

Xavier University Dean of Retention

[Xavier University](#) in Cincinnati, Ohio, a Jesuit Catholic university rooted in the liberal arts tradition, seeks an innovative, strategic, and results-oriented leader to serve as the Dean of Retention.

The Dean of Retention will report to the Vice President and Chief Enrollment and Student Success Officer, and will serve on his leadership team. The Dean will lead a staff of eleven full-time professionals, and collaborate regularly with faculty and staff from across the university to bolster effective retention programming.

The ideal candidate will have an appreciation of and commitment to Xavier's Jesuit Catholic mission and the synergies between student retention efforts and that mission. Candidates will bring deep knowledge of current student success and retention concepts and issues in higher education and take a collaborative approach to these topics. Demonstrated success in executing retention initiatives and managing change with an understanding of the contexts, cultures, and politics within an institution will be assets for the role. The Dean of Retention will be a collaborator and relationship builder; possess the skill to harness potential to help staff members become the best version of themselves; have a history of effective leadership in a culture of shared governance; be adept at advocating for students; and be able to articulate the importance of student success and retention to the mission of Xavier. A master's degree is required.

Founded in 1831, and located in Cincinnati, Ohio, Xavier is annually ranked among the nation's best universities. Xavier University is an institution on the move as it begins to write the next chapter in its storied history under Dr. Colleen Hanycz, who began her tenure as the first lay and female president in Xavier's 190-year history on July 1, 2021. Its four colleges offer more than 90 undergraduate majors and over 40 graduate programs to approximately 7,000 total students, including over 5,000 undergraduates. Driven by its commitment to the common good and to the education of the whole person, the Xavier community challenges and supports students as they cultivate lives of reflection, compassion and informed action. Diversity and inclusion are central to Xavier's mission, as is the notion of *cura personalis* – the care for others recognizing the uniqueness and wholeness of each person. Across the student body 22% are students of color; students come from 40 countries; and 20 religions are represented.

Inquiries and nominations may be directed to WittKieffer consultants Lisa Meyer and Kati Sweaney at XavierRetention@wittkieffer.com. Candidates should provide, as two separate documents, a resume, and a letter of application that addresses the responsibilities and requirements described in the Leadership Profile, available at wittkieffer.com. Application materials should be submitted using WittKieffer's [candidate portal](#), and will be reviewed on an ongoing basis until the position is filled.

Xavier is an Equal Opportunity Employer committed to enhancing equity, inclusion and diversity. All qualified applicants will receive consideration for employment without discrimination on the basis of race, skin color, ethnicity, religion, sex, sexual orientation, gender identity or expression, national origin, age, marital status, veteran status or disability.

Xavier University requires all employees to be fully vaccinated against COVID-19. Newly hired employees will be required to provide proof of their COVID-19 vaccination upon onboarding. Vaccine exemptions may be granted for medical or religious reasons.