

SEARCH PROFILE:

DEAN OF STUDENTS



THIELTM
COLLEGE

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THE OPPORTUNITY

Thiel College is accepting applications for the Dean of Students position. As a dynamic leader within the Student Life division, the Dean provides comprehensive leadership for student engagement and success, well-being, safety, crisis management, and residence life. This position offers the opportunity to shape the student experience at a creative and energetic institution positioned to thrive academically and financially. The Dean leads a broad team of professionals across student life, health and wellness, campus safety, residence life and conduct, faith and spirituality, and co-curricular programming.

The new Dean is expected to start by July 1, 2026.



THIEL COLLEGE



More than 80% of first-year students rate their Thiel campus visit experience as “outstanding” or “exceeds expectations,” compared to other colleges they visited.

Source: FY 25 Student Feedback Survey

THE COLLEGE

Thiel College is a creative and energetic place with a strong history and culture of commitment to student success, meaning it takes its students' education and career success seriously and offers a supportive, challenging, and rewarding learning environment. This allows students to strive to discover the path they are meant to take. The College is committed to providing quality undergraduate and graduate education and is accredited by the Middle States Commission on Higher Education.

Founded in the Lutheran tradition, Thiel began as Thiel Hall before becoming Thiel College in 1870. From its earliest days, the College has embodied its founding values, welcoming both men and women (three of the first five students were women) and preparing graduates for lives of leadership and service in the church and society. True to its liberal arts roots, Thiel provides a holistic education that fosters ethical, spiritual, vocational, and professional growth. The College embraces a broad view of the world, encouraging global awareness, interdisciplinary learning, and a lifelong commitment to personal and civic responsibility, ensuring alignment with the College's mission while fostering a welcoming and supportive campus culture.

STATEMENT OF IDENTITY

Founded in 1866, Thiel College is an independent liberal arts college in western Pennsylvania that offers innovative undergraduate programs. Shaped by its Lutheran heritage, Thiel provides an accessible, inclusive learning environment and serves a diverse student population. Thiel offers robust co-curricular and athletic experiences and fosters lifelong growth, learning, and relationships.

STATEMENT OF MISSION

Thiel College prepares students for careers and lives of meaning and purpose and empowers individuals to reach their full potential in a diverse, equitable, and inclusive learning environment. Promoting educational excellence, innovation, and ethical leadership, the College provides distinctive learning opportunities for students and serves as an asset for the region's social, economic, and educational development.

THE COLLEGE (CONT.)

GREENVILLE, PENNSYLVANIA

Greenville is a small borough of approximately 5,700 residents located in northern Mercer County in western Pennsylvania, along the scenic Shenango River. The community offers a classic small-town atmosphere with a walkable downtown area featuring local shops, restaurants, and historic architecture. The town celebrated its 175th anniversary in 2013 and maintains a strong sense of community identity.

Greenville is ideally situated approximately 90 minutes from three major metropolitan areas - Pittsburgh, Cleveland, and Erie - providing easy access to “big city” culture, professional sports, arts venues, and major airports while maintaining the safety and charm of a small-town environment. The borough is located north of Interstate 80 and west of Interstate 79, making regional travel convenient.

STRATEGIC PLAN

In 2021, the Board of Trustees approved [Thiel 2026: Launching the Leaders the World Needs Now](#), following envisioning sessions with more than 80 Trustees, faculty, staff, students, alumni, and community partners. Considering social and economic trends, these groups imagined how Thiel could thrive amid challenges and opportunities. Now a proven success, the plan projects confidence and innovation through distinctive curricular and co-curricular experiences, increased partnerships, and expanded community outreach. Each of these endeavors affirms Thiel's stature as a diverse, inclusive institution that prepares leaders to impact careers, lives, and the world.

Under the leadership of President Susan Traverso, Ph.D., who is in her 10th year as Thiel's 20th and first female president, the College has experienced enrollment growth through strong undergraduate programs and robust co-curricular offerings. The College has expanded into graduate education with the addition of master's degree programs and has completed more than \$60 million in capital improvements to academic, athletic, and residential facilities. Recent improvements include a \$7.5 million renovation of the Rhodehouse Science Building, featuring updated lab and classroom spaces and a new human anatomy lab, aligned with the College's strategic focus on allied health and sciences.

FAST FACTS FALL 2025

- Total Student Headcount: 921
- Male - 54%
- Female – 45%
- Designated as Other – 1%
- Full Time - 754, 81.6% (Undergraduate)
- Part Time – 68, 7.3%
- Graduate – 99, 10.7%
- Average Class Size:13
- Student-Faculty Ratio: 12:1
- Full Time Faculty: 59
- Athletics: 55% of students play on 24 varsity teams
- Mascot: Tommy Tomcat
- Member of the Presidents' Athletic Conference (PAC) and NCAA Division III
- Residence Status: 73% of students live in campus housing
- More than 100 clubs, teams, and organizations
- 100% of students take an active role in a research project, complete an internship, or practicum prior to graduation.





STUDENT LIFE AT THIEL

Student Life at Thiel College is dedicated to creating a vibrant, supportive, and inclusive campus community where students can discover their passions, develop leadership skills, and thrive both in and out of the classroom. With over 90% of students participating in at least one co-curricular activity, Thiel offers a close-knit residential environment where nearly 71% of undergraduates live on campus, fostering a strong sense of belonging and community.

The Office of Student Life is committed to extending learning beyond the classroom through innovative programs designed to foster academic success, personal growth, and student development. The College ensures that every student, whether first-year, transfer, first-generation, international, or graduate, has access to tailored services and events that meet their unique needs. The Dean of Students provides leadership for this comprehensive portfolio of student-facing services, working collaboratively across the division and College to promote student success, retention, and graduation.

STUDENT ENGAGEMENT AND CO-CURRICULAR PROGRAMMING

The Office of Student Activities and Involvement enhance the collegiate experience through engaging and entertaining programs throughout the year. Student teams design, create, and promote events including game shows, dances, concerts, giveaways, socials, and holiday celebrations. The College takes advantage of its strategic location by arranging trips to adventure parks, shopping outlets, and cultural centers such as Washington D.C., Chicago, and New York City.

Students can engage with more than 100 teams, clubs, and organizations spanning academic honor societies, service organizations, campus media, performing arts, and special interest groups. Recent student-

At Thiel, students are known by name. Professors and staff “go above and beyond”, providing individual guidance, mentorship, and encouragement that helps students feel valued and supported.

Source: FY 25 Student Feedback Survey

initiated additions include Circle K, Roller Coaster Club, and Tabletop Gamers, demonstrating the College's commitment to supporting student interests. The office provides financial and programming support to student clubs and organizations, assists one local and six nationally recognized fraternities and sororities, and supplies civic engagement opportunities in the local community and beyond.

Thiel College features structured time for community engagement through Community Hour every Tuesday (11:30 a.m. to 12:30 p.m.) and Common Hour every Thursday, during which no classes or practices are held. These dedicated times allow students to participate in special programs, attend speaker series, and engage with the broader campus community.

STUDENT GOVERNMENT ASSOCIATION

The Student Government Association (SGA) serves as the voice of the student body, advocating for student needs, promoting student interests, and increasing student involvement and civic engagement. The SGA General Assembly comprises five elected executive board officers, four class officers representing each class year, and one representative from each recognized organization. The association has the authority to

STUDENT LIFE AT THIEL (CONT.)

allocate funding to recognized student groups and has arranged special discounts for students at local Greenville businesses. The Dean of Students co-advises the SGA with a faculty or staff member.

RESIDENCE LIFE AND HOUSING

The 135-acre campus features a variety of housing options, including traditional residence halls, apartments, theme houses, and townhouses. Each living space is designed to enhance the learning experience and complement students' academic, athletic, and leadership opportunities.

First-year students are housed in traditional residence halls located up-campus, (Hodge Hall, Sawhill Hall, and Florence West Hall), where they engage in the full college experience within a community living environment. Each residence hall includes Resident Leaders who coach and guide students, as well as lounges, laundry facilities, and kitchen areas. Upperclassmen and graduate students have additional options, including the John C. Bane Memorial Residence Hall, Elizabeth Stewart Hall (the College's largest residence hall), College Avenue apartments, and townhouses, which include furnished living rooms and full kitchens.

The Residence Life staff strives to be visible, available, and approachable to assist students with personal growth opportunities and academic success. Professional staff members and resident leaders live in each residence hall to promote the security and well-being of residents and provide social and educational programs and activities. The department works to create a positive living and learning community in a clean, nurturing environment where students feel safe, supported, and part of the community at all times.

STUDENT CONDUCT AND COMMUNITY STANDARDS

The College maintains clear community standards through consistent and effective administration of student conduct processes. The Residence Life office collaborates with Public Safety and other departments to address behavioral concerns and maintain a positive campus environment. Professional staff participate in on-call responsibilities to respond to behavioral, emergency, and other student concerns or incidents, ensuring 24/7 support for the residential community.

HEALTH AND WELLNESS SERVICES

The Thiel College Wellness Center, located at the lower level of the Howard Miller Student Center, provides compassionate, accessible, and exceptional physical and mental health care to the diverse campus

community. The center's mission is to identify and alleviate health-related barriers that could hinder student success through individualized treatment, campus-wide education, and programming.

Health Services provides treatment for minor illnesses and injuries, basic first aid supplies, blood pressure screenings, non-prescription medications, and referrals to local health care providers. During the regular academic year, the office is staffed by a licensed practical nurse and operates Monday through Friday, 8:00 a.m. to 5:00 p.m. In emergencies, Public Safety is always available to provide emergency care and transportation when the office is closed.

Counseling Services offers free, confidential short-term counseling to all enrolled students in a safe and supportive setting. The Counseling Center assists students in exploring personal concerns or problems, including changes in mood, anxiety, depression, relationship issues, homesickness, and the many transitions that accompany college life. Services promote student success and academic performance at all stages of the college experience. When the Counseling Center cannot provide needed assistance, staff help make appropriate referrals to outside providers. Counselors are available through Thiel Police or Residence Life in off-hours should a crisis occur.

CAMPUS SAFETY AND PUBLIC SAFETY

The Department of Public Safety maintains a full-time police department 365 days a year, staffed 24 hours a day, seven days a week, with a comprehensive mission focused on maintaining a safe environment, educating campus members on safety and security issues, and providing emergency response services. The department consists of seven full-time and several part-time sworn police officers, all meeting Pennsylvania Municipal Police officer training standards and trained in emergency response procedures, First Aid, CPR, and Act 180 mandatory in-service training.



STUDENT LIFE AT THIEL (CONT.)

The Chief of Police/Director of Public Safety is responsible for campus security of people and facilities, emergency management plans and activities, oversight of the College's fleet vehicle and shuttle service, and preparation of the Annual Security Report in compliance with the Clery Act. The department works closely with the Greenville Police Department, Hempfield Township Police Department, and Mercer County District Attorney's Office. Campus police officers have the authority to arrest when necessary and provide on-campus escort services 24 hours a day, seven days a week.

The College uses the Tomcat Alert emergency notification system, which sends email and text messages during emergencies. All crimes on campus are reported to the Pennsylvania State Police in accordance with the College and University Security Information Act.

FAITH, SPIRITUALITY, AND SERVICE

Thiel College's campus ministry embraces a "welcome for all" philosophy, celebrating a lively spiritual life grounded in the College's Lutheran heritage while welcoming students from all faith backgrounds and perspectives. The Coordinator for Faith, Spirituality & Service oversees campus worship, advises campus ministry groups, coordinates pastoral care to members of the Thiel community, and facilitates spiritual growth and service opportunities. The Coordinator works closely with a part-time Campus Pastor who also serves as Pastor at Holy Trinity Lutheran Church in Greenville.

The College offers regular worship gatherings or programs, including programming during Welcome Week at the beginning of the academic year, a Martin Luther King Jr. service and/or celebration in January, and Baccalaureate Service at the end of the academic year. Other special services and events occur throughout the year. Student groups such as the Fellowship of Christian Athletes and a weekly prayer group provide additional opportunities for spiritual exploration and faith development.

The Glen L. Johnson Chapel, dedicated in 2006, stands at the center of the east and west portions of campus as a witness to the centrality of spiritual life shared at Thiel College. The chapel is available for private prayer, student use, Thiel Choir rehearsals and concerts, Bible studies, and classes, and serves as a gathering place for the community.

PERFORMING ARTS PROGRAMS

The Dean of Students provides oversight and support for performing arts programs, including marching and concert bands, choirs, and theatre. These programs

contribute to recruitment goals and offer distinctive learning opportunities aligned with the College's liberal arts mission. Students participate in performances, concerts, and theatrical productions throughout the year, with the Thiel Choir utilizing the campus chapel for rehearsals and performances.

NEW STUDENT ORIENTATION AND TRANSITION PROGRAMS

The Dean of Students is responsible for helping to plan and lead new student orientation/Welcome Weekend and transition programming through the First-Year Experience (FYE) program, a thoughtful series of activities, events, academic advising, and first-year seminars designed to ensure student success. The program helps students appreciate the value of a liberal arts education, discover more about themselves and the world, develop an appreciation for diverse communities and civic responsibilities, and learn to live and work in a nurturing, supportive community. A signature tradition, Brother Martin's Walk, occurs only twice during students' college careers, before Opening Convocation and Commencement, creating a shared experience that connects students to the College's 150+ year history.

SUPPORT FOR DIVERSE STUDENT POPULATIONS

The Office of Student Life provides direct support services for commuter students, international students, first-generation students, and other student populations to promote successful transition, engagement, and retention. The College is committed to creating a learning environment that is inclusive and supportive of diverse perspectives. Programs and services are designed to meet the unique needs of each student population while fostering a sense of belonging within the broader Thiel community.

COMPLIANCE AND STUDENT SAFETY INITIATIVES

The Dean of Students plays a critical role in institutional compliance efforts, including Title IX, student conduct, Clery Act, VAWA, and FERPA. The position involves partnering with Title IX leadership to ensure compliance, provide training, support prevention efforts, and support students. The Dean coordinates prevention and response programming related to student wellbeing, privacy, safety, and conduct, and is responsible for developing and leading a campus threat assessment team. The position also oversees emergency preparedness, including annual review, revision, and training on the emergency management plan, and coordinates crisis response with public safety, residence life, counseling, and other stakeholders.



LEADERSHIP AGENDA

The Dean of Students position at Thiel College offers the opportunity to make a profound impact on students' lives in a community that values relationships, authenticity, and student success. The role requires someone who genuinely enjoys working directly with students, who can balance strategic thinking with hands-on engagement, and who will embrace Thiel's close-knit culture while bringing fresh ideas and energy.

The next Dean will join an institution at an important moment, with both challenges to address and significant strengths to build upon. Success in this role requires not just administrative competence but also genuine passion for student development, commitment to inclusive excellence, and the ability to build trust across a diverse campus community, including undergraduate and graduate students. The ideal candidate will see Thiel's size not as a limitation but as an opportunity to know students individually and see the direct impact of their leadership.

Thiel College is defined by its people and their commitment to students. Key priorities that shape this role include:

VISIBILITY, ACCESSIBILITY, AND STUDENT-CENTERED LEADERSHIP

The Dean of Students must be a visible, accessible presence across campus who genuinely enjoys engaging with students in their spaces and at their events. This role requires attending campus events regularly, while also being present in residence halls, dining spaces, and other student gathering areas. Students and staff emphasized that this is not a position for someone who prefers to work primarily from an office; rather, the Dean will serve as a student advocate

and respond to students' concerns with genuine care and timely follow-up. This priority offers the opportunity to build on Thiel's legacy of strong student-centered leadership and maintain the culture of belonging where administrators are known, trusted, and accessible throughout the campus community.

STUDENT RETENTION AND BELONGING

As with many small, private, rural institutions, Thiel faces retention challenges. The Dean must lead comprehensive first-year transition and orientation programming that helps students build meaningful connections early, partner closely with Athletics to support student-athletes in achieving academic success and social integration beyond their teams and assist with retention initiatives that identify at-risk students in their first semester. Success in this priority area includes creating programming and services that help students from diverse backgrounds feel welcome and supported, providing targeted support for commuter students, and enhancing co-curricular and residential programming to foster a vibrant campus life within the rural location.

Students consistently refer to Thiel as "home." First-year students highlight the immediate sense of belonging, while returning students emphasize the long-term support and growth they feel as part of the Thiel family.

Source: FY 25 Student Feedback Survey

LEADERSHIP AGENDA (CONT.)

RESIDENTIAL EXPERIENCE AND COMMUNITY STANDARDS

The residential experience is central to Thiel's identity as a close-knit campus community. The Dean must work collaboratively to review and update residential life policies and procedures, support and develop both residential life professionals and student staff, and create residential environments that foster learning, community building, and appropriate conduct while ensuring fair and educational conduct processes that hold students accountable and support their development. This work includes managing crisis response protocols and participating in the on-call rotation for student emergencies, addressing conduct issues, interpersonal conflicts, and community living challenges, and working collaboratively with Facilities to address physical plant needs in residential spaces. Strengthening the foundation of residential community life through clear expectations and supportive structures will enhance the living-learning environment and contribute to the sense of belonging that students identified as central to their Thiel experience.

HEALTH, WELLNESS, AND CRISIS RESPONSE

As mental health needs continue to grow nationally, Thiel's counseling and health resources serve a diverse student population with varying needs, while campus safety and crisis management require careful coordination across multiple units, including Public Safety, Residence Life, Counseling Services, and Academic Affairs. The Dean will support campus

counseling and health services functions, assist in identifying trends in student wellbeing to develop proactive programming, and lead crisis response coordination among stakeholders while establishing or strengthening a threat assessment team. Critical compliance responsibilities include ensuring adherence to Clery Act, VAWA, Title IX, and other safety-related federal and state mandates, while also assisting with comprehensive prevention and education programming. This priority offers the opportunity to create a comprehensive, coordinated approach to student wellbeing that addresses both individual student needs and campus climate while ensuring the institution meets all legal and ethical obligations to keep students safe.

CO-CURRICULAR ENGAGEMENT AND STUDENT DEVELOPMENT

Students who become actively involved in campus life thrive at Thiel. The Dean oversees robust co-curricular programming through Student Activities, Campus Ministry, Greek Life, and student organizations, provides strong support to Student Government Association and other student leadership groups, and ensures diverse programming options that appeal to athletes, commuters, and non-traditional students. This priority represents an opportunity to strengthen the out-of-classroom experience as a vital complement to academic learning, helping every student find their place in the Thiel community and develop the leadership skills and co-curricular competencies that will serve them throughout their lives.



Students and families call Thiel's scholarships and aid packages "life-changing." Affordability is cited as a decisive reason for choosing and staying at Thiel.

Source: FY 25 Student Feedback Survey

DESIRED QUALITIES FOR THE DEAN OF STUDENTS

Thiel College is looking for a Dean of Students who will be present, caring, student-centered, collaborative, innovative, and genuine – someone who will help every student discover their path and reach their full potential. Based on feedback from the campus community, the next Dean of Students should have the following qualities and characteristics:

- **Authentic and Genuine:** A “real person” who treats others with respect and engages authentically across levels of the organization.
- **Accessible and Approachable:** Someone with an open door and warm demeanor who students feel comfortable talking to about concerns large and small.
- **Student-Centered:** Deeply committed to putting students at the heart of decisions and willing to advocate for student needs.
- **Collaborative:** Able to build relationships across campus divisions and not shy about asking faculty and staff to partner on initiatives.
- **Present and Visible:** Genuinely enjoys being at events, programs, and in student spaces, not someone who wants to work primarily from an office.
- **Strong Communicator:** Direct, honest, and clear in both speaking and listening; keeps people informed even during long processes.
- **Entrepreneurial:** Brings ideas, energy, and willingness to try new approaches; sees opportunities where others might see only constraints.
- **Culturally Competent:** Understands and values diversity; can work effectively with students from varied backgrounds and navigate difficult conversations about identity and inclusion.
- **Steady in Crisis:** Maintains composure during emergencies and difficult situations; provides calm leadership when others are anxious.
- **Administratively Competent:** Understands compliance requirements, develops and implements policies, and manages complex operations effectively.
- **Team Builder:** Develops and supports staff to reach their potential; creates collaborative teams focused on shared goals.

QUALIFICATIONS

The Dean of Students provides dynamic leadership for student engagement and success, well-being, safety and crisis management, and residence life at Thiel College. Reporting directly to the Vice President for Enrollment, Student Life, and Athletics, the Dean leads a comprehensive portfolio of student-facing services and personnel, fosters an inclusive and supportive campus climate, and plays a key role in student success and retention initiatives. The salary range for this position is \$75,000-\$95,000 with a comprehensive benefits package.

REQUIRED QUALIFICATIONS

- A master’s degree in student affairs, higher education administration, counseling, or related field.
- Three to five years of experience in higher education leadership and administration.

PREFERRED QUALIFICATIONS

- Experience in small, private, residential liberal arts college settings.
- Experience and/or familiarity with compliance areas such as Title IX, Clery Act, VAWA, and/or FERPA.
- Previous experience as a Dean of Students, Associate/ Assistant Dean of Students, or equivalent senior student affairs role.
- Experience working in Lutheran or faith-based higher education contexts.



- Demonstrated experience supervising professional staff and managing multiple departments or functional areas.
- Experience with student conduct processes and residential life operations.
- Track record of developing and implementing effective programs and services for diverse student populations.
- Comprehensive understanding of student development theory and best practices in student affairs.
- Strong crisis management and emergency response capabilities.
- Excellent interpersonal and communication skills, both written and oral.
- Ability to work collaboratively across divisions and build effective partnerships.
- Strong organizational skills and ability to manage multiple priorities simultaneously.
- Commitment to student-centered leadership and accessibility.



APPLICATION AND NOMINATION PROCESS

Thiel College is partnering with Academic Search for this search. Candidates are encouraged to send a copy of their CV/resume to ThielDeanofStudents@academicsearch.org for review by the Managing Director for this search, Dr. Nancy Crimmin.

Applicants should send the following three documents (each in PDF format) to Academic Search at ThielDeanofStudents@academicsearch.org:

- A detailed letter of interest addressing the leadership agenda and qualifications as outlined in this profile.
- A CV/resume with relevant administrative responsibilities and accomplishments.
- A list of five professional references, including names, phone numbers, email addresses, and a note explaining the candidate's relationship to each reference. References will not be contacted until later in the search process and only with the candidate's permission.

Although nominations are not required to be considered for this position, leaders who know of outstanding candidates are welcome to submit

confidential nominations by sending an email to ThielDeanofStudents@academicsearch.org. Be sure to include the nominee's full name, position, institution/organization, and email address. Academic Search will notify individuals of their nomination, provide details about the position, and encourage them to apply.

Although the search remains open until the position is filled, candidates should submit application materials by **March 20, 2026**, for full consideration by the Search Committee.

Thiel College does not discriminate against any person based on actual or perceived race, color, gender (including gender expression and gender identity), sex, sexual orientation, religious belief, national origin, ethnicity, genetic information, pregnancy, familial status, marital status, veteran status, age, or disability as those terms are defined under applicable law. This policy of nondiscrimination applies in connection with admission to and participation in all programs and activities sponsored by Thiel College and to all employment practices of Thiel College.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Thiel 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.

