

# SEARCH PROFILE:

ASSISTANT VICE PRESIDENT FOR STUDENT  
AFFAIRS AND DEAN OF STUDENTS



**HENDRIX**  
COLLEGE

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Hendrix College has launched a search for an Assistant Vice President for Student Affairs and Dean of Students and invites applications and nominations for the position. A nationally recognized independent liberal arts institution, Hendrix College seeks an experienced, collaborative and innovative student affairs leader. The Assistant Vice President for Student Affairs and Dean of Students (AVPSA) should have a firm

commitment to excellence in the liberal arts, enthusiasm for innovation and diversity, while promoting a highly personalized and learning centered environment.

The Assistant Vice President for Student Affairs and Dean of Students will report to the Executive Vice President for Academic Affairs and Provost (Provost). The appointee is expected to take office in Summer 2024.

## ABOUT THE COLLEGE

Hendrix College is a private liberal arts college located in Conway, Arkansas, approximately 30 miles from the capital city of Little Rock. Founded in 1876 and affiliated with the United Methodist Church, Hendrix has a long tradition of creative programming, including the Hendrix Odyssey Program, the first-of-its-kind engaged learning program, and the Hendrix-Murphy Foundation Programs in Literature and Language. Hendrix is recognized annually for academic excellence, career preparation, innovation, and value. The community is known for the close connection between its 1,100-plus students and their faculty and staff mentors, as well as its unique balance of open progressive thought and unwavering commitment to its liberal arts heritage.

Nationally, Hendrix ranks among the top 30 colleges and universities for the percentage of graduates who earn Ph.D.'s, ahead of schools including Duke, Dartmouth, Johns Hopkins, and Berkeley; in the physical sciences Hendrix is number 23, in the natural sciences number 35, and in psychology number nine, besting the likes of Harvard, Yale, and Stanford.

Hendrix graduates who jump right into the job market report being employed within six months of graduation. The law school acceptance rate of Hendrix graduates is 87 percent, and the medical school acceptance rate, at 75 percent, is nearly double the national average. Each year, Hendrix students present their research at regional, national, and international conferences, particularly in the Natural and Social Sciences.

More than 50 percent of Hendrix graduates enroll in graduate or professional school within two years of graduation (and many of them are awarded scholarships). Graduates have directed space walks, rescued children from poverty, led multi-national corporations, run organic farms, and performed groundbreaking medical research. Hendrix is also one of the [40 Colleges that Change Lives](#).



## STUDENT AFFAIRS

The Division of Student Affairs, headed by an Assistant Vice President and Dean of Students, promotes and enhances student success and personal development by collaboratively and strategically creating and leading programs and services which advocate for and respond to the broad spectrum of student needs, interests, and aspirations. The Division has 14 employees.

A core component of the residential liberal arts experience, Hendrix's Student Affairs division offers student-centered services, programs, and experiences which promote excellence, stimulate discovery, celebrate differences, and challenge students' growth, development, involvement, and success.

The following units and areas of responsibility fall under the Division of Student Affairs:

**Residential Life:** on-campus living is an integral part of the educational program of the College in the belief that a residential community provides a more effective context for the type of education to which Hendrix is devoted.

**Student Activities Office:** provides programs and services which support personal, group, and leadership development and facilitate the building of community. These programs and activities range from implementing a comprehensive orientation program to overseeing student organizations and traditional student-led events.

**Student Services:** this is a unique and progressive program designed to support students as they transition from high school and home life to college through a structured, collaborative, and confidential process. This office also provides alternatives to traditional student activities, such as board game nights.

**Student Rights and Responsibilities:** the student conduct officer investigates and coordinates responses to student conduct issues, ensuring fairness and adherence to policy.



**Student Counseling Services:** provides therapy in a supportive, open, accepting and confidential environment, offering a variety of educational programs, workshops, and events designed to raise awareness, promote personal growth, and strengthen interpersonal skills.



### DISTINCTIONS

Our graduates include:

- 40 Watson Fellows
- 39 Fulbright Scholars
- 34 Goldwater Scholars
- 6 Rhodes Scholars
- 7 Rotary International Scholars
- 5 Benjamin A. Gilman Scholars
- 3 Truman Scholars
- 3 French Government English Teaching Assistantships
- 2 Marshall Scholars
- 2 Critical Language Scholars
- 2 Austrian Ministry of Education and Women's Affairs U.S. Teaching Assistantships
- 1 Council of Independent Colleges' American Graduate Fellow



## ACADEMICS

The College has charted a bold course and has positioned itself as a national leader in engaged liberal arts and sciences education. Hendrix distinguishes itself by building upon and further strengthening its historic hallmarks: close student and faculty interaction, rich residential campus life, a campus ethos of broad engaged learning participation, and an unwavering commitment to the liberal arts. Hendrix offers 31 majors and 32 minors, including interdisciplinary degrees and 11 pre-professional advising tracks. In addition, Hendrix offers an MA in Accounting and dual-degree programs in engineering and public health. Though segmented into three areas—humanities, natural sciences, and social sciences, with an area chair for each—academic departments and their faculty encourage cross-

disciplinary collaboration through team teaching in the first-year seminar, Odyssey projects, and involvement with multifaceted endeavors supported by the Hendrix-Murphy Foundation and other organizations.

The College offers curricular programs that “cultivate empathy, creativity, self-understanding, rigorous inquiry, informal deliberation, and active learning across the liberal arts, toward the development of the whole person.” To meet this pledge, the academic program of Hendrix College comprises diverse elements in a coherent whole, combining structure with flexibility. The undergraduate Academic Program assists students in developing both academic breadth and academic depth in their studies.



## FACULTY AND STAFF

Faculty members at Hendrix are leaders in their disciplines and devoted to teaching and mentoring undergraduate students. Hendrix faculty have continually demonstrated their dedication to being at the forefront of the academy—of the 101 full-time faculty, 94% hold terminal degrees in their fields.

The staff are important members of the Hendrix community who often develop close relationships with both students and faculty members. The warmth and connectedness that characterizes the community is a source of pride for Hendrix and one of the fundamental values at the institution.

## STUDENTS

More than 1,100 students make up the Hendrix student body. After receiving 2,709 applications, Hendrix welcomed 298 new students to campus this fall, from 19 states and Ethiopia. The average new student GPA is 3.82 and average ACT score is 26.8. After Census Day 2023, the College's total enrollment sat at 1,107 students.

Hendrix students are intellectually curious, self-driven, and passionate about service learning and social justice. Hendrix has placed 39 Fulbright students, 40 Watson Fellow recipients, 34 Goldwater Scholarship winners, as well as Jack Kent Cooke Scholars, Marshall Scholars, Thomas R. Pickering Foreign Affairs Fellows, Truman Scholars, Rhodes Scholars, and Udall Scholars. Sixty percent of the College's graduates pursue post-graduate degrees, and Hendrix ranks among the top for graduates who complete doctoral degrees, according to a National Science Foundation survey. A chapter of Phi Beta Kappa, one of only two in Arkansas, was installed at the College in 1998.

Outside the classroom, the creativity and community-mindedness that characterize the Hendrix student contributes to an unusually inclusive and vibrant student

life that revolves around residence hall affiliation rather than a Greek system. The campus features nine residence halls, ranging from large-scale historic dorms with capacities exceeding 100 students to smaller "houses" that can accommodate communities centered on language immersion or another particular focus, such as well-being. Six groupings of on-campus apartments allow older students more independent living options with the ability to maintain ties to campus life.

Both current students and generations of alumni are proud of Hendrix's many campus life traditions, ranging from the century-old Shirttails Serenade dance competition in the fall to the variety shows and other fundraising events included in Campus Kitty, a student-driven effort that directs donations to select central Arkansas-area nonprofits each year.

The institution is part of the NCAA Division III athletic conference and offers 21 teams plus esports. Student-athletes account for roughly 45 percent of the Hendrix student body.



## LOCATION

Hendrix College is located in Conway, Arkansas, the second largest city in Central Arkansas and the state's fastest growing city in 2023. Located approximately 30 miles from the capital city of Little Rock at the foothills of the Ozark Mountains, Conway is known as the City of Colleges thanks to its three institutions of higher education and offers a quality lifestyle that includes

strong K-12 schools, both public and private, robust outdoor recreation, strong economic opportunity, and a charming downtown. The beautiful 175-acre campus includes traditional architecture, beautiful landscaping, quality athletic facilities, and a residential/commercial mixed-use development, all within walking distance of downtown.

## PRESIDENT

Hendrix College welcomed Dr. Karen Petersen earlier this year. Dr. Petersen was elected the 13th President of Hendrix College by the Hendrix College Board of Trustees in January 2023. She took office on June 1, 2023, following the retirement of President Emeritus W. Ellis Arnold '79. A native of northwest Arkansas, Dr. Petersen joined the Hendrix community from the University of Tulsa in Tulsa, Oklahoma, where she was a professor of political science and Dean of the Henry

Kendall College of Arts and Sciences. Before joining the University of Tulsa, Dr. Petersen served 16 years at her undergraduate alma mater Middle Tennessee State University, a large regional comprehensive university in Murfreesboro, Tennessee. In addition to being a faculty member, she served in three progressively responsible leadership roles culminating with her tenure as Dean of the College of Liberal Arts, the largest academic unit.

## FINANCES

In 2022, Hendrix successfully completed a historic \$150 million campaign to increase the College's endowment and support numerous capital projects, including the renovation of two historic student residence halls in the heart of the campus. The Hendrix endowment is at the \$200 million level, and operating budget expenses for the current year are \$47 million.

Hendrix College will celebrate its sesquicentennial in 2026. To enter its next 150 years in a strong competitive position, the College is focused on increasing and sustaining robust enrollments, improving student retention and success, growing its already strong endowment, and identifying alternative revenue streams.







## THE POSITION

The AVPSA will lead and oversee a broad range of student support services, including residential life and housing, student activities, student services, and counseling services. As the chief student affairs officer at the College, the AVPSA will provide visionary leadership and strategic oversight, oversee the financial affairs of the Division, and create programs and support services to complement and enhance learning and development. The AVPSA will work collaboratively across the institution to provide strong and effective management in support of the Division.

Key responsibilities for this position are to:

- Provide divisional leadership by developing a vision for student affairs that aligns with the institution's mission and vision;
- Participate in and contribute to student success efforts to improve retention, persistence, graduation, and career outcomes;
- Oversee and evaluate all orientation activities in cooperation with Academic Affairs leadership, faculty, and staff;
- Support the engagement of students in campus life across a wide variety of interests and activities;
- Advise Student Senate and mentor student leaders;
- Engage with students in pursuit of an open intellectual environment that values diverse perspectives and approaches;
- Provide support services oversight to residential life and housing, student activities, student conduct, and counseling services;
- Drive initiatives that promote diversity, equity, and inclusion across all student affairs offices, ensuring an environment that respects and celebrates students' diverse backgrounds, interests, and perspectives;
- Participate in crisis intervention and response efforts, ensuring the safety and well-being of students in collaboration with campus partners;
- Foster strong collaborations with partners in academic affairs, athletics, operations and beyond;
- Advise the Provost on the budget for student affairs, ensuring effective allocation of resources to support various programs and services; and
- Provide mentorship, evaluation, and guidance to student affairs staff, promoting their professional growth and development.



## REQUIRED QUALIFICATIONS

- Master's degree in higher education administration, student affairs, counseling, any liberal arts discipline, or related field;
- A minimum of 3 years of progressive leadership experience in higher education administration, with a focus on student affairs, student success, or student engagement;

## DESIRED CHARACTERISTICS AND EXPERIENCES

- Demonstrated success working collaboratively and building relationships across various campus constituencies;
- An understanding of student success research and demonstrated experience with student success initiatives;
- Demonstrated experience with crisis management and an ability to make informed decisions under pressure;
- Strong organizational and budget management skills;
- An appreciation of Division III athletics culture and its contributions to campus life;
- A record of effective team leadership and staff development;
- Familiarity with and a respect for relevant regulations and laws related to student affairs in higher education.
- An ability to articulate the value of a residential liberal arts experience to a variety of audiences;
- A strong understanding of student development theory, best practices, and trends in higher education;
- A demonstrated commitment to diversity, equity, and inclusion alongside a commitment to fostering an open intellectual environment; and
- Excellent communication, interpersonal and conflict resolution skills







## THE APPLICATION PROCESS

Hendrix College has retained Academic Search, Inc. to assist in the search for the Assistant Vice President for Student Affairs and Dean of Students. Applications, nominations, and inquiries may be sent in confidence to [Hendrixstudentaffairs@academicsearch.org](mailto:Hendrixstudentaffairs@academicsearch.org). Applications should consist of (in two separate PDF documents) (1) a detailed cover letter addressing the expectations of the position and (2) a current curriculum vitae (CV).

The position will remain open until filled, but for full consideration, applications should be submitted by **February 9, 2024**. Confidential discussions about this opportunity may be arranged by contacting Maya Ranchod Kirkhope, Vice President and Senior Consultant or Dr. Rebecca Lynch, Consultant at [Hendrixstudentaffairs@academicsearch.org](mailto:Hendrixstudentaffairs@academicsearch.org).

Hendrix College strives to maintain an environment free from discrimination and harassment, where members of the Hendrix Community treat each other with respect, dignity, and courtesy. The College adheres to the principle of equal educational and employment opportunity without regard to age, race, color, religion, gender, disability, sexual orientation, gender identity or expression, genetic information, or national origin.



# ABOUT ACADEMIC SEARCH

Academic Search is assisting Hendrix 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.



Committed to IDENTIFYING  
AND DEVELOPING LEADERS  
by providing the highest  
level of EXECUTIVE  
SEARCH to our  
higher education  
partners.

