OVERVIEW OF THE COLLEGE

Swarthmore is one of the nation’s finest institutions of higher learning. Global in outlook and diversity, it draws students from around the world and all 50 states. As an undergraduate, residential, liberal arts college with an exceptionally talented student body of just under 1,500 and a student/faculty ratio of 8:1, Swarthmore provides a rigorous, engaging intellectual environment and a vibrant, caring community. Founded by the Religious Society of Friends (Quakers) as one of the nation's first co-educational colleges in 1864, Swarthmore today is non-sectarian, but still reflects many Quaker traditions and values. Foremost among them are commitments to social justice, the pursuit of knowledge, the peaceful resolution of differences, generous giving, and respect for the natural world.

Professors at Swarthmore are leading scholars and researchers in their fields, and are passionately committed to their work as teachers and mentors. Swarthmore has the financial strength to offer students and faculty generous resources to extend their own and the world’s understanding of subjects from Islamic studies to plasma physics, from microbiology to public policy, from dance to economics, from engineering to art history. The College seeks to cultivate its students’ abilities to be leaders in identifying problems and developing solutions. With abundant opportunities for close, meaningful engagement with faculty and staff, students graduate with the capacity to translate the skills and understanding gained at Swarthmore into the mark they want to make on the world.

Swarthmore offers more than 600 courses a year and more than 50 courses of study; an exceptional, one-of-a-kind Honors Program; individual special majors; a program in education that leads to Pennsylvania secondary school teacher certification; and undergraduate research opportunities in the sciences, social sciences, humanities, and engineering. Students are encouraged to spend one or two semesters studying abroad as part of their degree programs, and also have the opportunity to take courses at nearby Bryn Mawr and Haverford Colleges and the University of Pennsylvania. Swarthmore offers a BA degree in a wide range of fields, and is one of the few liberal arts institutions to offer a BS in engineering.
The College advocates collaborative learning in all areas of academic life, but nowhere is this more evident than in its Honors Program. On average, one-third of students enroll in honors, pursuing research projects that often reach the level of graduate work in an undergraduate setting. Following highly individualized programs in close contact with their professors, students prepare for oral and written examinations by outside experts. The degree of erudition displayed by Swarthmore honors undergraduates in their fields is often compared favorably by the external examiners with that of their own graduate students.

Located 11 miles southwest of Philadelphia, Swarthmore’s 399-acre campus is a designated arboretum, complete with gardens, rolling lawns, a creek, wooded hills, and hiking trails. From its state-of-the-art, LEED-certified science center to a pair of new, loft-style residence halls, Swarthmore’s buildings and architecture stand as national models of curricular and co-curricular undergraduate facilities. The campus includes major facilities for dance, theater, and music as well as significant library holdings in 10 distinct collections. All classrooms have sophisticated audio-visual equipment, and three large lecture halls provide a setting for conferences, lectures and films. The College’s extensive athletic facilities include a fitness center, swimming pool, indoor and outdoor tennis courts, and an all-weather playing field for soccer, lacrosse, and field hockey.

Swarthmore has significant financial resources to support its academic programs and student life. In 2008-09 the total operating budget was $115.2 million, with 40 percent originating from students fees, 50 percent from endowment, and 10 percent from other sources. The market value of the endowment was $1.1 billion (as of June 30, 2009). Despite the decline in the College’s endowment during the past year, Swarthmore remains among the strongest institutions in the country in terms of its endowment per student.

Support from current and past donors enables the College to admit U.S. citizens and permanent residents without regard to their ability to pay for a Swarthmore education, and to meet the full demonstrated financial need of all admitted students. For 2009-10, tuition, fees, and room and board total $49,600. Over 50 percent of the student body receives grant aid from the College, with an average aid award of more than $35,800. In the fall of 2007, the Board of Managers approved a policy that replaces the loan component of all need-based financial aid awards with additional grant aid, beginning with the 2008-09 academic year.

SWARTHMORE’S STUDENTS AND STUDENT LIFE AT SWARTHMORE

Swarthmore has outstanding students. Of the students who entered this fall in the Class of 2013, 203 are women and 191 are men. They come from 43 states, the District of Columbia, the Virgin Islands, and 33 other countries. Fifty-nine percent graduated from public high schools, 27 percent from private schools, 7 percent from parochial schools, and 7 percent from schools overseas. One percent of students were home-schooled. Fifty
percent graduated in the top 2 percent of their high school class, and 88 percent in the top decile. Median SAT Critical Reading, Math, and Writing scores were 720. Forty percent of the class has self-identified as domestic students of color (10 percent African American, 12 percent Latina/o, 16 percent Asian American, and 2 percent Native American and multiracial). Seven percent are international students. In addition, 15 percent are in the first generation in their family to attend college.

The admissions process is extremely competitive. For the class of 2013, there were 5,575 applications, with 969 admitted and 394 enrolled students. Swarthmore counts among its peers Yale, Harvard, Brown, Princeton, Stanford, Amherst, the University of Pennsylvania, MIT, Dartmouth, the University of Chicago, Williams, and Pomona.

Swarthmore’s culture is distinguished by its unabashed pursuit of knowledge, but it is also a community of individuals passionately engaged in varied interests. Students engage in and organize a rich range of activities beyond the classroom, including a capella singing, improv comedy, a student-run café, college newspapers such as the Phoenix and the on-line Daily Gazette, an outdoors club, and the student government. In all there are over one hundred student clubs and activities.

Swarthmore students have a long history of socially conscious involvement in the nearby communities of Chester and Philadelphia, providing volunteer tax assistance, tutoring, housing rehabilitation, and service to the homeless, among other initiatives. Students are also active in the town of Swarthmore itself as volunteer fire fighters and emergency medical technicians. Globally, their efforts extend to War News Radio, a nationally noted radio show that reports on the wars in Iraq and Afghanistan. They helped to focus attention on Darfur through the now-independent Genocide Intervention Network, created by Swarthmore undergraduates, and the multi-campus-based organization STAND, in whose founding these students were central actors. The Lang Center for Civic and Social Responsibility, endowed in 2001 by Eugene Lang ’38, serves as a home base for many activities and programs. The College is a founding member of Project Pericles, which encourages and facilitates commitments by colleges and universities to include education for social responsibility and participatory citizenship as an essential part of their academic programs, in and out of the classroom.

An NCAA Division III school and charter member of the Centennial Conference, Swarthmore sponsors 22 varsity intercollegiate men’s and women’s teams and supports lively intramural and club sports. The Director of Athletics, while reporting through the Provost, works closely with the Dean of Students.

THE DEAN OF STUDENTS

The Dean of Students reports directly to the President. S/he is responsible for the overall vision and effectiveness of Swarthmore’s student services and residential education. Managing a team of 37, plus medical and psychological staff, the Dean of Students is responsible for developing and overseeing programs that enable students to realize their
fullest intellectual and personal potential, and for integrating student life experiences with the College’s educational mission. By working with and representing the interests of a diverse student body, the Dean ensures a mutually reinforcing relationship between the academic and non-academic areas of the College. The Dean plays a central role in defining the strong sense of community that unites students, faculty, and staff across differences of racial and ethnic background, gender, class, and educational background.

The Dean is a key member of the President’s senior staff, which also includes the Provost, the Dean of Admissions and Financial Aid, and Vice Presidents for Development and Alumni Relations, for College and Community Relations, for Finance, for Human Resources, and for Facilities and Services. The Dean of Students is centrally involved in formulating college policy, including budget allocation and long-range planning, and is the campus liaison with the Board of Managers for student affairs.

The Dean of Students directs all student services, including academic advising; academic support; the registrar; career planning and placement; residential life; student activities; multicultural, intercultural, and gender initiatives; religious and spiritual life; health services; and psychological services. The Office of the Dean is presently organized into three general areas, each headed by an Associate Dean.

- The **Associate Dean for Academic Affairs**, currently an appointee from the Faculty, is a principal liaison between students and faculty. She is responsible for academic advising by faculty and administrators across the College, and for many of the academic support programs for all students. She oversees the Health Sciences and Pre-Law Advisor office, the Fellowships and Prizes Advisor, and the Coordinator of Learning Resources and Disability Services.

- The **Associate Dean for Multicultural Affairs** is responsible for facilitating the College’s comprehensive effort to achieve a culturally pluralistic campus. He oversees the work of the Assistant Deans who serve as Directors of the Black Cultural Center and the Intercultural Center, in addition to the Advisors for Gender Education, International Students, and three religious faiths.

- The **Associate Dean for Student Life** oversees the work of the Assistant Dean for Residential Life, the Assistant Director of Student Life, and the Coordinator of Student Activities. She is active in supporting and advising all students and responsible for overseeing New Student Orientation, the Resident Assistant program, and the student judicial process.

Students may speak with any Dean about an issue or concern, regardless of the portfolio of that Dean, and members of the Dean’s Office collaborate freely in responding to students’ needs. In addition, each incoming class is assigned a particular Assistant or Associate Dean to serve for all four years as that cohort’s Class Dean.
The Dean of Students is also responsible for the personnel and programming of Worth Health Center, which provides 24-hour care, and for Psychological Services, Career Services, and the Office of the Registrar.

The Dean chairs the College Judiciary Committee and the Committee on Academic Requirements, and is a key member of the Crisis Management team at Swarthmore.

OPPORTUNITIES AND CHALLENGES FOR THE NEXT DEAN OF STUDENTS

The next Dean of Students will be asked to provide leadership and direction to continue to enhance the overall quality of student life, academic advising and support, and residential education at Swarthmore. Specific opportunities and challenges for the new Dean include:

- Creating an inclusive, interconnected vision of how the range of student services within the Dean’s area support Swarthmore’s overall educational mission and its commitments to its students;

- Finding increasingly effective ways to help highly motivated students manage the sometimes intense demands of their academic work; to identify students with academic challenges and provide them with appropriate support; and to increase visibility and student awareness of all available resources, helping students to take a proactive responsibility for their own educational experiences;

- Fostering and modeling an atmosphere of mutual respect, caring, collective engagement, accountability, and personal growth in a community of exceptional talent and diversity;

- Building additional collaborations among the many offices and programs that report to the Dean; and

- Developing more systematic ways to assess, improve, and renew programs, benchmarking them against best practices and gathering the data necessary for informed decision-making.

QUALIFICATIONS AND CHARACTERISTICS

Swarthmore College is seeking a thoughtful, energetic, creative, and collaborative Dean of Students with the highest standards of excellence and integrity. Candidates should have a serious commitment to the values and goals of Swarthmore’s private, residential, liberal arts education; a history of significant organizational leadership; and the demonstrated ability to foster a campus climate that values community, civility, and mutual respect. A masters or doctoral degree is preferred.
The ideal candidate will possess the following characteristics and qualifications:

- Substantial experience in college administration, student life, counseling, college teaching, or other comparable non-campus-based experience;

- A compelling vision of the role of residential education and student services in the overall educational experience of students at Swarthmore College, and the ability to advance this vision in a resource-constrained environment;

- Proven ability to lead and manage a team of skilled professionals effectively, to make tough personnel decisions when necessary, and to work well as a member of the President’s senior staff;

- An appreciation for Swarthmore’s particular culture of intellectual engagement, the ability to help students manage its pressures, and effectiveness in working with members of the faculty to enable each student to succeed;

- A demonstrated commitment to diversity in all its forms, including a track record of individual action and institutional leadership;

- A sophisticated understanding of how to gather, analyze, and use data to develop and assess programs;

- Superb written communication skills, and the ability to speak persuasively to a variety of audiences, including students, parents, faculty, alumni, donors, staff, and the Board of Managers;

- Demonstrated sensitivity, imagination, and effectiveness in responding to challenging student and college community issues;

- A consultative, collegial style and the ability to inspire trust in others; and

- A high degree of accessibility and openness to students.

**ADDITIONAL INFORMATION**

For additional information about Swarthmore College, please visit the College’s website at [http://www.swarthmore.edu/](http://www.swarthmore.edu/).

**STARTING DATE**

Summer 2010
COMPENSATION

Salary and benefits will be competitive.

NOMINATIONS AND APPLICATIONS

Nominations, inquiries and expressions of interest are welcome. For fullest consideration, please send materials (including a letter of interest and curriculum vitae) by October 15, preferably electronically, to:

Shelly Weiss Storbeck, Managing Partner
Nell Booth, Senior Associate
Storbeck / Pimentel & Associates, LLC
1400 N. Providence Road, Suite 6000
Media, PA 19063
610/565-2910, x203 (phone), 610/565-2939 (fax)
n.booth@storbeckpimentel.com (preferred)

Swarthmore College is an equal opportunity employer. The College actively seeks and welcomes applications from candidates of diverse backgrounds.