

# SEARCH PROFILE:

ENGINEERING PROGRAM DIRECTOR



**HANOVER**  
COLLEGE



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**Hanover College seeks an experienced and passionate individual to lead its ABET-accredited Engineering program. Academic Search is assisting the College with this search, seeking candidates and nominations through March 3, 2025, at which time a full Search Committee review will begin.**

## THE COLLEGE

[Hanover College](http://www.hanover.edu) is a premier, nationally recognized liberal arts institution with core strengths in the natural and life sciences, education, and business. Founded in 1827, Hanover is Indiana's oldest private, four-year college and sits on a beautiful 650-acre campus overlooking the Ohio River. Hanover's 1,200 undergraduate and graduate students participate in a distinctive intellectual, challenging, and supportive community whose members value transformative learning, meaningful service, and lifelong inquiry. This fall the College posted record enrollment and the third largest entering class of first-year students in its history. The addition of Business, Engineering, and Nursing programs have attracted undergraduate students, and graduate programs in Physical and Occupational Therapy have boosted graduate enrollment. For more details on the college, visit [www.hanover.edu](http://www.hanover.edu).

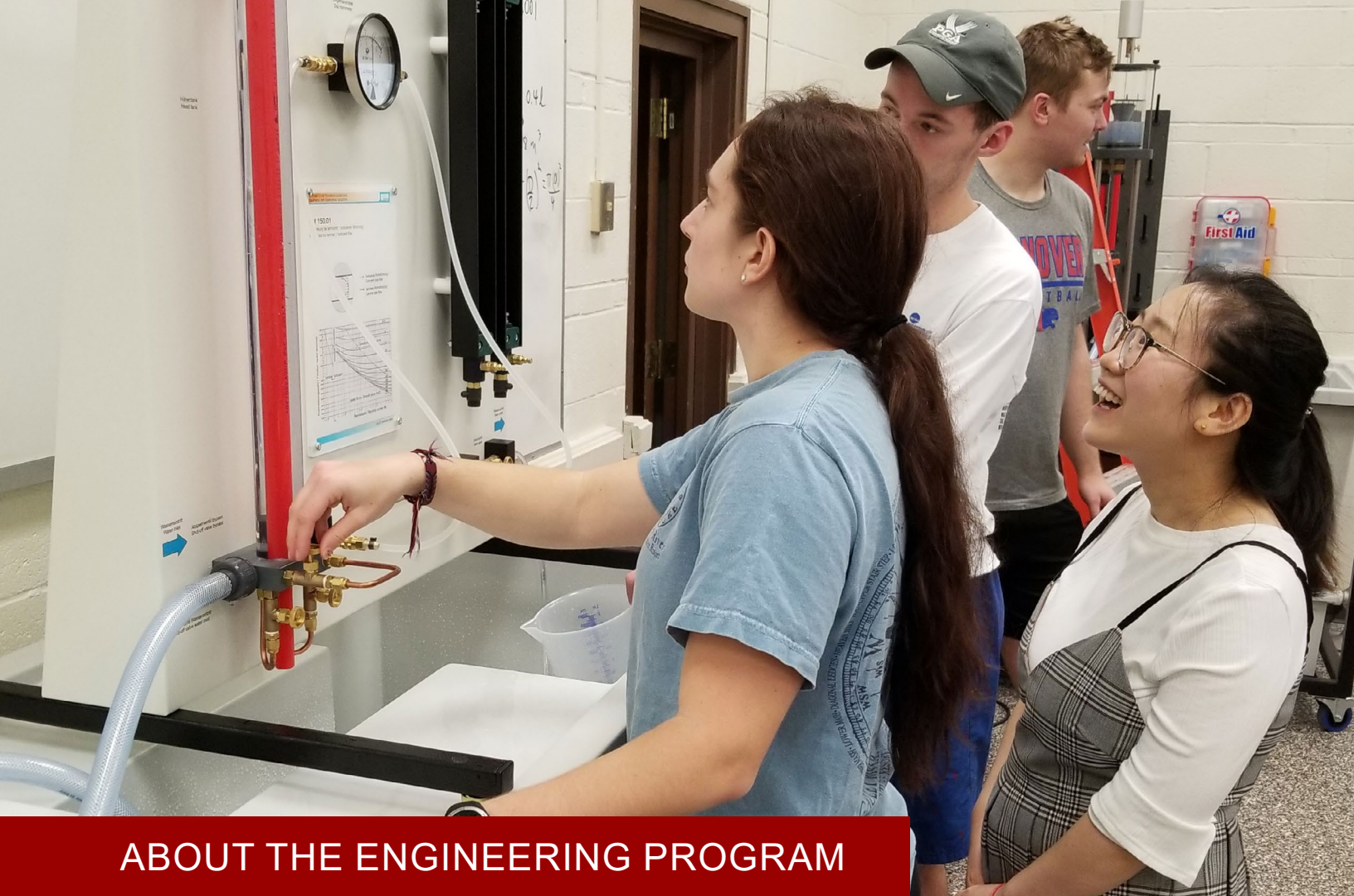
Students at Hanover develop strong critical thinking, writing, speaking, and problem-solving skills in interactive classrooms, laboratories, studios, and performance halls as they pursue one or more of 30+ major areas and programs of study. Students receive personal attention, based on a 13:1 student-faculty ratio, from experienced professors, of whom 95% hold terminal degrees. Hanover is a challenging but supportive environment.

Students enjoy a broad range of learning opportunities beyond the classroom. They can work in partnership with a faculty mentor in pursuing research. The

Office of Experiential Learning coordinates a tuition-free, academic internship for any interested student. Similarly, the Business Program arranges paid, project-based internships wherein participants apply their knowledge, gain experience, and develop their resumes. Such opportunities have contributed in no small part to the success of Hanover graduates in careers and further studies.

Opportunities for cultural immersion are also an important aspect of the Hanover experience. The College emphasizes creating a supportive community that values diverse perspectives. Through various programs and events, students can engage in meaningful discussions and activities that promote cultural awareness and inclusivity. Hanover also supports a global education, encouraging every student to travel and study abroad before graduation. Substantial financial aid makes four-week Spring Term courses affordable in countries such as England, Ireland, Italy, South Africa, China, Japan, and Vietnam, and semester-long partner programs in Australia, Turkey, Belgium, Germany, France, Spain, Mexico, and other countries.

About half of the students on campus participate in one of the 22 NCAA Division III varsity sports. The College also has over 60 clubs/organizations established and run by students, including the newly approved Engineering Club. Most students also choose to participate in Greek life through one of the on-campus fraternities/sororities.



## ABOUT THE ENGINEERING PROGRAM

The engineering program was a new initiative introduced to enhance academics, respond to student interest in STEM disciplines, meet the needs of employers in the region and beyond, and attract new revenue streams for the College. Hanover College was authorized by the Higher Learning Commission to start offering degrees in Engineering in 2018.

Students in the program earn an engineering degree within the environment of a small college committed to providing excellent professional programs and a strong liberal arts experience. The goal of Hanover College is to produce graduates who have the combination of technical and soft skills that today's employers want.

The BS in Engineering degree received ABET accreditation retroactive to October 2019. The program has produced 39 graduates who have been placed in a wide variety of engineering jobs or have gone on to pursue graduate degrees in Business, Electrical, and Aerospace Engineering. Some examples include students going on to master's degrees in electrical engineering at Ohio State, Vanderbilt, and Georgia Tech, all with excellent scholarships. Another has gone on to Auburn for industrial engineering, and another in aerospace engineering who received a full scholarship at the University of Minnesota.

In 2023, engineering was the sixth most popular major cited by incoming students. In 2024, 57 unique students took Engineering courses, and 36 declared either Engineering (BS) or Engineering Science (BA) as their major. Consequently, the program is attracting students to the college, and the demand for engineering graduates is expected to continue.

Fall 2024 registration had 71 unique students taking Engineering courses. This included an incoming class of 26 students – the largest to date. It also included 18 sophomores, 15 juniors, and 12 seniors who will graduate this Spring. It is important to note that these numbers only include students who have declared a BS in Engineering as their major. Consequently, it excludes anyone who has not yet declared and anyone who has declared for the BA in Engineering Science.

The engineering department offers two engineering degrees. The first is a Bachelor of Science degree in Engineering, which offers a multi-disciplinary engineering degree featuring a curriculum that prepares students to pursue career paths in engineering or applied science working in industry, research, or entrepreneurial endeavors. This degree allows students to tailor their engineering curriculum



## ABOUT THE ENGINEERING PROGRAM (CONT.)

with elective courses to expand their education beyond a single area of engineering. The second degree is a Bachelor of Arts in Engineering Science. Engineering science provides an interdisciplinary education in mathematics, science, and engineering. While not designed to be ABET accredited, this highly flexible degree requires ten fewer courses than the BS, which allows students to take classes from Hanover's full range of majors, such as business, economics, or art and design. In doing so, they can effectively prepare for careers in technology management, product design, public service, business, or entrepreneurship.

Students are provided an advisor who remains as such throughout their college experience. Many continuous improvement initiatives are designed to address student needs, and the program works closely with the Office of Student Affairs to ensure student success. The program continues to depend upon partnerships with local and national industries for internships and funding opportunities and works closely with the college advancement office to identify new resources to facilitate the growth of the program.

### PROGRAM MISSION

The mission of the Hanover engineering program is to offer an excellent grounding in the ideas, skills, and experience of engineering within a liberal arts environment so that students can succeed in their profession, function across disciplines, provide leadership, and make positive contributions to society.

It emphasizes critical thinking and creative problem-solving that foster innovation. Hanover challenges their students to collaborate, communicate effectively, complete research projects, and receive career training before graduation.

It cultivates love for lifelong learning as an essential means to thrive in a world of constant change. Hanover encourages students to pursue further studies or careers with confidence and insight, a broad perspective, and a profound appreciation for what makes us human.

### PROGRAM STRENGTHS

- Students learn in small, dynamic classes one-on-one with experts who unlock their potential and develop their professional skills.
- Students can join a research or work internship (or co-op) and receive academic credit.
- Students expand their horizons through visits and guest lectures by our industry partners.
- Students enjoy the benefit of the integration of engineering with science and the liberal arts. There is an increasing US and global demand for broadly educated engineers.
- Students have the opportunity to study abroad.

### ADVISORY BOARD

With the creation of the engineering program in 2017, an Advisory Board was formed. The primary purpose of the Engineering Advisory Board is to provide guidance and insights to our faculty on the program's curriculum. Board members have been drawn from a combination of local technical education leaders of schools that may send students to our program, managers from industries and the US military in the region who are interested in hiring our graduates, and alumni of the college who have pursued engineering or closely related technical careers.

To learn more about the program, go to [www.hanover.edu/academics/programs/engineering](http://www.hanover.edu/academics/programs/engineering)







## THE REGION

Hanover College is located in Southeastern Indiana, adjacent to the picturesque city of [Madison](#), home to a historic downtown, an inviting riverfront, and [Clifty Falls State Park](#). The city of 12,000 people was recently named the top place in Indiana to raise a family and was named Best Small Town in the Midwest by USA Today. Madison bills itself as “Indiana’s Music City” with multiple live music venues and hosts several outdoor music festivals throughout the year. Madison’s downtown business district is one of the country’s largest National Historic Landmark Districts and was the 2024 Great American Main Street Award Winner.

Madison is also home to a group of manufacturing companies that have consistently engaged with and supported our engineering students. Madison hosts frequent events and concerts, including the Madison Regatta, the Ribberfest Blues Festival, and the Chautauqua Festival of Art.

The College is within driving distance of three major cities: Louisville (45 minutes), Cincinnati (75 minutes), and Indianapolis (90 minutes). Hanover’s beautiful campus overlooks the Ohio River, allowing ample opportunities for classwork, fieldwork, recreation, competition, and reflection.





## THE POSITION

### ENGINEERING PROGRAM DIRECTOR

The director will be responsible for leading Hanover's engineering program, which is now in its 7th year. The program offers both an ABET-accredited BS in Engineering and a BA in Engineering Science. Students in the program earn an engineering degree within the environment of a small college committed to providing excellent professional programs and a strong liberal arts experience. The goal of Hanover College is to produce graduates who have the combination of technical and soft skills that today's employers want.

Objectives for the Program Director:

- Teach a variety of undergraduate courses.
- Assist the college admissions staff in recruiting and retaining new students (e.g., availability for meetings with prospective students and parents, engineering information sessions, registration sessions, scholarship interviews, Engineering Day, engineering summer academy, engineering competitions, and other related events).
- Aid the College's advancement staff in fundraising, cultivating connections with engineering employers in the region and the US.
- Coordinate the program's Engineering Advisory Board, utilizing their expertise to the fullest potential for engineering students.
- Maintain the continuous improvement process for the BS degree, and
- Guide the program through its next ABET review in 2027.

Additional academic responsibilities include:

- Lab course design
- Continued growth of research program that involves undergraduate students
- Advising and mentoring engineering students.

Programmatic responsibilities include:

- Cultivate corporate partnerships and internship/coop opportunities for engineering students.
- Serve as the College liaison with the Jefferson County Industrial Development Corporation (JCIDC).
- Advise on the maintenance and modification of digital and print marketing materials for the program.
- Oversee the expenditure of departmental funds efficiently and appropriately.
- Be responsible for departmental scheduling and reports.
- Mentor and encourage personal, professional, and intellectual growth within the Engineering Department.
- Guide the improvement of all aspects of the program, including curriculum, objectives, equipment, facilities, and research. Pursue grant opportunities.
- Lead the expansion of the programs and searches for new engineering faculty members as needed.

The position reports to the Provost and Vice President for Academic Affairs, Dr. Carey Adams.



## CANDIDATE REQUIREMENTS

Minimum qualifications include a Ph.D. in Mechanical Engineering or a similar field. Individuals with a master's degree and sufficiently qualified by education and experience to support ABET accreditation requirements may be considered. The successful applicant will be comfortable teaching a wide variety of undergraduate mechanical engineering courses as well as some general engineering courses and laboratories. Preference will be given to applicants

with teaching experience, a degree from or experience with a liberal arts college, and applicants with industry experience.

Interested candidates should be committed to teaching at an institution where a broad liberal arts education is emphasized and should be prepared to develop research opportunities suitable for collaboration with undergraduate engineering majors.

## APPLICATION PROCESS

Applications, nominations, and expressions of interest can be submitted in confidence to [HanoverDirector@academicsearch.org](mailto:HanoverDirector@academicsearch.org). The position will remain open until filled, but applications received by March 3, 2025, will be assured full consideration.

Applications should consist of:

- a substantive cover letter addressing the qualifications and desired attributes listed above and in the position profile;
- a resume/curriculum vitae;
- a statement of teaching philosophy containing a statement on inclusivity in the classroom;

- a list of at least five professional references with full contact information and a note indicating the nature of your working relationship with each. References will not be contacted without explicit permission from the candidate and discussion with Senior Consultant Kate Nolde.

Academic Search is assisting Hanover College in its search for the Program Director. Confidential discussions about this opportunity may be arranged by contacting Kate Nolde, Senior Consultant, at [kate.nolde@academicsearch.org](mailto:kate.nolde@academicsearch.org). You may also arrange a confidential conversation by going to [Kate's Calendar](#).

## EEO STATEMENT

Hanover College is an Equal Opportunity Employer committed to providing an inclusive, welcoming, and diverse college environment. The students, faculty, staff, and trustees of Hanover College are committed to providing a diverse, equitable, and inclusive campus so that all feel welcome to seek academic, personal, and moral growth within a community that is safe, challenging, and responsive. We embrace diversity in recruiting and retaining students, faculty, and staff of all backgrounds regardless of age, race, color, disability, gender, gender expression, gender identity, national origin, marital status, political

viewpoint, religion, sex, sexual orientation or veteran status. We recognize that our definition of diversity must be inclusive, porous in its boundaries and ever evolving, changing as our campus, our society, and our vision of the world changes. It must also create a safe space for the discussion and debate of well-reasoned, thoughtful, and constructive ideas of all kinds. We strive to practice respect, compassion, and understanding for one another, so that all may participate in the open and free exchange of ideas necessary for a meaningful education and a successful democracy.



# ABOUT ACADEMIC SEARCH

Academic Search is assisting Hanover 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.



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