



Gettysburg College
Director of the Center for Global Education

THE OPPORTUNITY

Gettysburg College invites inquiries, applications, and nominations for the new **Director of the Center for Global Education (CGE Director)**. Located in Gettysburg, Pennsylvania, and in close proximity to Harrisburg, PA, Washington, D.C., and Baltimore, MD, Gettysburg is a highly selective four-year residential college of liberal arts and sciences that inspires and prepares students—as whole persons—to lead lives of meaning, service, and consequence. Gettysburg offers an intimate and collaborative learning and working environment with renowned faculty, unique research opportunities, and state-of-the-art facilities.

Reporting to Provost Jamila Bookwala, the Director will lead the Center for Global Education (CGE) which develops and manages wide-ranging global study programs and partnerships and supports curricular and faculty development initiatives, including the development and delivery of faculty-led global education experiences. There is a strong preference for the new CGE Director to take office in early Fall 2024.

ABOUT GETTYSBURG COLLEGE

Founded in 1832, Gettysburg College has distinguished itself as a leader in residential liberal arts education. Located on a beautiful 225-acre campus near the historic location of Abraham Lincoln’s delivery of the Gettysburg Address, the College continues to be shaped by its proximity to profound events that shaped the course of American democracy.

Providing unique experiences and a modern approach to pedagogy, Gettysburg enrolls more than 2,300 students from 41 states and 58 countries. With 224 full-time faculty, the College boasts a 9:1 student-to-faculty ratio and offers more than 41 majors and over 40 minors.

Gettysburg's vibrant sense of energy and purpose is driven by the new strategic plan, “Living Our Promise,” a framework that marries the excellence of a rigorous liberal arts education with a student experience that intentionally integrates learning that occurs inside and outside of the classroom.

ACADEMIC PROGRAMS

Gettysburg College’s entire community is energized by its commitment to a liberal arts education that supports a diverse population of students who emerge into the world and change it for the better. At a time when higher education has become increasingly expensive, research highly specialized, and the relevance of the liberal arts challenged, Gettysburg exemplifies the distinguished liberal arts college tradition where teaching, rigorous and civil discourse, and responsibility to one’s community—locally and globally—remain the highest priorities.

Gettysburg continues to innovate, offering a program for summer online courses and a new online master’s program in American history that is the first of its kind for the College. The



program, launched in the fall of 2022, is offered online and in collaboration with the Gilder Lehrman Institute of American History.

The academic curriculum at Gettysburg College includes a wide array of academic programs and a significant number of opportunities for student leadership. The curriculum has two key hallmarks. First, the College strives for students to be self-reflective, writing and thinking in ways that express a growing self-awareness about the progress and impact of their education. Second, the College endeavors for students to make connections among disciplines: to see relevant implications across courses, and to achieve an education that is more than a transcript of self-contained courses. Courses are distinguished by key traits and clear student learning outcomes, designed to engage students in multiple forms of inquiry, inspire integrative thinking, improve communication skills, and foster informed and engaged citizens with a global perspective.

Gettysburg College is home to many important programs and initiatives, each of which is dedicated to key institutional priorities, including undergraduate research opportunities (e.g., through the Kolbe Summer Fellows Program, the STEM Scholars Program, and the Cross-Disciplinary Science Institute), community engagement, and global education. Though distinctive in mission, resources, and structure, all of the College's programs and initiatives work in concert to strengthen shared values for its students and campus community. The Center for Public Service, Civil War Institute, Cross-Disciplinary Science Institute, Eisenhower Institute, Garthwait Leadership Center, Sunderman Conservatory of Music, an on-campus farm, and a historic Majestic Theater, are just a few select examples of innovative programs and initiatives that augment, enhance, and serve to execute the College's mission.

FACULTY AND STAFF

With 224 full-time faculty, Gettysburg College has one of the best student to faculty ratios in the country at nine students to every one instructional faculty member. Faculty members include authors, artists, performers, and researchers who are immersed in scholarly and creative projects and whose top priority is to help students thrive in and out of the classroom. The College's small, intimate classes, with an average size of 18, enable faculty and students to form long-lasting and meaningful relationships. One hundred percent of Gettysburg College's tenured and tenure-track faculty hold a doctorate or other terminal degree in their field.

Gettysburg College has a deep commitment to shared governance. Faculty are not only encouraged but required to participate in various shared governance committees, meetings, and efforts. The College promotes a culture of shared governance in productive and efficient ways that prioritize the leadership development and experience of faculty.

The provost's office oversees all academic departments, centers, and institutes, which consist of 95 staff: 43 Administrators and 52 support staff.

STUDENT LIFE



Gettysburg College believes that a student population representing diverse geographic, economic, cultural, intellectual, and racial backgrounds benefits a liberal arts education. Accordingly, the College actively recruits domestic students of color and international students, as well as students from all regions of the United States. As of Fall 2023, the College's undergraduate student body of approximately 2,300 hails from 41 states and 58 countries. The class of 2026 comprises 644 students from 32 states and 32 countries. Nearly 75% of Gettysburg domestic undergraduate students are from outside of Pennsylvania. Gettysburg received 7,123 applications and had an acceptance rate of 48% in the fall of 2023. Close to 50% of the class ranked in the top 10% of their high school class, and 76% ranked in the top 25% of their high school class. The average SAT score was 1347. At the same time, student diversity increased: 22% of undergraduates enrolled in Fall 2023 are domestic students of color, up from 17% just five years ago. Additionally, Gettysburg enrolled 85 international students in the class of 2026.

Gettysburg empowers students for a lifetime of success. The Princeton Review has named Gettysburg a Best Value College, an award given to schools with exceptional financial aid systems, alumni salaries, and career social impact, among other factors. In the 2022-23 academic year, Gettysburg awarded \$90.3 million in merit scholarships and need-based grants. Within a year of graduating, 98% of the 2022 graduating class are either in graduate school or employed. The College ranks as number one in Pennsylvania and second in the nation among baccalaureate colleges for semester-long study abroad opportunities during the 2020-21 academic year. 35% of the 2023 graduating class studied abroad for credit for at least one semester. Before the COVID pandemic, over 50% of a graduate class had studied abroad.

THE GETTYSBURG APPROACH

The Gettysburg Approach empowers students to emerge as career-ready graduates, equipped with a foundation of expansive knowledge and the enduring skills most valued by employers and graduate schools. Today, Gettysburg College is proud to build on this institutional strength and make these transformative experiences even more accessible to Gettysburgians by guaranteeing a Career-Ready Experience for every student who participates in the Gettysburg Approach.

By participating in a Career-Ready Experience, students will apply the consequential education they've gained at Gettysburg out in the world and enhance their effectiveness in the workplace upon graduation. A Career-Ready Experience could include at least one of the following Guided Pathways experiences:

- Off-campus or on-campus internship
- Working on a long-term Center for Public Service project.
- Global study and travel through the Center for Global Education
- Campus leadership role
- Faculty-mentored research

The Gettysburg Approach guarantees graduates enter the working world ready for their first job and every job after, throughout the entirety of their careers. This central commitment is why Gettysburg College ranks in the top 1% nationwide among liberal arts colleges for a 40 year



return on investment, according to The Georgetown University Center on Education & the Workforce ROI Study: ROI of Liberal Arts Colleges.

DIVERSITY, INCLUSION, AND BELONGING

Diversity, inclusion, and belonging are central to Gettysburg’s identity and growth. The College aims to foster inclusion in all facets of campus culture, from the people who work and study there, to the experiences they have, and the environments in which they live. Gettysburg’s commitment to diversity embraces:

- **People:** Gettysburg welcomes faculty, staff, and students from all over the world, representing diverse backgrounds, interests, and personal qualities.
- **Ideas:** In the curriculum and in campus discourse, Gettysburg encourages a multiplicity of voices and viewpoints.
- **Experiences:** In classes and in clubs, through cultural events as well as visiting speakers and artists, Gettysburg creates opportunities for people to engage with the world in all its richness: to discover and learn from difference. Essential to this is the College’s commitment to ensuring that every member of the community, regardless of background, fully belongs and is fully included in the life of the campus.
- **Campus environment:** Diversity depends on—and in turn strengthens—the core value of inclusion and respect. These values are an essential foundation, sustaining a spirit of openness, supporting individuals as they explore their goals and identities, and ultimately creating a healthy campus community.

The campus community administered a second climate survey in 2022 that focused on diversity and inclusion to further inform the College’s commitment to continuous improvement and tangible change.

FINANCIAL OVERVIEW

Gettysburg College’s approved operating budget for the fiscal year 2023 is \$113 million. As of March 31, 2022, Gettysburg’s endowment consists of over 875 individual funds with an aggregate value of \$415 million. The College believes that prudent investment oversight, sensible endowment spending, and active fundraising are vital to growing the endowment and ensuring that current and future generations of students benefit from the income it produces. Gettysburg’s endowment is smaller than that of its peers, and fundraising for the endowment will continue to be a strategic priority for the College going forward. The College will launch a comprehensive fundraising campaign in coordination with the strategic planning priorities.

STRATEGIC PLAN

President Robert Iuliano implemented the College’s prelude to the current strategic plan, *Living Our Promise*, in the Fall of 2020 and the plan was approved by the Board in March of 2022. The strategic plan is guided by four principles:

1. The development of a robust, relevant, and integrated academic and co-curricular student experience.
2. A commitment to diversity, inclusion, and belonging.
3. Graduating students who are ready to make an impact.
4. Improving our distinction, market position, and financial sustainability.

Additional information about the institution's strategic plan can be found [here](#).

LIFE IN THE AREA

Located in Adams County, Pennsylvania, Gettysburg offers local community members the best of both worlds—a quaint and intimate setting that cultivates a sense of deep intellectual curiosity, and the opportunity for real-world impact. The rich history of the area is inextricably linked to the evolution of the College. The town and campus are connected not only by important historical events, but also by community-wide events, volunteer opportunities, and social justice commitments across the community and Adams County as a whole. Many professors and staff members are active in the greater community. Gettysburg students also enjoy meaningful civic engagement throughout Adams County and larger metropolitan areas such as Baltimore, MD, and Washington, D.C. through a variety of volunteer programs and curricular collaborations. The campus is a 40-minute drive to the state capital of Harrisburg, PA, and is easily accessible to several key metropolitan centers, including Baltimore (59 miles), Washington, D.C. (86 miles), and Philadelphia (130 miles).

THE OFFICE OF THE PROVOST

Provost

Dr. Jamila Bookwala serves as the Provost and took office in July 2023. She serves as a member of the President's Council. Prior to assuming this position, Dr. Bookwala served as Dean of the Faculty and a Professor of Psychology at Lafayette College. A scholar in the field of the social psychology of aging, Dr. Bookwala has published more than 60 scholarly works including journal articles, book chapters, and two edited volumes. She has secured grants for her research from public and private funding organizations and has received multiple awards for her teaching, scholarship, and service.

In addition to the Provost, the Provost's Office has two Associate Provosts (Associate Provost for Academic Affairs and Associate Provost for Faculty Affairs) with institution-wide responsibilities in the academic division and who work as needed with other campus divisions.

In addition to the two Associate Provosts, the Provost's Office is supported by three full-time staff and one administrator, including the Executive Assistant, the Senior Administrative Assistant to the Associate Provosts, the Academic Budget and Events Coordinator, and the Director of Operations, Finances, and Communications.

Director of the Center for Global Education

Reporting to the Provost, the Director of the Center for Global Education provides campus-wide strategic curricular and budgetary leadership for global education initiatives in a highly collaborative environment. The Director will lead the Center for Global Education (CGE) which develops and manages wide-ranging global study programs and partnerships and supports curricular and faculty development initiatives, including the development and delivery of faculty-led global education experiences. The Director will collaborate with the Office of International Student Services to foster a supportive and inclusive environment for international exchange students. The primary responsibilities of the CGE Director are as follows:

- Provides campus-wide vision and leadership for global education initiatives in a highly collaborative environment. As part of the leadership team which supports campus internationalization, and works closely with key centers, committees, departments, faculty and staff, implementing comprehensive internationalization strategy, the Director will foster college-wide involvement in internationalization efforts.
- Sits on key campus committees including the Center for Global Education Committee (chair), the Internationalization Coordinating Committee (co-chair), the College Emergency Response Team (CERT), the Enrollment Management Committee, and several departmental/program-specific committees.
- Directs the Center for Global Education (CGE), which is responsible for the development and management of wide-ranging global study programs and partnerships, and establishes and maintains global education policies and practices. Responsible for the coordination of student advising within the CGE and has some direct student advising responsibilities. Collaborates with academic departments and other key stakeholders in the integration of the global experience with the on-campus curriculum. Develops, implements, and evaluates pre-departure and re-entry activities for students and faculty who participate in global experiences.
- Leads and manages the CGE staff including the Assistant Director, support staff, and student workers, as well as faculty leading international study and research experiences. Provides continuous mentorship and enables the professional growth of staff members.
- In collaboration with Academic Division leadership, develops and supports curricular and faculty development initiatives which support internationalization efforts including course-embedded global study experiences, languages across the curriculum initiatives, faculty international seminars, and other internally run engaged learning experiences.
- In coordination with CERT and College legal counsel, oversees the continual refinement and implementation of risk management procedures associated with international travel and partnerships.
- Strategically manages the CGE program budget.
- Evaluates existing global programs and experiences and works together with

key committees and departments to approve, modify or withdraw programs as necessary to meet institutional expectations. Supports campus-wide program evaluation and assessment of Gettysburg College Global Learning Goals and Outcomes.

- Engages campus community in regular discussions highlighting the role a global education plays in enhancing the intellectual climate and supporting diversity, equity, and inclusion.
- Supports Advancement, Alumni, and Parent Relations staff with fundraising for global education. Works with foundation, government, and faculty grants staff on proposals in support of international initiatives.

CHARACTERISTICS AND QUALIFICATIONS

- *Education:* Master's degree in international education, comparative education, or related field is required.
- *Experience:* at least ten years of progressively responsible experience working with international education programs in higher education is highly desired; studying, living and/or working abroad and participation in international education professional organizations also highly preferred.
- *Knowledge:* Experience with developing, implementing, supporting, and maintaining international program partnerships with colleges, universities, program providers, and other institutions. Knowledgeable in and experienced with risk management best practices. Proficiency in at least one foreign language.
- *Skills:* Proven record of administrative and financial competence and organizational skills at the middle or senior management level. Excellent written and verbal communication skills. Demonstrated experience with domestic and international personnel supervision, and program evaluation experience.
- *Abilities:* Ability to interact effectively with a broad range of constituents (students, parents, faculty, alumni, on-campus staff, and overseas staff and institutions). Ability to prioritize tasks and use sound judgment. Must be able to travel domestically and internationally.

HOW TO APPLY

The search for Gettysburg College's next Director of the Center for Global Education is being assisted by Maya Ranchod Kirkhope at Academic Search. Applications, nominations, and expressions of interest can be submitted in confidence to GettysburgCGE@academicsearch.org.

Applications should consist of a detailed letter of interest that describes the candidate's interest and alignment with the agenda for leadership, and a current curriculum vitae, sent as separate PDFs.



The Search Committee will begin reviewing applications in early July and will review applications as they are received. Though applications continue to be accepted until the position is filled, only those materials received by **July 26, 2024**, are assured full consideration.

Gettysburg College, an equal opportunity employer, complies with all applicable federal, state, local laws and regulations regarding nondiscrimination. All qualified applicants will receive consideration for employment and admission. The College prohibits discrimination and harassment, and provides equal opportunity without regard to race, ethnicity, color, religion, national origin, disability, veteran status, marital/familial status, possession of a General Education Development Certificate (GED) as compared to a high school diploma, sexual orientation, gender identity, gender expression, sex, age, or genetic information in all aspects of employment, educational programs, activities, and admissions. Pursuant to Title IX of the Education Amendment of 1972, Gettysburg College prohibits discrimination on the basis of sex (i.e., which includes but is not limited to the prohibition of sexual misconduct and relationship violence, including sexual assault and harassment) in all of its educational programs and activities.