and a psychiatrist. Counseling services, offered by two full-time and two part-time counselors are also free to students with no limitation on the number of sessions. The College has an agreement with a developer to construct new retail, residential, and office spaces adjacent to the campus in downtown Williamsport. Efforts are underway to recruit a major health care system to occupy space in the new facilities, and the College looks to enhance its health and counseling services at that location.

A primary role of the College and the Division of Student Life is to facilitate bringing student ideas to fruition (e.g., stand-alone programs, new clubs or organizations, forums of expression) and deepening and strengthening the campus culture of respect and inclusion. The more than 80 clubs and organizations include the Black Student Union, Latin American Student Association, Gender and Sexuality Alliance, Multicultural Awareness Group Campus Activities Board, Club Franco, Gaming and E-Sports Club, Habitat for Humanity, LEAF (environmental awareness), , Pom and Dance, Shokotan Karate Club, Student Senate, UNICEF and more. About 10% the student population are involved in fraternities and sororities .

Students at Lycoming participate in 19 NCAA Division III athletic teams as part of the Landmark Conference. Approximately one in three students at Lycoming is a student-athlete and student-athletes and non-athletes alike participate in an array of intramural sports and recreational activities. Many Lycoming students are also engaged in music, not only as students majoring in the subject but also as participants in the College's Concert Band, Tour Choir, Orchestra, Chamber Choir, Brass



Quintet, Woodwind Quintet, Jazz Ensemble and Gospel Choir. Every year, more than 200 students engage in music-making on campus through their participation in the College's music programs.

The school's colors are blue and gold, and Warriors is the nickname for the students, alumni, and teams.



FINANCES

Lycoming College's FY 2024 operating budget is \$43 million. Tuition, room, board and fees account for 62 percent of revenue. With an endowment of more than \$190 million, Lycoming is less reliant on tuition revenue than many colleges. The College awards \$35 million annually in financial assistance, and more than 85% of

the students receive need-based aid. The total direct cost for new students in FY 2024 is \$61,323 (both semesters). Lycoming's bond rating is A- (Standard and Poor's). Outstanding debt as of the end of December 31, 2023, is \$38 million

FUNDRAISING

The Office of College Advancement at Lycoming supports a robust fundraising program. Recent accomplishments include securing more than \$450,000 during the 2023 Lycoming Days of Giving. The College's annual fund supports a range of institutional priorities including student emergency resources, retention programs, scholarships, internships and undergraduate research, outdoor leadership, and general operations. In the past three years, fundraising has made possible the construction of a new music

center, soccer/lacrosse/field hockey stadium, baseball complex, and improvements to science facilities and laboratories. Fundraising in support of the endowment has prioritized scholarships, new academic programs, entrepreneurship and the Center for Enhanced Academic Experiences. The FY 2023 alumni giving rate was 23%. Total giving in FY 2023 exceeded \$5.5 million and the three-year average is over \$8 million. The college raised \$79.4 million in its comprehensive campaign concluded in 2019.

ALUMNI

Lycoming College is proud of its 16,000 alumni worldwide who excel in every field and serve as contributors and leaders in their own communities. The College's graduates include business executives, professional athletes, actors and artists, nonprofit

leaders and government officials. Alumni assist in recruiting prospective students, support the College financially and attend events held on campus and in other communities. The motto for Lycoming alumni is, "Once a Warrior, always a Warrior."



FACILITIES AND CAMPUS FEATURES

Lycoming College is located in Williamsport, Pennsylvania, on 60 acres that abut downtown Williamsport, providing substantial opportunities for students. In addition to the main campus, the College's Biology Field Station includes another 110 acres.

Lycoming's main campus includes numerous historic and more modern buildings. During the past decade, more than \$60 million has been invested in constructing new facilities and renovating others. The Lynn Science Center opened in 2015 and serves as the home for flourishing programs in physics, astronomy and astrophysics. The Heim Science Center, which houses biology and chemistry has been completely renovated, and the classrooms in the Academic Center have also been modernized.

The Krapf Gateway Center, the catalyst of The Campaign for a Greater Lycoming, the College's most ambitious fundraising initiative in its history, was dedicated in 2019. The facility cost \$12.5 million to construct and serves as home to the Office of Admissions, the Office of Alumni and Advancement, the Center for Enhanced Academic Experiences and the Outdoor Leadership and Education program. The 28,000-square-foot building also includes study and seminar rooms, a large presentation space, a café and a three-story rock-climbing wall. Comfortable spaces encourage student engagement and interaction.

The College's new music facility connects to the Mary Lindsay Welch Honors Hall and represents the first significant capital investment in the music program in more than 75 years. The well-designed 14,000-square-foot building, which opened in the fall of 2022, houses a signature rehearsal and recital space, classrooms, soundproof practice rooms and offices for music faculty. The facility is named in honor of President Kent C. Trachte and his spouse Sharon R. Trachte, Ph.D., in recognition of the Trachtes' leadership, contributions to the College and community and love and appreciation for music.

The campus residence halls have undergone recent renovation or are soon scheduled to be renovated. Students, faculty, staff, alumni and community members may all use the Keiper Recreation Center. The Wertz Student Center and the Snowden Library are both hubs of daily campus life. Clarke Chapel, located practically in the center of campus, remains one of the school's most iconic buildings. The College has buildings specifically supporting studies in biology, chemistry, communication, fine arts, science and theatre. The Shangraw Athletic Complex is located a half-mile from the main campus. The complex includes the Girardi Football Stadium, the new Keiper Stadium (soccer, lacrosse and field hockey) and a softball field. Lamade Gymnasium is the home for Warrior volleyball, basketball, swimming and wrestling. The College is currently constructing a baseball field in nearby Brandon Park.

THE WILLIAMSPORT REGION

Williamsport, Pennsylvania, is in the north-central area of the state in Lycoming County. The region includes the stunning Susquehanna Valley, an area celebrated for its beauty, historical significance and opportunities to engage in various outdoor activities.

Nestled along the banks of the west branch of the Susquehanna River, Williamsport is a community with a notable history. It was once known as the “Lumber Capital of the World.” In more recent years, Williamsport has been recognized as a destination location since the annual Little League World Series takes place in the community. The local Peter J. McGovern Little League Museum celebrates Williamsport’s role in the origins of Little League baseball.

In addition to Lycoming College, the Pennsylvania College of Technology (an affiliate of Penn State University) is located in Williamsport. Other economic engines in the region include manufacturing and healthcare. The University of Pittsburgh Medical Center North Central and Geisinger Medical Center are two regional service providers.

Downtown Williamsport has experienced a renaissance in recent years. There are numerous restaurants,



several art galleries and shops to enjoy. Downtown is also home to the Community Arts Center, a 2,200-seat performing arts facility that produces theatre, music and other performances. The local public and parochial schools both have excellent reputations. The population of Williamsport has become more diverse in recent decades.

GOVERNANCE AND LEADERSHIP

Kent Trachte, Ph.D., was named Lycoming College's 15th president by Lycoming's Board of Trustees and officially began his duties on July 1, 2013. As president of the College, President Trachte serves on the school's Board of Trustees. President Trachte earned a bachelor's in government from Dartmouth College in 1973, a master's in international relations from the University of Kentucky in 1975 and a Ph.D. in political science from Binghamton University in 1981. As part of his service to Lycoming College, President Trachte has served as on the NCAA Division III President's Council, the Middle Atlantic Conference President Council (past chair) and the Association of Independent Colleges and Universities of Pennsylvania Board of Directors as its government liaison and past chair. President Trachte now serves on the Presidents Council of the Landmark Conference. He is also active in the Williamsport community, having held leadership roles with the Williamsport Municipal Water Sanitary Authorities, Lycoming County United Way (past board chair), Community Arts Center in Williamsport and the Williamsport-Lycoming County Chamber of Commerce.

The VPDOC will join the President's Cabinet that currently consists of the executive vice president, vice president for finance and administration, director of athletics, associate vice president for library and information technology services, associate vice president for human resources and compliance, associate vice president for enrollment management, vice president for student life, dean of the college, provost and dean of faculty, special assistant to the president and chief diversity officer, and the special assistant to the president for international initiatives and international student advising who also serves as secretary to the board of trustees.

Five officers lead the Lycoming College's Board of Trustees. The current chair of the Board is D. Mark Fultz '80, the retired CEO of Abtex Corporation. In addition to the five officers, the Board includes 27 other trustees who represent a range of professional backgrounds, including law, education, medicine, business, art and entrepreneurship.



THE POSITION

Reporting to the President, the VPDOC will be the inaugural holder of a new position at Lycoming, one designed to promote strong collaboration and integration of goals among the student life and academic professionals on campus to benefit Lycoming's diverse student population. From the beginning of the appointment, the VPDOC will oversee the student success efforts on campus and have an opportunity to learn about the College and about the student life offices as the current vice president for student life concludes his final year before retirement. In the second year, the VPDOC will oversee both student life and student success operations. Accordingly, the new VPDOC will oversee offices and programs devoted to the success of all students, including transitional experience, leadership development, global education, career

and professional development, community service, student clubs and organizations, outdoor recreation and intramural sports, residential life, health and counseling services and a grant-funded project to address sexual violence. The preferred start date is July 1, 2024.

The salary for this position is competitive. The College offers a comprehensive benefits package that includes health insurance, a retirement plan through TIAA, tuition benefit programs (for employees, dependents and spouses), life and long-term disability insurance, several paid-time-off plans (e.g., holidays, vacation, sick leave, etc.) and a variety of additional voluntary benefits programs (e.g., dental, short-term disability, etc.) for employees to choose from.

THE LEADERSHIP AGENDA

The next VPDOC will be asked to:

- Create an integrated division incorporating all student life and academic success offices, enhancing the ability of the College to provide a holistic, integrated, inclusive and equitable support system for students.
- Partner with the provost, other senior officers and employees across the college to ensure cross-divisional collaboration to benefit all students.
- Partner with the enrollment and advancement divisions to ensure an excellent onboarding of entering students and their transition as alumni/ae.
- Partner with the chief diversity officer and the president to champion inclusive excellence and equitable outcomes across the campus.
- Build on the initiatives designed to track student academic progress and involvement on campus to better serve students and improve retention and graduation.
- Prepare Lycoming for the students with varying backgrounds who will be coming to college in the years ahead and bring a sophisticated understanding of trends in higher education.
- Partner with the Office of the Provost to manage the College's first-year seminar program and further develop the Center for Enhanced Academic Experiences.

DESIRED QUALITIES

The ideal candidate will have had experience in both academic and student life. The new VPDOC will:

- Possess a community-focused approach and place students' success and their development intellectually, personally and as leaders at the center of the work.
- Demonstrate a commitment to inclusive excellence by embracing diversity, supporting inclusion and advocating for equitable outcomes for students, staff and faculty.
- Empower staff members, attending to their development as professionals and appreciate that all employees of the College deserve respect for contributing to the education of students.
- Exhibit high standards, expect high standards in colleagues and students and possess unquestioned integrity.
- Bring experience building high-functioning teams and coalescing the campus community around important goals resulting in successful outcomes.
- Champion the liberal arts and sciences and a skill-developing, experiential education that will lead successfully to further education or employment of all graduates.
- Demonstrate significant resilience, creativity, innovation, and an impeccable work ethic.
- Build trust and authority with all constituencies through transparent communication, excellent listening skills and a servant-leader orientation.





APPLICATIONS AND NOMINATIONS

Academic Search is assisting Lycoming College in this work. Applications, nominations, and expressions of interest may be submitted in confidence to LycomingVicePresident@academicsearch.org. Nominations should include the nominee's full name, title, position and email address. Applications must include a curriculum vitae and a substantive cover letter (PDF preferred for both) that addresses the expectations regarding the leadership agenda and desired qualities. A list of professional references will be required later in the search process. The position is open until filled, but only applications received by **March 24, 2024**, can be assured full consideration. Nominators and prospective candidates may arrange a confidential conversation about this opportunity with one of the senior consultants leading the search, Dr. Sharon D. Herzberger (Sharon.Herzberger@academicsearch.org) and Dr. Tara S. Singer (Tara.Singer@academicsearch.org).

If you have any questions or if you have a disability and need accommodation with pre-employment processes (i.e., applications, interviews, etc.), please email LycomingVicePresident@academicsearch.org.

EQUAL OPPORTUNITY EMPLOYER

Lycoming College proudly celebrates and values diversity. We are committed to fostering an inclusive campus community supporting all faculty, staff, and students. We encourage applications from candidates with diverse backgrounds and all who are interested in supporting and contributing to our mission. Lycoming College is an equal opportunity employer.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Lycoming College in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

