The Spelman & Johnson Group

Position Specification

Vice President for Student Affairs
Purdue University
West Lafayette, Indiana

Background

Purdue University is a coeducational, state-assisted system in Indiana. Founded in 1869 and named after benefactor John Purdue, we are one of the nation's leading research institutions with a reputation for excellent and affordable education.

We are accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools.

Our West Lafayette campus offers more than 200 majors for undergraduates, over 70 master's and doctoral programs, and professional degrees in pharmacy and veterinary medicine. In addition, we have 18 intercollegiate sports teams and more than 850 student organizations.

Purdue History

July 2, 1862

President Abraham Lincoln signed the Morrill Land Grant Act, which turned public lands over to any state that agreed to use the land sale proceeds to maintain a college teaching agriculture and the "mechanic arts."

1865

The Indiana General Assembly voted to participate in the plan and took steps to establish such an institution.

May 6, 1869

The Indiana General Assembly chose the Lafayette area for the new institution and accepted a $150,000 gift from John Purdue, as well as $50,000 from Tippecanoe County and 100 acres of land from local residents. The legislature named the new school Purdue University.

1872

Purdue's first president, Richard Owen, started his term.

September 16, 1874

Classes began with six instructors and 39 students. Purdue's first graduating class had 14 students.

John Purdue

The principal benefactor for the University's founding was born October 31, 1802, near Shirleysburg, Pennsylvania, and died September 12, 1876, in Lafayette, Indiana. He is buried on the Purdue — West Lafayette campus.

Statement of Integrity and Code of Conduct

Preamble

Purdue University has a tradition of ethical conduct spanning its history. As a land-grant institution, we demonstrate our responsiveness to our constituencies and extend to them access to our knowledge resources. We nurture relationships with other partners in education who support our vision or join us to foster common interests. We integrate our mission with our responsibilities. We contribute our knowledge resources impartially in serving our public purposes. As faculty, students, staff, and administrators, we are a community of dedicated learners, scholars, professionals, and practitioners - all contributing our talents to uphold our standards, and improve ourselves and the broader community in which we live and work. Our responsibilities and obligations toward the advancement of learning, discovery, and engagement in the University and in Indiana extend to our nation and the world. This statement of integrity is meant to provide an overarching declaration that informs specific policies and procedures regarding conduct, enforcement, and accountability. Such policies and procedures either exist in official University documents or will be developed as necessary.

Statement

At Purdue, integrity is indispensable to our mission. We act with honesty and adhere to the highest standards of moral and ethical values and principles through our personal and professional behavior. We demonstrate our understanding of these values and principles and uphold them in every action and decision. Trust and trustworthiness go hand in hand with how we conduct ourselves, as we sustain a culture that is based upon ethical conduct. We expect our actions to be consistent with our words, and our words to be consistent with our intentions. We accept our responsibilities, share leadership in a democratic spirit, and subject ourselves to the highest standards of public trust. We hold ourselves accountable for our words and our actions.

We champion freedom of expression. To ensure our integrity, we safeguard academic freedom, open inquiry, and debate in the best interests of education, enrichment, and our personal and professional development. We embrace human and intellectual diversity and inclusiveness. We uphold the highest standards of fairness, act as responsible citizens, respect equality and the rights of others, and treat all individuals with dignity.

To fulfill our goals as a learning community, we insist that the objectives of student learning are not compromised. We treat all students equitably, and our evaluations of learning achievements are impartial based on demonstrated academic performance. As students, we understand that learning is the most important goal and we embrace ethical values and principles, and reject academic dishonesty in all our learning endeavors. In the realm of new discoveries, we place the highest value upon truth and accuracy. We acknowledge the contributions of others. We place a higher value on expanding and sharing knowledge than on recognition or ownership.

We work diligently drawing from the strong work ethic of our state of Indiana and are committed to always acting in the best interests of the University. We pledge to make wise use of our resources and to be good stewards of financial, capital, and human resources. We operate within the letter and spirit of the law and prescribed policies, and strive to avoid impropriety or conflict of interest.

As members of the Purdue community, we demonstrate unyielding and uncompromised integrity in support of the highest standards of excellence for the University. As individuals, we all contribute to this Purdue standard of integrity as an exemplary model for all universities.

Academic Program

Colleges and Schools

Agriculture
Consumer and Family Sciences
Education
Engineering
Liberal Arts
Management
Pharmacy, Nursing, and Health Sciences
Science
Technology
Veterinary Medicine

College of Agriculture

One of two divisions originally established at Purdue in 1869. It now consists of 11 academic departments.

College of Consumer and Family Sciences

Established as a department of home economics in 1905, it became a school in 1926. It was named the School of Consumer and Family Sciences in 1976 and became a college in 2005 and has four academic departments.

College of Education

Established as a department of education in 1908, it became a school in 1989 and a college in 2005. It is accredited by the National Council for Accreditation of Teacher Education (NCATE) and the Indiana Professional Standards Board and is in compliance with Title II reporting requirements.

In addition to the degrees offered through the college, teacher preparation programs are offered in collaboration with the colleges of Agriculture, Consumer and Family Sciences, Liberal Arts, Science, and Technology.

College of Engineering

Four-year programs in civil and mechanical engineering first became available in 1875. The college now has 11 schools and three divisions. It ranks among the largest in the United States, and both its undergraduate and graduate programs are highly ranked by U.S. News & World Report.

College of Liberal Arts

Established in 1963 as the School of Humanities, Social Science, and Education, it was renamed in 1989 and 2005. The college currently has 12 academic departments.

Krannert School of Management

Established in 1958 through the merging of the Department of Industrial Management and Transportation and the Department of Economics. It is recognized as one of the top business schools in the country.

College of Pharmacy, Nursing, and Health Sciences

Established as a school in 1979 by merging the three schools under one dean. It became a college in 2005.

School of Pharmacy

Originally established as a two-year school of pharmacy in 1884, it currently offers programs leading to a BS and a PharmD. Graduate degrees and advanced postgraduate residencies also are offered.

School of Nursing

Established as a program in the University Extension Administration in 1963, as a department in the School of Technology in 1964, and as a school in what is now the College of Pharmacy, Nursing, and Health Sciences in 1979. Baccalaureate, second-degree baccalaureate, RN to BSN, master's, and doctoral programs are offered. It operates the Nursing Center for Family Health on the West Lafayette campus as well as several off-campus clinics.

School of Health Sciences

Established in 1979, the school offers a group of programs directed toward people concerned with improving the population's health and environment. It provides both undergraduate and graduate degrees as well as course concentrations in pre-medicine, pre-occupational therapy, pre-physical therapy, and other areas of pre-allied health.

College of Science

Established in 1962, the college has seven academic departments, including the first computer science department in the nation.

College of Technology

Founded in 1964 to provide appropriate career educational opportunities to students whose technological interests and aptitudes are application-oriented. Now one of the nation's largest, it consists of eight academic departments and resides in 10 Indiana communities in addition to the West Lafayette campus.

School of Veterinary Medicine

Established as a school in 1957, it opened in 1959. In addition to its associate, baccalaureate, and graduate programs, the school cooperates with the Indiana University School of Medicine to offer first- and second-year courses.

The Student Body

In 1930, West Lafayette campus enrollment was 85 percent male (3,851) and 15 percent female (693). In 2008-09, the ratio is 57.8 percent male (23,186) and 42.2 percent female (16,904).

Students on the West Lafayette campus come from the following areas:

- 57.5% — Indiana
- 28.8% — other states (all 50 states and the District of Columbia represented)
- 13.6% — international (includes U.S. territories, residents abroad, resident aliens, and 128 foreign nations)

History of the Position and Leadership Environment

France A. Córdova was appointed Purdue University's eleventh president on July 16, 2007, as well as professor of physics and astronomy for the University. Prior to joining Purdue, Córdova served as chancellor and distinguished professor of physics and astronomy at the University of California (UC) Riverside from 2002 to 2007. At UC Riverside she was instrumental in launching a medical school and a public policy school and a community-university art museum complex. Under her watch, UC Riverside became a national model for the academic success of underrepresented students.

An internationally recognized astrophysicist, Córdova served from 1996 to 2002 as a professor of physics and vice chancellor for research at UC Santa Barbara and initiated a "Research Across Disciplines" program that funded and encouraged both interdisciplinary and "blue sky" projects. Before joining UC Santa Barbara, she was chief scientist at NASA from 1993 to 1996, serving as the primary scientific advisor to the NASA administration and the principal interface between NASA headquarters and the broader scientific community. In that role she evaluated the science mission and budget for NASA and worked with the National Science and Technology Council, federal government agencies, and National Academies on a broad range of science policy initiatives. Córdova formerly instructed courses in astrobiology and annually invites 35 students to participate in the President's Leadership Class at Purdue.

Córdova's scientific career contributions have been in the areas of observational and experimental astrophysics, multi-spectral research on x-ray and gamma ray sources, and space-borne instrumentation. She has published more than 150 scientific papers and was co-principal investigator for a telescope experiment that is currently flying on the satellite XMM-Newton, a cornerstone mission of the European Space Agency. She is the winner of NASA's highest honor, the Distinguished Service Medal, and was recognized as a 2000 Kilby Laureate for "contributions to society through science, technology, innovation, invention, and education." Córdova was previously included as one of "America's 100 Brightest Scientists Under 40" by *Science Digest* magazine and recently appeared among the 101 Top Influential Leaders in Hispanic U.S. by *Latino Leaders* magazine.

Córdova was elected to the American Academy of Arts and Sciences in 2008 and is a national associate of the National Academies. She is a fellow of the American Association for the Advancement of Science (AAAS) and the Association for Women in Science (AWIS). Córdova has had several presidential appointments, including the Committee for the National Medal of Science. She is currently serving a six-year presidential appointment to the National Science Board, effective November 2008 and was confirmed as a citizen member of the Smithsonian Institution's Board of Regents in September 2009.

Córdova is on the board of directors of BioCrossroads, Indiana's initiative to grow the life sciences through a public-private collaboration. She is a member of the board of the Central Indiana Corporate Partnership, the Indiana Energy Systems Network, and the Indiana Chamber of Commerce. She is also on the boards of Edison International, Science Applications International Corporation, and the Mayo Clinic. She is a past member of the boards of the American Council on Education and the National Association of State Universities and Land Grant Colleges. She is a present or past member of several science and security policy committees for the National Research Council and the American Academy of Arts and Sciences.

The oldest of twelve children, Córdova attended Stanford University, where she graduated cum laude with a bachelor's degree in English in less than four years. Among other activities, Córdova conducted anthropological fieldwork in a Zapotec Indian pueblo in Oaxaca, Mexico, and won a national writing competition to be a Mademoiselle magazine guest editor. She went on to earn her PhD in physics from the California Institute of Technology, and in 1997, she was awarded an honorary doctorate by Loyola Marymount University, Los Angeles. In 2007, Córdova was given Caltech's Distinguished Alumni Award, and she was named to Stanford's Multicultural Hall of Fame in 2008.

William R. "Randy" Woodson became the provost of Purdue University in May 2008. He took on this role after serving nearly four years as the Glenn W. Sample Dean of Agriculture. Prior to that, Woodson was the associate dean of agriculture and director of the Office of Agricultural Research Programs at Purdue from 1998 to 2004.

Woodson's career has been shaped by the land-grant university system, receiving BS, MS, and PhD degrees in horticulture from the University of Arkansas and Cornell University, respectively. He joined the Purdue faculty in 1985 as a professor in the Department of Horticulture after beginning his academic career at Louisiana State University in 1983. Prior to his administrative appointments, Woodson served as head of the Department of Horticulture and Landscape Architecture at Purdue and was a visiting scholar at the École Nationale Supérieure Agronomique de Toulouse, France. In January 2010, Woodson was named the 14th Chancellor of North Carolina State University and will leave Purdue in April 2010. Three internal finalists for the position as Purdue's Provost have been identified with a desire to have a permanent Provost in place by March 1, 2010.

The Purdue University board of trustees on February 11, 2010 ratified the appointment of Timothy D. Sands as the university's next executive vice president for academic affairs and provost Sands, 52, is the Basil S.

Turner Professor of Engineering in the schools of Materials Engineering and Electrical and Computer Engineering and Mary Jo and Robert L. Kirk Director of the Birck Nanotechnology Center. He will succeed Randy Woodson, who will become chancellor of North Carolina State University.

As executive vice president for academic affairs and provost, Sands will be responsible for oversight of all Purdue colleges and schools, the regional campuses, and related academic activities in coordination with the Office of the President. The provost also oversees libraries, cultural centers and student services, which includes admissions, registrar, financial aid and health facilities.

Sands has been at Purdue since 2002 when he was hired for a joint appointment in materials engineering and electrical and computer engineering. He was named director of the Birck Nanotechnology Center in 2006. From 1984-1993 Sands directed research groups at Bellcore, a New Jersey-based research company now known as Telcordia.

Sands has published more than 200 papers and has been granted 15 patents in areas that include metal/semiconductor contacts, semiconductor nanostructures and laser processing. He is co-inventor of a laser lift-off process that is used worldwide in the manufacture of high-performance blue and green LEDs. His present research efforts are directed toward the development of novel nanocomposite materials for environmentally friendly and cost-effective solid-state lighting, direct conversion of heat to electrical power, and thermoelectric refrigeration. He is a fellow of IEEE and the Materials Research Society.

Purdue University hired its current vice president for student affairs, Dr. Thomas Robinson, in 1998. With a long career as the senior student affairs officer at seven different institutions, Dr. Robinson provided a strong sense of stability to the Division of Student Service (which will be called Student Affairs in the future). Robinson has a strong vision for student engagement and has worked collaboratively with the academic enterprise to provide a unified delivery of education to Purdue students. Highly regarded on Purdue's campus by administration, faculty, and students, he has provided exemplary service. Robinson will be retiring to California in July 2010.

Purdue Student Services (soon to be Student Affairs) Mission Statement:

Student success at Purdue is defined as an intentional experience that leads to a degree, intellectual and personal growth, and prepares a student for life and a career in a dynamic, global society.

Student Services at Purdue

- Enhance the quality of life for students by assisting them in taking full educational advantage of the campus experiences in the application of knowledge
- Assist students in their preparation for careers, life, leadership, and participation in a changing world
- Encourage students to integrate knowledge and skills they have obtained
- Utilize information technology in service to students
- Provide quality experiences which will lead to strong alumni loyalty and support.

Primary Goals

- Support the academic mission of the University
- Attract and admit a high academic quality and diverse student body
- Offer quality and efficient service and support to students, faculty, and staff
- Be collaborative in our work
- Help students have the very best college experience possible
- Address the needs of society through engagement

Student Support Services

Office of the Dean of Students

- Academic Support Services
  - Readmissions
  - Span Plan (program for older returning students)
  - HORIZONS Special Services
  - University Testing Center
- Student Organizations, Programming, and Housing
  - Clubs and Organizations
  - Leadership Development
  - Fraternities and Sororities
  - Student Cooperative Housing
  - Off-Campus Housing Services
- Personal Counseling/Advising
- Services for Students with Disabilities
  - Disability Resource Center
- Student Conduct
  - Student Rights and Responsibilities

Purdue University Student Health (PUSH)

- Student Health Center
- Counseling and Psychological Services (CAPS)
- Student Wellness Office (SWO)

Division of Recreational Sports

- Recreational Sports Center
- Colby Fitness Center
- Boilermaker Aquatics Center
- Intramural Sports
- Club Sports

Center for Career Opportunities (CCO)

- Career Development, Resources, and Advising
- Recruitment Fair Collaborations
- On-Campus Employment Interviews
- On-Line Career Services Support System

Performing Arts

Purdue Convocations

Purdue Musical Organizations (PMO)

University Bands

ROTC

Department of Aerospace Studies

Department of Military Science

Department of Naval Science

Student Services Technology and Assessment

Data and Web-based Services

Distributed Computing Services

Student Services Zone

Student Importance and Satisfaction Survey

Student Services Development

Annual Support

Major Gifts for Capital Projects and Endowments

Support:

- 1,330 students with disabilities
- 875 student organizations and 33 student leadership programs
- 13,708 students and alumni with career planning and job search assistance
- 24,236 students and alumni registered for job placement interviews
- 5,400 students in 51 fraternities, 30 sororities, and 12 cooperative houses
- 879 students involved in choral and instrumental music ensembles
- 446 students in ROTC units

We also:

- Administer 7,200 tests and inventories
- Adjudicate 903 cases of student misconduct
- Advise Purdue Student Government

- Sponsor approximately 89 events and performances through Purdue Convocations reaching nearly 70,270 patrons

Student Services at Purdue University
Leadership Chronology

Dean of Men

Stanley Coulter	1919-1926
Martin L. Fisher	1926-1941
Fred I. Goldsmith	1942-1945
George E. Davis	1945-1952
Donald R. Mallett	1952-1956
Oscar D. Roberts	1956-1971
Bryan Clemens	1971-1974

Dean of Women

Carolyn Shoemaker	1931-1933
Dorothy Stratton	1933-1942
Clare E. Coolidge (interim)	1942-1947
Helen B. Schleman	1947-1968
M. Beverley Stone	1968-1974

Dean of Students

M. Beverley Stone	1974-1980
Barbara I. Cook	1980-1987
Betty M. Nelson	1987-1995
L. Tony Hawkins (interim)	1995-1996
L. Tony Hawkins	1996-1997
Steve Akers (interim)	1997-1998
L. Tony Hawkins	1998-present

Vice President for Student Services

Donald R. Mallett	1956-1971
William J. Fischang	1971-1987
Richard E. Grace	1987-1995
David B. Henson	1995-1997
L. Tony Hawkins (interim)	1997-1998
Thomas B. Robinson	1998-present

Responsibilities of the Position

As the Chief Student Affairs Officer for the West Lafayette Campus, the Vice President for Student Affairs (VPSA) will provide vision, leadership, and strategic direction for all the departments in the comprehensive division which is dedicated to creating and maintaining an institutional climate fostering student learning and

development for an increasingly diverse student body. The new VPSA will supervise the following areas: Dean of Students; Student Health; Recreational Sports; Center for Career Opportunities; Purdue Convocations; Purdue Musical Organizations, Purdue University Bands, ROTC, and will work collaboratively with Residential Life. Further, the VPSA will be responsible for student leadership development, crisis and risk management, communications, financial management, resource management and development, the advancement of diversity and inclusion, and student advocacy. The successful candidate will actively represent the university to multiple internal and external constituencies, stakeholders, and policymakers. The new VPSA will strive to achieve Purdue's goals, as articulated in the strategic plan, by developing and implementing collaborative working relationships. The VPSA reports to the Provost and serves as a member of the President's Cabinet.

Additional duties and responsibilities of the vice president for student affairs include:

- Ultimate responsibility for all areas of student affairs including the Office of the Dean of Students, Purdue University Student Health, Division of Recreational Sports, Performing Arts, ROTC, Student Services Technology and Assessment, and Student Services Development;
- Directly supervise the Director of Advancement for Student Affairs, Director of Financial Affairs for Student Affairs, Assistant Vice President for Student Affairs, Department Head, Aerospace Studies, Department Head, Military Science, Department Head, Naval Science, Director for Purdue Convocations, Director for Purdue Musical Organizations, the Dean of Students, Director for Center for Career Opportunities, Director for Recreational Sports, and the Assistant Vice President for Student Affairs Technology and Assessment (and one administrative positions);
- Represent Student Affairs in various on-campus initiatives;
- Facilitate regular reviews of Purdue University policies and procedures relating to students and student affairs;
- Prepare operating and capital budget for Student Affairs with strong collaboration with the Director of Financial Affairs for Student Affairs;
- Work with chief of police to prepare and submit Clery crime statistics;
- Meet regularly with department heads throughout the division of student affairs;
- Ensure all staff participate in professional development activities including assessment of programs and services;
- Long term and strategic planning for the division of student affairs including personnel, facilities, and programming;
- Attend faculty meetings and represent student affairs perspective on issues while genuinely eliciting their input;
- Collaborate with housing and food services to deliver a strong residential model which enhances student success
- Work closely with provost;
- Participate, actively, in the President's Cabinet
- Collaborate with student leaders in garnering input for student affairs initiatives;
- Prepare annual reports for Student Affairs and various additional materials as requested;
- Serve to inform the board of trustees in an administrative capacity and communicate issues relating to student affairs.

Characteristics of the Successful Candidate

Purdue University seeks a distinguished, proactive, and visionary candidate with: a comprehensive vision for and strong commitment to a quality student experience in a large, public, residential, research university; a

record of progressive executive leadership in an academic setting; excellent written and verbal communication skills; an understanding of the major issues facing today's college students; experience applying best practices and addressing legal issues in higher education and student affairs; experience managing professional staff and significant financial resources; successful collaborative experiences with key constituencies including students, faculty, staff, and community partners; experience in the development and implementation of various student and emergency protocols; collaborative experiences with academic units which have facilitated co-curricular student learning experiences; a commitment to and demonstrated experiences with diversity and inclusion as an integral component of a quality university experience; and strong leadership and administrative skills including planning and evaluation, budgeting, personnel management, fundraising, assessment, and facilities management. The successful candidate will have an earned doctoral degree or terminal degree, and will possess 12 years, or more, within higher education including senior leadership experience
As articulated by Purdue stakeholders, the successful candidate will ideally possess the following qualities/attributes (in no particular order):

- Possess a vision for, and comprehensive understanding of, a contemporary, full-spectrum, large, public university environment;
- Demonstrate knowledge and experience leading a complex student affairs division;
- Navigate complex environments and systems inherent in a large, public, land grant university structure;
- Demonstrate a student-centered philosophy and management style;
- Exhibit a passion for large public education and the work of student affairs, coupled with a high degree of comfort in being fully engaged in the life of residential university within a small community;
- Demonstrate a record of superior communication and presentation skills, successful relationship-building, and collaboration with internal (e.g., students, faculty, staff, and administrators) and external (e.g., alumni, parents, employers, and community members) constituencies;
- Be firmly committed to collaboration, modeling efforts to work across departmental and division lines;
- Be an agent of change with the capacity to build alliances and to bring others onboard with new initiatives;
- Bring strong leadership, visionary, and managerial skills to the position;
- Embrace and support the Purdue mission, contributing broadly to the success of the Purdue and the engagement of students;
- Be flexible to adapt to changing circumstances and committed to continuous assessment and process improvement;
- Exhibit a caring attitude to students, staff, and faculty in the execution of duties;
- Be an individual of impeccable integrity and high ethical standards;
- Support staff development and a strong team environment;
- Demonstrate an unwavering commitment to diversity;
- Possess financial acumen and the ability to build and monitor a budget;
- Bring a seasoned perspective and well-rounded background in students affairs with complimentary general management, financial planning, and supervisory experience;
- Be proactive, reaching out to engage students and involve them in decision-making;
- Demonstrate superior relationship-building, interpersonal, and communication skills;
- Be knowledgeable about higher education legal issues, risk management, and student judicial affairs and be comfortable educating others with regard to these matters;
- Comfortably balance strategic visioning with hands-on management within an administratively lean organization;
- Demonstrate ability to lead an assessment process that evaluates both strengths and deficiencies of current practice and builds constituency buy in for change and improvement;
- Possess a deep and articulate understanding of the issues and dynamics of difference, and a demonstrated commitment to diversity, inclusion, and multiculturalism;

- Demonstrate resourcefulness and creativity with regards to student programming and support to student-led initiatives that enrich the campus community;
- Possess a good sense of humor and the ability to connect with all constituents of the university, particularly current students.

Measures of Success for the Position

At an appropriate interval after joining Purdue University, the following items will define success for the new vice president for student affairs:

- A thorough assessment of all student affairs areas within the portfolio of the vice president have been conducted and a strategic plan mapping out clear goals and direction has been presented and advanced;
- A welcoming tone has been established by the vice president that invites collaboration and encourages students and others throughout the campus community to share in the responsibility for creating a vibrant campus community and seamless learning environment;
- Students have responded favorably to the new vice president and report a high level of satisfaction with their co-curricular experience as reported on institutional survey instruments;
- Student affairs policies and practice are periodically reviewed and updated to reflect national best practice and the unique needs and priorities that exist within the culture of Purdue University;
- Assess the current environment and develop a vision for the short-and and long- term future of the department;
- Develop and implement a plan for staffing within the department;
- Develop a strategic budgetary plan;
- Articulate a vision for the division that has been embraced by stakeholders across the University and that students and the larger Purdue community find energizing;
- Begun using a plan as a benchmark for a division-wide assessment program and includes institutions to which Purdue benchmarks;
- Established a strong collaborative relationship with all aspects of academic affairs—a relationship that defines the leadership of Purdue University.

An Overview of Student Services

Purdue University has a new strategic plan focused on people, programs, and partnerships, and it is designed to place Purdue among the great research universities of the world. Titled "New Synergies," the plan for 2008 – 2014 has three focus areas:

- **Launching tomorrow's leaders** by enhancing student success with careers in a dynamic global society, as well as fostering intellectual, professional and personal development for life-long learning;
- **Promoting discovery with delivery** by conducting field-defining research with breakthrough outcomes and catalyzing research-based economic development and entrepreneurship;
- **Meeting global challenges** by enhancing Purdue's presence and impact in addressing grand challenges of humanity.

Student Services supports the overall mission of the institution in some very practical ways. In partnership with all members of the campus community, we promote efforts to achieve educational equity and multiculturalism. We strive to improve the recruitment, retention, and graduation rates of our students. We offer services including financial aid, academic record keeping, support for organized student housing units, a learning resource center, programs of physical and mental health care and information, and assistance in removing both physical and psychological barriers to college. We hold a significant concern for the emotional and physical safety and welfare of students. Our broad range of support and extra-curricular programs enhance student development and embrace the philosophy of life-long learning.

Staff members within Student Services are educators first and foremost, and our work begins with a commitment to the uniqueness of each student. This principle guides us as we assist students in making important decisions affecting their academic and personal lives. We believe, as do faculty, that students need to be active participants in the learning process and that the best learning takes place in situations where a balance of challenges and support exists. The developmentally-based learning which occurs in the myriad of activities and opportunities supported by Student Services is an important lifetime complement to the discipline-based learning that occurs in the classroom. Opportunities for this guided learning abound at Purdue in residence halls, 81 Greek chapters, 12 cooperative houses, 875 registered student organizations, volunteer programs, three ROTC units, bands and instrumental ensembles, choral groups, the career center, convocations and lectures, and the many other activities, seminars, workshops, and programs which promote and recognize this out-of-class learning.

Overview of Benefits

For a comprehensive overview of the Purdue University benefits package, please visit:
http://www.purdue.edu/hr/Benefits/benefitsPlans.html

Application and Nomination
Review of applications will begin immediately and will continue until the position is filled. For optimal consideration please submit materials by February 26, 2010. A resume with an accompanying cover letter may be submitted via the SJG — The Spelman & Johnson Group website at **www.spelmanandjohnson.com** under the Open Positions link. Nominations for this position may be emailed to Jennifer N. Hiatt at jnh@spelmanandjohnson.com. If you are unable to submit materials electronically, please call SJG at 413-529-2895.

SJG — The Spelman & Johnson Group
Purdue University-Vice President for Student Affairs
Jennifer N. Hiatt, Search Associate

Visit Purdue University's website at www.purdue.edu

Purdue University is committed to affirmative action, equal opportunity and diversity of its workforce.