



**University
of Dayton**



Come Fly With Us

Keeling Associates
Change for Learning

THE SEARCH

The University of Dayton, a comprehensive Catholic university in the Marianist tradition, invites applications for the position of **Associate Vice President for Student Development and Dean of Students (AVP/DOS)**. Reporting to the Vice President for Student Development and Chief Student Experience Officer, the AVP/DOS is a member of the Vice President's leadership team and serves on behalf of the Vice President in their absence.

As a Catholic and Marianist school that prizes inclusive excellence and values the dignity of every person no matter their identity, the University of Dayton maintains an ongoing commitment to diversity, equity, and inclusion. Over the past ten years, the institution has doubled the percentages of undergraduate students of color and Pell-eligible students, and the impact on the quality of the educational environment and the lives of all students has been profound. The University seeks an AVP/DOS who is eager and able to work across the campus to advance these critical values and directions.

This is a particularly exciting time to join the University as it continues to invest in student success and in high-impact experiential learning opportunities. This pivotal role provides visionary and strategic leadership in shaping a positive campus environment that fosters student success and prepares students to thrive academically, personally, and socially while also contributing to the broader administrative and leadership functions within the Division of Student Development and across the University.



ABOUT THE UNIVERSITY OF DAYTON



In 1850, The University of Dayton was founded when members of the Society of Mary (Marianists) purchased a hilltop farm a short distance outside the growing town of Dayton, Ohio, and established a small school for boys, known first as St. Mary's Institute and later as St. Mary's College. The school continued to grow and became the University of Dayton (UD) in 1920. In 1935, women were admitted as full-time students, 40 years ahead of many other Catholic universities. The school's mission evolved as it grew into a fully accredited, comprehensive university.

The institution's hallmark is learning that spans the boundaries of the liberal arts, sciences, and professions and integrates theory and practice. The aim is to create reciprocal, mutually beneficial relationships in the greater community that provide meaningful learning experiences for students, strengthen civic life, and spark community-engaged scholarship and venture creation. As a Catholic, Marianist university, UD strives to provide an integral, quality education and educate for formation in faith; family spirit; service, justice, peace, and integrity of creation; and adaptation and change. These core educational values have guided the University as it has grown, redefined itself, and achieved remarkable success over more than a century and a half. It is deeply committed to pursuing diversity, equity, and inclusion within a shared mission, building consensus, and fulfilling its founding vision of educating the whole person through integrating learning and scholarship with leadership and service. UD's culture is characterized by a strong commitment to collegiality and inclusivity; excellence in service to students, stakeholders, and professional societies; and impactful research and artistic creation.



The University of Dayton comprises six academic units: the College of Arts and Sciences and the Schools of Business Administration, Education and Health Sciences, Engineering, Law, and University Libraries. UD's Carnegie classification is "doctoral intensive university." More than 35 centers and institutes, including the nationally recognized University of Dayton Research Institute (UDRI), provide faculty, students, and staff with tremendous opportunities for research, experiential learning, and community engagement.

COMMUNITY AT THE UNIVERSITY OF DAYTON

In 2015, the University received the Carnegie Community Engagement Classification, recognizing the institution's long-standing commitment to community engagement through teaching, service, research, and partnerships within the Dayton community.

While the University of Dayton is a predominantly undergraduate-serving institution, and prides itself on delivering a transformational holistic undergraduate experience, it also has a select number of graduate programs at the master's and doctoral level as well as a health scholarly agenda. UD has 645 full-time faculty members, 323 part-time faculty, and 1,363 full-time staff members.

UD boasts student graduation rates well above national averages (82%), and 98% of UD graduates are employed or pursuing graduate studies or military service within six months of graduation. In 2017, the University became a member of the American Talent Initiative (ATI), the alliance of high-graduation rate institutions striving to graduate 50,000 additional low-income students collectively by 2025, and has increased Pell enrollment from under 12 percent a decade ago to 17 percent this year. The most recent entering class has more than 20% Pell-eligible students. University of Dayton President Eric F. Spina serves on the steering committee of ATI and has been active nationally in making the case for the value and importance of enrolling qualified students from disadvantaged economic backgrounds.

For more information about the University of Dayton, please visit <https://udayton.edu/>.

ENROLLMENT

10,598

*undergraduate,
graduate and law
students*



NO. 1

*Catholic university
for engineering R&D
and physical STEM
R&D*

LEADERSHIP AND STRATEGIC VISION

Eric F. Spina, Ph.D., the 19th president of the University of Dayton, took office in July 2016. He earned doctoral and master's degrees in mechanical and aerospace engineering from Princeton University. When he joined UD, President Spina led a far-reaching, campus-wide visioning process that inspires and guides the University's planning and strategic investments. Under his leadership, the University has established new benchmarks, attracting the most diverse and academically gifted undergraduate classes in UD's history, and recording new highs in philanthropic commitments and sponsored research.

In 2017, UD launched its strategic vision, "For the Common Good". This vision resulted from nearly a year of consultation across the University and its broader community to help define UD's distinctive aspirations for the next two decades. The vision emphasizes the importance of deeper and more enduring community partnerships, as well as the importance of creating a transdisciplinary faculty and extending UD's research strengths. Now over six years in, the University has made bold and exciting headway in meeting its numerous ambitious goals and is in the process of creating a new vision focused on our undergraduate education.

Casey Gill, Ph.D., began serving as Vice President of Student Development and Chief Student Experience Officer in Spring 2025. Prior to joining UD, Dr. Gill was the Vice President and Dean of Students at Wittenberg University, a position she held since 2013, where she oversaw residence life, student success and retention, Greek life, health and counseling, career engagement, and diversity and inclusion initiatives. In addition to her extensive student affairs background, she holds deep leadership and strategic expertise. Dr. Gill is leading transformative initiatives that enrich the student experience, advance the priorities and vision of the institution, and shape a supportive environment for all students.

DIVERSITY, EQUITY, INCLUSION, & ANTI-RACISM

Grounded in the foundational Marianist, Catholic principles of respecting the human dignity of every person and solidarity for the common good, the University of Dayton is committed to inclusive excellence. Following a two-year comprehensive study of the social climate and diversity-related efforts, in 2019 the University of Dayton launched the **Flyers Plan for Community Excellence**. The strategic plan is informed by a critical and honest examination of the University's past, a comprehensive assessment of the present environment, and a commitment to adapt to a changing world where students, faculty, and staff will lead and serve in pursuit of the common good.

UNIVERSITY FINANCES

The University's overall operating budget exceeds \$700 million, with an endowment of over \$860 million and a total long-term investment pool of \$1.2 billion. The University launched a comprehensive public campaign called '**We Soar**' in Spring of 2023, focused on engagement, participation, and philanthropy. The campaign exceeded the \$400 million philanthropic goal and surpassed goals for engagement and participation, maximizing impact for student transformative initiatives.

ABOUT STUDENT DEVELOPMENT

MISSION

The Division of Student Development cultivates student learning in the Catholic and Marianist tradition. We challenge students to construct inclusive communities of purpose, demonstrate practical wisdom, and choose value congruent behaviors. We support students as they create safe and healthy environments where differences are respected and celebrated. We inspire students to discover their vocation as they develop the skills needed to lead for the common good.

VISION

Foster an inclusive community where every student is provided with transformative opportunities and unwavering support that promote holistic development and a deep sense of belonging.

INCLUSIVE EXCELLENCE STATEMENT

The Division of Student Development works to create an inclusive, diverse and equitable working, learning and living environment. We are called to explore the complexity of identity, dialogue across differences, reflect upon our practices, and hold ourselves and others accountable for creating change in honor and respect for the inherent dignity of every person.



CORE VALUES

Dignity and Respect: We uphold the inherent dignity of every individual.

Excellence in Education: We provide exceptional and transformative educational experiences.

Innovation and Creativity: We foster an environment that sparks curiosity, critical thinking, and forward-looking ideas.

Integrity and Value-Driven Behavior: We align our thoughts, words, and actions with our values, principles, beliefs, and faith traditions.

Learning in Community: We value learning within a supportive and collaborative community.

Service for the Common Good: We instill a sense of responsibility to contribute positively to local and global communities.

Solidarity and Compassion: We cultivate a community of empathy, unity, and connection.



BY THE NUMBERS

100

Full-time employees

22

Part-time employees

11

Graduate Assistants

414

Student Employees

SUPERVISING RELATIONSHIPS

This position reports to the Vice President of Student Development/Dean of Students.

Reporting to this position: Student Care and Advocacy, Community Standards and Civility, the Multi-Ethnic Engagement and Education Center, the Center for Student Involvement, Student Emergency and Crisis Management

DEPARTMENTS WITHIN THE STUDENT DEVELOPMENT DIVISION

COMMUNITY LIVING

- Community Standards and Civility
- Housing and Residence Life
- Multi-Ethnic Education and Engagement Center
- Office of the Dean of Students
- Student Care and Advocacy

HEALTH AND WELLBEING

- Counseling Center
- Student Health Center
- Campus Recreation
- Center for Alcohol and Other Drugs Resources and Education
- The Brook Center for Empowerment and Wellbeing

STUDENT INVOLVEMENT AND LEADERSHIP

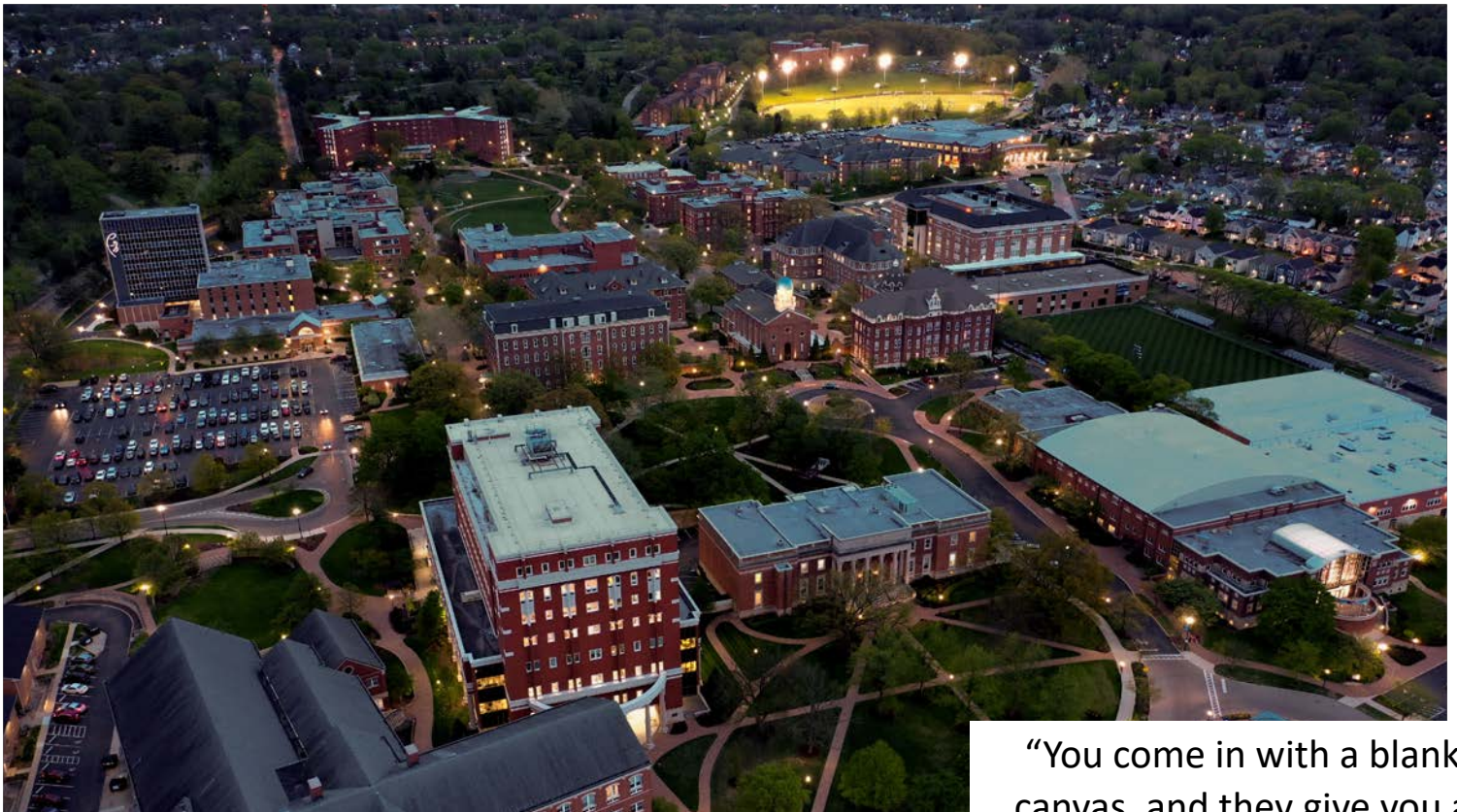
- Center for Student Involvement
- Student Transitions and Family Programs

OFFICE OF THE VICE PRESIDENT



THE REGION

The Dayton region is a vibrant, diverse community boasting a renewed downtown, historic neighborhoods, and a highly favorable cost of living. Dayton is noted for its long history of innovation and invention and is entering a new chapter of development, attracting recent commitments by Joby Aviation and Semcorp to Dayton's industrial sector and INTEL's planned microchip factories near Columbus. It is also home to nationally recognized arts organizations and bountiful and well-maintained parks and rivers. The University is on a beautiful 388-acre campus comprising over 40 academic, recreational, athletic, and administrative facilities. As a proud anchor institution, UD has long been deeply engaged in the city of Dayton through mutually beneficial, innovative partnerships. In 2019, UD completed the construction of a community-facing building that houses The Dayton Foundation, the Dayton Development Coalition, and the Fitz Center for Leadership in Community. UD continues to invest in community partnerships, collaborating with Premier Health to develop onMain, a 38-acre district adjacent to campus where industry, government, business, and academic partners will converge and accelerate Dayton's national leadership in digital transformation technologies, applications, and processes. onMain will ignite increased STEM degrees and credentials, new jobs, new student internship opportunities, significant growth in commercialization activity, and hundreds of millions of new research dollars. More information about Dayton and the Southwest Ohio Region can be found here: <https://www.daytoncvb.com/>.



“You come in with a blank canvas, and they give you a million types of paint.”

- CARLOS RODRIGUEZ, RECENT ALUMNUS, ABOUT EXPERIENTIAL LEARNING OPPORTUNITIES AT UD

SPECIFIC RESPONSIBILITIES

► Strategic Leadership and Vision

- Collaborate with University leaders and faculty to implement the University's vision for the deepening of the holistic student experience, aligning with initiatives focused on enhancing the residential experience, student engagement and belonging, student health and wellbeing, and inclusive excellence.
- Serve as a key member of the senior leadership team for Student Development, sharing responsibility for leading the division and implementing University and divisional strategic priorities; provide informal coaching and mentorship to divisional staff, empowering staff toward change.
- Maintain active formal and informal contact with students to ensure that divisional departments, programs, and initiatives are responsive to evolving student needs and development.
- Provide overall vision and strategic direction for areas related to student care and advocacy, community standards, student involvement, fraternity and sorority life, student leadership programs, and multi-ethnic education and engagement.
- Stay current on trends and topics facing higher education and student affairs, as well as the impact on the student experience.

► Dean of Students Responsibilities

- Provide visionary and strategic leadership for the following departments and functions: Student Conduct, Student Care and Advocacy, emergency response protocols, behavioral intervention and threat assessment, and community relationships regarding student issues. Serve as an essential partner with academic affairs to enhance student success and retention initiatives and graduate student life.
- Formulate and execute short-term and long-range planning for the departments of Student Conduct and Student Care and Advocacy and collaborate across the institution on student success and retention, graduate student life, emergency response, medical withdrawals, behavioral intervention, and off-campus student issues.
- Oversee the development and implementation of procedures to respond to alleged violations of the University Code of Student Conduct, serve as the lead official to respond to appeals, and annually update and maintain the Student Handbook and Student Code of Conduct.
- Oversee implementation of processes to monitor and respond to situations involving students of concern and enact administrative and/or behavioral intervention and withdrawals; coordinate the process for medical withdrawals with the Office of Learning Resources.
- Lead the divisional crisis response system for individual students and student organizations, addressing critical situations; counsel and respond to concerned families, students, and faculty/staff; advise on-call staff during severe situations; and advise senior leadership on critical incidents.

► Student Development Responsibilities

- Engage regularly with students and be visible on campus; actively participate in campus life.
- Build and maintain strong relationships with student organizations, parents, alumni, and UD community partners in the city of Dayton, the southwestern Ohio region, and beyond.
- Promote and support diversity, equity, and inclusion practices and initiatives across the campus. Foster a campus culture that respects and values differences and provides equitable opportunities for all students.

SPECIFIC RESPONSIBILITIES, CONT'D

► Supervision and Collaboration

- Recruit, supervise, and provide professional development support for all direct reports.
- Initiate and maintain collaborative relationships with faculty and staff from across the campus to foster a learning environment that promotes student success.
- Serve as an advisor to the Student Government Association (SGA) executive board, convening other SGA advisors to provide comprehensive support.
- Interact effectively with parents and university guests, representing the Division of Student Development and the University.
- Collaborate effectively with student success, academic units, legal affairs, audit and compliance, and enrollment management colleagues and initiatives across campus.
- Foster and promote an integrated team approach.

► Additional Responsibilities

- Support key University events, including Convocations, Commencement, Family Weekend, and events related to Admissions and New Student Orientation.
- Serve on University, divisional, and/or departmental committees, task forces, and search committees.
- Perform other related duties as assigned by the Vice President for Student Development and Chief Student Experience Officer.



QUALIFICATIONS

- ▶ Master's degree in Student Affairs, Education Administration, Counseling, or related field, Doctorate preferred
- ▶ A minimum of five years of progressively responsible administrative leadership experience within student development/affairs, including personnel management, budget and strategic planning, program development, and outcome-oriented assessment; seven or more years preferred
- ▶ Demonstrated success in leading several areas within the portfolio including student conduct, student advocacy, student organizations, and crisis management
- ▶ An expressed commitment to engaging with and advancing the core Catholic and Marianist values of the University of Dayton, including a genuine demonstration of community, compassion, integrity, and responsibility
- ▶ Demonstrated experience in developing and implementing strategic initiatives that align with the institution's values and enhance the student experience
- ▶ Experience with leading initiatives that bridge academic and student development curricular experiences in support of student success and retention
- ▶ Track record in responding to complex student issues and emergencies, including mental health crises, behavioral concerns, and other critical incidents; exceptional critical thinking skills under pressure and knowledge of relevant higher education laws and regulations (e.g., FERPA)
- ▶ Proven ability to effectively lead, mentor, and develop a diverse team of student affairs professionals; including strong change management skills, with an ability to inspire and motivate a team to embrace change
- ▶ Strong analytic skills to develop, interpret, and enforce student policies and procedures that are fair, consistent, and promote student development
- ▶ Collaborative mindset and outlook to work effectively with a wide range of stakeholders, including students, faculty, staff, parents, and community partners
- ▶ Experience and comfort in a high visibility role on campus and capable of building relationships and trust with many constituents



APPLICATION PROCESS

The University of Dayton has partnered with Keeling & Associates in this search process. Interested candidates should send a cover letter and resume/CV, preferably in PDF format, to recruiting@keelingassociates.com. The subject line of the email should read "University of Dayton – Associate Vice President/Dean of Students."

Confidential inquiries and nominations should be addressed to LeAnna Rice, [Vice President and Senior Consultant](#), at lrice@keelingassociates.com.

All applications received by [September 26, 2025](#) will receive full consideration.

EEO STATEMENT

Informed by its Catholic and Marianist mission, the University is committed to the principles of diversity, equity, and inclusion. Informed by this commitment, we seek to increase diversity, achieve equitable outcomes, and model inclusion across our campus community. As an Affirmative Action and Equal Opportunity Employer, we will not discriminate against minorities, women, protected veterans, individuals with disabilities, or on the basis of age, race, color, national origin, religion, sex, sexual orientation or gender identity.



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