



Vice President for Student Experience and Retention

The Vice President for Student Experience and Retention provides vision and leadership in the development and administration of a vibrant student experience that engages the entire Doane community. This role provides essential campus-wide leadership, strategy, vision, and support for student engagement and retention. A primary objective of this position is to lead intentional efforts to support and engage all students (undergraduate and graduate, domestic and international) in a diverse portfolio of services and programs which foster meaningful connection, a strong sense of belonging, and overall positive well-being.

Key Responsibilities

- Develop and lead internal and external partnerships to enhance student experience and operations.
- Cultivate campus-wide initiatives focused on inclusive student engagement.
- Play an integral role in the development and implementation of student success plans supporting recruitment, retention, completion and placement.
- Participate with faculty to provide experiences that contribute to students' personal and professional goals.
- Provide leadership and guidance on assessment and strategic planning efforts.
- Foster an environment of data-informed decision making that empowers direct reports to initiate progress, identify trends, and make appropriate adjustments.
- Oversee operating budgets for the department. Partner with student experience leaders to manage accounts throughout the year.

Qualifications/Skills/Abilities

- Advanced education in higher education administration, counseling, psychology, management, or related fields is required, Ph.D., Ed.D. or equivalent preferred.
- Requires 7-10 years of progressively responsible experience in higher education administration.
- Experience that includes student success and retention programs as well as new student orientation in a leadership capacity is highly preferred.
- Excellent customer service ethic and high expectations for quality.
- Experience developing and administering large operating budgets.
- In depth understanding of assessment and program evaluation strategies.
- Expert knowledge of higher education administration with relevant experience in management of student experience at the collegiate level is preferred.
- A strong record of success as a supervisor, including but not limited to performance evaluation, professional development, setting individual goals, and assessment of performance effectiveness.
- Demonstrated effectiveness in setting priorities and deadlines to ensure project goals and objectives are met.
- Commitment to and proven practice with equity as a foundation for student experience.

Mission Statement: Doane University creates distinctive educational experiences, rooted in the liberal arts, to prepare our students for careers and lives grounded in inquiry, ethics, and a commitment to lead and serve in the global community.

The values are our guiding principles, they are: **Inclusion, Integrity, Innovation and Transformation.** Doane University actively works to create and sustain a welcoming learning community for all members to fulfill their potential, belong, feel valued, and make meaningful contributions to the university. Doane University is an equal opportunity employer and seeks candidates who reflect the diversity of our society.