

Colby

Dean of the College

OVERVIEW

Colby College is on a remarkable trajectory toward becoming recognized as one of the nation's preeminent colleges. Colby's approach differs from other top liberal arts colleges through its clear focus on innovative and solutions-based programs that complement the traditional liberal arts—in areas such as artificial intelligence, data science, genomics and computational biology, climate change and the environment, creative writing, the arts and humanities, public policy, and performance studies. Colby extends its reach, impact, and opportunities through external partnerships with globally recognized laboratories and medical facilities, arts organizations, and a wide array of business partners. The College has a deep commitment to its local community and is [leading a \\$200-million revitalization of the historic downtown of Waterville](#) aimed at creating a robust economic base for a former mill city and establishing it as a destination for the arts.

Over the last seven years applications for admission have more than tripled, making Colby one of the most sought-after colleges in the country. The College's unyielding commitment to diversity and inclusion is evident in its rapidly changing student population. In recent years Colby has doubled both the number of enrolled Pell-eligible students and the number of enrolled students of color. Colby students, who come from throughout the U.S. and more than 70 countries, demonstrate unprecedented highs on every measure of academic achievement. Investments in financial aid (a 111 percent increase since 2014, to \$58 million annually) and new programs are ensuring that all members of the community can thrive in this dynamic environment. Colby has raised \$700 million toward its \$750-million [Dare Northward](#) campaign goal, which was the largest campaign goal for a liberal arts college when it launched in 2017. Since 2014, the College's net assets have doubled to more than \$2 billion, its record of fundraising has moved to the very top tier of liberal arts colleges, and it has rapidly expanded its faculty and staff to allow for new areas of inquiry, scholarship, and teaching, and to support record enrollments.

Stunning new facilities include the Harold Alfond Athletics and Recreation Center, a best-in-class complex that has become a center for student activity; the Paul J. Schupf Art Center, a downtown community-based arts building; and the forthcoming Gordon Center for Creative and Performing Arts, which includes a start-of-the-art performance hall, studios, screening rooms, and a grand community space (opening in 2023). The College recently established the [Island Campus](#) in mid-coast Maine after acquiring the [Allen and Benner Islands](#), once owned by the Wyeth family, to offer Colby students unique and timely cross-disciplinary research opportunities in a range of academic disciplines, including the marine sciences and the arts.

Colby College seeks a dynamic, committed, and exceptional leader to serve as its next Dean of the College. A highly visible culture builder with a strong sense of the complexities around undergraduate student life and the changing landscape of higher education, the Dean of the College will have a record of superior leadership, a passion for engaging with undergraduates from all backgrounds, the ability to

collaborate with diverse stakeholder groups, and expertise in spearheading new initiatives and building and cultivating teams from the ground up. The Dean will help to ensure that Colby is always prepared to adapt to a changing environment and diverse student body and help to create a culture that attracts, retains, and supports exceptional students. The Dean of the College will report to President [David A. Greene](#) and work closely and collaboratively as part of the diverse and effective senior leadership team, with administrative leaders from across the College, and with a highly effective Board of Trustees.

Since arriving at Colby, Greene has spearheaded a multi-faceted program to enhance the College's position as a leading liberal arts institution. Among the College's priorities are enhancing the quality of the academic program (in both traditional and interdisciplinary fields); strengthening Colby's commitment to diversity, equity, and inclusion; expanding the College's global reach and focus; and connecting the liberal arts to the world through partnerships and student experiences. The College is also actively working with Waterville to bring new life and economic sustainability to the city. Colby's projects include redeveloping five anchor properties in downtown Waterville; creating a robust civic engagement program for all students and especially those living in the Bill & Joan Alford Main Street Commons, which opened in 2018; and opening two new arts facilities and a boutique hotel on Main Street. A new residential facility in the heart of campus is currently in design and will be part of a full-scale reimagining of the student residential experience under the Dean of the College.

THE OPPORTUNITY

The Dean of the College works collaboratively with the President, senior officers, and faculty to provide leadership and promote the vision of a fully integrated student experience that combines the curricular and co-curricular dimensions of student life and illuminates the connection between students' intellectual and personal development. The Dean of the College leads new and existing initiatives to foster a diverse and inclusive community, including Colby's civic engagement efforts and [DavisConnects](#), which facilitates and provides funded global, internship, and research experiences for students.

This role presents a rare opportunity for an experienced higher education professional dedicated to the values of an inclusive liberal arts education to shape Colby's culture and build on its strengths. By leading an institutional shift aimed at redefining the student experience and by spearheading and implementing strategies and programs to enhance diversity and inclusion, the Dean will have a lasting impact on Colby for years to come.

Success in this position will require a visionary leader with an appreciation for the interdependence of the academic and co-curricular aspects of students' education and a capacity for creating and sustaining diverse and inclusive communities. The Dean of the College will:

- bring the energy and interpersonal skills to develop programmatic innovations and to lead institutional change in a fast-paced environment;
- lead an office delivering a complex array of services and programs;
- advise and collaborate with colleagues across the College (including in areas that do not report directly to the Dean but have an impact on students) on matters that shape the student experience and campus culture; and
- demonstrate the ability to build relationships with the Provost and the faculty with the goal of strengthening curricular and co-curricular connections and efforts to ensure student success.

The Dean is responsible for the oversight and management of an experienced and dedicated staff of more than 40 professionals. The major functional departments reporting to the Dean include Dean of Studies (advising and student success), Campus Life (residential education, housing, leadership programs, outdoor education, and student activities), DavisConnects, Counseling Services, International Student Programs, the Pugh Center and multicultural affairs, Religious and Spiritual Life, Student Health Services, and Community Values, Conflict Resolution, and Restorative Practice.

OPPORTUNITIES AND CHALLENGES

The Dean will join a senior team leading transformative institutional change. The successful candidate will articulate a compelling and coherent vision for student life at Colby, conveying an appreciation of and respect for the academic and intellectual culture of the institution.

Colby's commitment to the student experience has never been stronger. The Dean of the College will build upon the connections between student and academic life while enhancing campus-wide diversity, equity, and inclusion efforts. The primary opportunities and challenges for the Dean will include the following:

Provide visionary leadership to shape the Colby student experience: The new Dean will arrive at Colby at a time when the College is engaged in conversations about focusing and redefining the student experience. President Greene's vision places diversity, equity, inclusion, and intellectualism at the center of student life, with the expectation that every student engages in undergraduate research, internships, and global experiences that will give them the tools to approach problems in a rigorous, systematic way and prepare them for post-graduate success. The College envisions an experience that develops holistic individuals by engaging them in arts and innovation, civic participation, and athletic and active endeavors. The Dean will contribute to this work by clarifying and setting a vision for the student experience, as well as by providing more intentionality in programs, systems, and community building across the institution.

This work will require a thorough understanding of student affairs and the creativity to meet the particular issues at residential liberal arts colleges today. The Dean must have a positive, proactive focus, leading the College's efforts to define and enrich the student experience at Colby.

The Dean will lead and develop a committed and talented staff to maintain high standards of performance and to support collaboration among the units in the office and with colleagues across the College. As an exceptional manager, the Dean will have exemplary organizational development skills and a track record of building and managing strong, vibrant teams. The Dean must possess the capacity to develop effective systems that will streamline office functions, increase productivity, and enhance staff members' capacity to serve Colby's student body.

Advance Colby's commitment to diversity, equity, and inclusion: Colby's student demographics are changing dramatically and quickly. Applications to the College have more than tripled over the past eight years, with notable increases among students of color, first-generation students, and low-income students. The new Dean has the opportunity to leverage these changes to expand and enrich the educational environment at Colby and to ensure that all students benefit from studying and living in a more diverse community.

The Dean will anticipate and respond in innovative ways to the changing social and academic needs of this generation of incoming students. Further, the Dean must have a sophisticated and nuanced

understanding of how to build robust structures designed to support diverse students across the institution. The Dean will work closely with the Provost in conveying these changing needs to the faculty to enlist their collaboration in ensuring a positive student experience.

In addition to working with the student body, the Dean will work closely with the Provost and others on diversity, equity, and inclusion efforts across the institution. These will include exploring and pursuing ways to address equity and inclusion issues and cultivating a campus climate in which students, faculty, and staff are respected, valued, and supported. The Dean will integrate new and existing initiatives into a cohesive platform of programs and services to help students, faculty, and staff thrive in a healthy climate of diversity and inclusion across the College and to enhance the impact of these initiatives. One important asset in this work is the [Pugh Center](#), a space that serves as an intellectual and social focal point on campus for conversation, exploration, and celebration of diversity at Colby.

Promote a fully integrated student experience: Colby's living and learning environment provides the foundation upon which students prepare for successful lives and careers. As a leading residential liberal arts college, Colby is the ideal setting for student and academic life to intersect. The next Dean will promote the vision of a fully integrated student experience combining the curricular and co-curricular dimensions of student life with a keen appreciation that fulfillment of its academic mission is the College's paramount obligation. The Dean will illuminate the connection between students' intellectual and personal development and forge strong connections with the faculty, earning their respect and trust as an advocate for and administrative connection to student life. The new Dean will also collaborate closely with the Provost to plan for and provide programs and services of interest to faculty, staff, and students alike.

Colby continually works to strike the right balance between the rigor of the classroom and the challenges outside of it. The Dean will inspire students and provide opportunities for them to be conscientious and active citizens within and beyond the College community. The College seeks an individual who will encourage and oversee a student social life that aligns with Colby's values and aspirations, unites students from varying backgrounds to enliven on-campus life and broaden social opportunities, and organize and lead campus-wide efforts to build an even more inclusive and welcoming campus community. Finally, the Dean will appreciate the strengths and potential of place-based education and will actively engage with the off-campus community, modeling for students a civically engaged life.

Serve as a visible representative and spokesperson: Outside of the classroom, Colby students are engaged in a variety of activities, including athletics, community service programs, and artistic endeavors, among others. The Dean is expected to engage with students in these environments and others, earning their trust and providing a model of engagement with students for other administrators and faculty. The ideal candidate will be highly visible to and involved with students, both through one-on-one engagement and through being present at campus events and within the community.

Externally, the Dean will serve as a representative and spokesperson of the College on matters related to student life. They must be comfortable speaking to a wide range of audiences with both prepared and extemporaneous remarks on important and sometimes difficult topics.

Contribute to Colby's innovative and collaborative senior leadership team: President Greene has built a senior leadership team that is characterized by ambition, collegiality, and creativity. To succeed at Colby, the new Dean must be comfortable leading and operating in a fast-paced, ever-changing environment.

The Dean will work collaboratively with the President, senior officers, and faculty to provide leadership informed by a broad view and nuanced understanding of the academic and student affairs landscape. The Dean will contribute to the College's strategic discussions and represent students' best interests in leadership deliberations. The Dean will garner the respect of senior colleagues and serve as a principal advisor to the President on issues and decisions that influence the student experience.

DESIRED QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will be a student-centered, forward-thinking, and collaborative leader who deeply values the liberal arts tradition, thrives in a rapidly changing environment, and holds a great appreciation for the value of experiences that contribute to students' understanding of themselves and the world. The Dean will embrace and model the highest ethics and integrity and demonstrate a commitment to creating a respectful and supportive work environment. In addition, the Dean will possess the following experiences, capabilities, and personal attributes:

- Ability to collaborate with diverse stakeholder groups (including but not limited to trustees, administrators, students, alumni, parents, benefactors, faculty, staff, and members of the surrounding community);
- A passion for building culture and connection within the Colby community and beyond;
- Understanding of how to support students from diverse backgrounds and reduce or eliminate barriers and harmful structures that limit participation and success of underrepresented and under-served students;
- A record of commitment to advancing programs and initiatives in support of diversity, equity, and inclusion;
- Aptitude at building consensus and gaining the support of multiple stakeholder groups on complex issues that focus on student affairs and campus life while advancing both internal and external priorities;
- Interest and experience in stewardship and fundraising;
- Genuine passion for working with and supporting students of all backgrounds in their academic and personal development;
- Ability to exhibit the values and mission of Colby College in actions, words, and deeds;
- Deep respect for the academic mission and Colby's faculty;
- Expertise in spearheading new initiatives, building and cultivating teams from the ground up, and superior capacity to enhance morale and culture;
- Expert understanding of the higher education landscape, including the non-academic challenges that impede student success and satisfaction;
- Knowledge of ever-evolving legal and compliance issues;
- Keen understanding of the composition and needs of the Colby College student body;
- Ability to inspire students to take full advantage of the range of opportunities offered by Colby and capability to integrate and strengthen the relationship between academic and residential life;
- Strong management, leadership, organizational, communication, and interpersonal skills;
- Ability to craft a story and inspire others;
- Demonstrated record of working in a team environment with multiple, sometimes changing priorities; and
- Exceptional judgment and ability to strategize when there are competing priorities, goals, or desired outcomes.

A Ph.D. or other advanced degree is preferred.

ABOUT COLBY COLLEGE

Founded in 1813, Colby College is the 12th-oldest independent liberal arts college in the nation and one of America's most selective. The College is known for its intellectual rigor, its supportive and inclusive campus community, and its global reach. A residential, four-year, undergraduate institution, Colby offers an academic program rooted in the deep exploration of ideas and enriched by partnerships with world-class faculty scholars. Colby prepares its students to be intellectually curious, critical, and imaginative thinkers; proficient communicators; and responsible and active global citizens who are prepared to respond flexibly to changing demands and paradigms.

The Colby College community is characterized by mutual respect and open communication and is actively committed to attracting and retaining faculty, staff, and students with diverse backgrounds and perspectives. Inside and outside the classroom, students are encouraged to inquire broadly, think critically, create boldly, and engage productively in the shared enterprises of understanding and expanding human knowledge and experience. With [55 majors, 33 minors, and independent major options](#), Colby students have the flexibility within a strong liberal arts curriculum that provides excellent preparation for an unlimited range of career choices and graduate studies while giving students a better understanding of the world and their places in it. Colby's student to faculty ratio is 10:1. Seventy percent of class sections have fewer than 20 students.

The College is transforming the model of liberal arts education, making it more relevant, innovative, and connected to the world's most important challenges. Several noteworthy recent investments include the establishment of the Lunder Institute for American Art, the Linde Packman Lab for Biosciences Innovation, the Buck Lab for Climate and Environment, the Lyons Arts Lab, the McVey Data Science Initiative, the McFadden Fund for Humanistic Inquiry, the Halloran Lab for Entrepreneurship, the Pulver Science Scholars Program, the Schupf Lab for Data Visualization, the Davis Institute for Artificial Intelligence, the Schmaltz Family Effective Communication Initiative, the Jennifer Jahrling Forese Writer-in-Residence Program in Creative Writing, and DavisConnects, a sector-leading hub for internships, research opportunities, global experiences, and career exploration.

The College's wide variety of assets provide students and the community access to unique experiences: the Center for Arts and Humanities, the Goldfarb Center for Public Affairs, and the Oak Institute for Human Rights all connect the academic experience to contemporary issues and vexing questions. The Colby Museum of Art, one of the finest college art museums in the country, is an integral resource for the College, with between 100 and 150 academic courses across the curriculum using it as a place for teaching and learning. The interdisciplinary opportunities available through the Island Campus are unparalleled.

Colby's finances are strong and well managed. The College's 2022-23 fiscal year operating budget totals \$260 million. As of June 30, 2022, the market value of Colby's endowment stood at \$1.2 billion. Over the last four years, Colby's fundraising totals have ranked second among national liberal arts colleges.

Central to Colby's ambitions is its comprehensive campaign, the largest comprehensive campaign ever undertaken by a liberal arts college. Since 2017 the College has raised \$693 million toward a \$750-million goal. The campaign is making it possible for Colby to introduce transformational initiatives, build upon on its strong academic programs, improve access to a Colby education for deserving students from around

the globe, and provide outstanding new facilities that both support a multidisciplinary approach to learning and connect the College to the community beyond its campus.

CAMPUS AND LOCATION

Colby's 714-acre campus on Mayflower Hill is regarded as one of the most beautiful in the nation. The campus has [64 buildings](#), including one of the nation's premier institutions of American art (the [Colby College Museum of Art](#)), the iconic Miller Library, 32 residence halls, three dining halls, a student union, an extensive athletics and recreation complex, and 50 acres of fields. Most of Mayflower Hill, including the 128-acre Perkins Arboretum and Bird Sanctuary, is a State Wildlife Management Area.

The College is a national leader in sustainability, and its commitment to the environment is evident across campus. In April 2013 Colby became one of the first higher education institutions in the United States to achieve carbon neutrality. All new construction at Colby is a minimum of LEED Silver certified. A 1.9-megawatt photovoltaic energy project currently produces approximately 16 percent of Colby's energy needs.

Located in central Maine, the city of Waterville sits on the banks of the Kennebec River and provides access to a range of artistic, cultural, recreational, and athletic experiences in the local area and beyond. Downtown Waterville is home to many shops, restaurants, bars, and a well-attended farmers' market with produce and products sourced from local farmers and craft artisans. Multiple medical facilities, Thomas College, and Colby College also lie within city limits. Arts and cultural amenities include the Colby College Museum of Art and the newly renovated historic Waterville Opera House, which connects to the new Paul J. Schupf Art Center. It houses the independent Maine Film Center, which is widely considered one of the best independent film houses in New England and hosts the renowned annual Maine International Film Festival. Schupf Arts is also home to Waterville Creates, whose mission is to provide arts experiences to all. The Greene Block + Studios downtown hosts arts events open to and in collaboration with the community and is home to the Lunder Institute for American Art and its artists-in-residence. In 2018, Waterville completed a RiverWalk downtown and the city recently completed construction to re-route and improve the traffic patterns and streetscape (sidewalks, plantings, and lighting) through a \$7.4 million federal BUILD grant. Outdoor enthusiasts can take advantage of the Quarry Road Recreation Area in Waterville, which offers six miles of world-class groomed cross-country ski trails and the only snowmaking capability for miles around.

COLLEGE LEADERSHIP

[David A. Greene](#) took office as the 20th President of Colby on July 1, 2014. Prior to this appointment, President Greene was Executive Vice President at the University of Chicago, having previously served in leadership roles at Brown University and Smith College. Greene received a bachelor's degree in history from Hamilton College and a master's degree in human development and psychology as well as master's and doctoral degrees in education and social policy from Harvard University.

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE

The College's commitment to diversity, equity, inclusion, and racial justice is evident in its admissions practices and financial aid policies. Recently the Chronicle of Higher Education [ranked Colby fourth in the nation](#) among all private colleges and universities for the generosity of its financial aid programs for students with the highest need. Through the [Colby Commitment](#), the expected contribution from parents or guardians with less than a \$75,000 annual household income is \$0. The expected contribution from

families with household income up to \$150,000 is capped at \$15,000. From 2014 to 2022, Colby doubled Pell grant enrollments, the highest growth rate in the nation among [American Talent Initiative](#) institutions. Colby supports its diverse population through a range of new programs including the [Weiland Welcome Grant](#), which provides \$1,250 in addition to financial aid for expenses associated with necessary school items to low-income first-year students.

Colby College aspires to integrate diversity, equity, and inclusion into all aspects of its institutional life, synergize actions at all levels of the College, and cultivate inclusivity and mutual respect throughout the Colby College community. Myriad centers and programs are available to students to support and enrich their own pursuit of integrating DEI into their college experience.

APPLICATION AND CONTACT INFORMATION

This is a full-time position that will be performed on site in Maine. The salary is commensurate with experience and outstanding housing adjacent to campus is provided as well. A summary of benefits can be found [here](#).

For best consideration, please send all nominations and applications, electronically and in confidence, to the address below. Applications should include a CV and letter of interest.



Shelly Weiss Storbeck, Global Education Practice Lead and Managing Director

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Colby is a private, coeducational liberal arts college that admits students and makes personnel decisions on the basis of the individual's qualifications to contribute to Colby's educational objectives and institutional needs. The principle of not discriminating on the basis of race, color, age, sex, sexual orientation, gender identity, religion, pregnancy, parental or marital status, national or ethnic origin, caste, political beliefs, or disability unrelated to job or course of study requirements is consistent with the mission of a liberal arts college and the law. Colby is an affirmative action/equal opportunity employer and operates in accordance with federal and state laws regarding nondiscrimination.

Colby complies with Title IX, which prohibits discrimination on the basis of sex in educational programs and activities. Questions regarding Title IX may be referred to Colby's Title IX coordinator or to the federal Office of Civil Rights. In compliance with the Clery Act, which requires Colby to disclose campus crime statistics, you will find Colby's Annual Safety, Security, and Fire Safety Report.

Colby prohibits retaliation against anyone who makes a good faith report of conduct in violation of Colby's discrimination or harassment policies, or against anyone who makes a good faith effort to disclose perceived wrongdoing. Further, Colby will not tolerate retaliation against any employee who, in good faith, cooperates in the investigation of such conduct.

For more information, please visit colby.edu.