



**Beloit College
Beloit, Wisconsin**

Director of Admissions

[Beloit College](#) invites nominations and applications for the position of Director of Admissions.

Reporting to the Vice President for Enrollment, the Director of Admissions will advance the successful attainment of enrollment goals for domestic and international first-year and transfer students through the management of recruitment, selection, and yield efforts.

The Director will join the campus at an exciting time. Beloit's momentum has generated new programs that strengthen advising, mentoring, and the connection between undergraduate education and career and life success; the Beloit Action Plan, a forward-looking response to COVID; and a broad and comprehensive effort to center the work of anti-racism and equity on campus. With Beloit's southeastern Wisconsin location, the Director will benefit from a close-knit community and high quality of life at a relatively low cost, and within easy driving distance to Chicago, Madison, and Milwaukee.

The Position

The Director will be a vital member of the enrollment leadership team, collaborating closely with the Vice President for Enrollment and complemented by a Director of Enrollment Strategy to develop, implement, and successfully execute plans for recruitment, selection, and yield that are responsive to college goals for quality, quantity, diversity, and net tuition revenue.

The director's most important charge is ensuring every aspect of day-to-day operations furthers progress toward the goals and objectives of the Office of Admissions and the college through inspiring outstanding individual and team performance in a generative environment. The Director will oversee strategic territory management, including in-person and remote recruitment activities, and work closely with admissions staff to develop data-informed recruitment and yield plans. The Director will also manage a recruitment territory and travel to represent the college.

Managing a staff of approximately twelve, the Director of Admissions will mentor and supervise staff members while inspiring an openness to possibility, engagement with goals and objectives, open communication, transparency, feedback, mutual respect, support, and camaraderie.

Collaboration across campus will be essential. The Director will work effectively with coaches, faculty, and staff in recruitment efforts. Beyond Beloit, the Director will build, manage, and maintain relevant external relationships, including but not limited to those with high school guidance counselors, independent educational consultants, and Community-Based Organizations.

Other responsibilities vital to success include:

- Guide the staff in managing communications with prospective students to achieve prompt and attentive personal contact and to ensure efficient and effective allocation of effort;
- Equip the staff to present the college in a dynamic, compelling, and emotionally resonant way to audiences of varying constituents, sizes, and compositions;
- Guide the development of a visit program of the highest quality. Lead the staff in providing exceptional customer service in all visits and events, whether in-person or remote;
- Oversee the coordination of an efficient, effective, and equity-minded application review process;
- Partner effectively with faculty, staff, and alumni and oversee the participation of all of these groups in strategic and targeted personal outreach to prospective students;
- Collaborate with Communications and Marketing staff, particularly the Enrollment Communications Manager, to ensure that recruitment and marketing efforts are aligned and mutually reinforcing;
- Contribute to an ethically grounded, collaboration inclined, data-informed, relationally driven, and results-oriented work culture.

Required and Desired Skills, Abilities and Qualities

The skills, experience, qualities, and characteristics of the successful candidate will include significant admissions experience with a record of increasing responsibility, along with a record of success in recruitment and enrollment and proven experience in managing and motivating staff. Knowledge of and appreciation for a liberal arts environment is critical to serving the mission of Beloit College. A bachelor's degree is required; an advanced degree is preferred. Other qualifications include:

- The ability to align the day-to-day work of an admissions office with strategic direction and priorities;
- Deep knowledge of best practices in student recruitment combined with a willingness to think beyond them;
- A thorough understanding of recruitment/admissions CRMs, preferably Technolutions Slate;
- A demonstrated understanding that success is achieved through outstanding execution in all activities and at all levels;
- The ability to plan effectively and to change course as necessary;
- An appreciation for small, private, tuition-driven institutions competing in both regional and national markets and the critical role of effective enrollment management and marketing in the success of these institutions;
- A nuanced understanding of the many advantages and barriers that characterize students' paths to college and sophisticated insight into actions that will achieve an inclusive campus;

- The ability to contribute to a work environment that is welcoming to people from a variety of backgrounds and experiences;
- An appetite for continuous innovation and improvement and the inclination to approach work from a posture of possibility;
- Superior written and spoken communication skills and the ability to make a compelling case to students and their families for the power of a Beloit education;
- A willingness to achieve results through sustainable means that serve Beloit well in both the short and long term.

Beloit College, An Overview

Mission Statement

Beloit College engages the intelligence, imagination, and curiosity of its students, empowering them to lead fulfilling lives marked by high achievement, personal responsibility, and public contribution in a diverse society. Our emphasis on international and interdisciplinary perspectives, the integration of knowledge with experience, and close collaboration among peers, professors, and staff equips students to approach the complex problems of the world ethically and thoughtfully.

Academics

Today, Beloit's commitment to experiential, interdisciplinary, and international learning is evidenced in the creative forging of direct connections between the liberal arts and life after graduation. All members of the faculty and staff are committed to instilling in students four key capacities critical to successful careers and meaningful lives: effective communication, productive collaboration, creative problem solving, and the ability to be personally and professionally agile. Students dig into their studies, integrating knowledge with hands-on experience, and learn meaningfully from both the curricular and co-curricular aspects of their Beloit Education. Beloit offers more than 40 majors, 30 minors, and a number of dual-degree programs. The average class size at Beloit is 15 and the student-to-faculty ratio is 10:1.

By harnessing campus-wide alignment and momentum, Beloit responded to COVID with the [Beloit Action Plan](#), a suite of academic, social, and financial support programs widely recognized for innovation and student-centeredness. The components of the Action Plan include

1. **Mods:** In 2020-21, each semester contains two Mods, with two courses offering intensive work in two subjects. Courses are designed to respond to evolving social and environmental factors, allowing students and faculty to pursue opportunities in a range of settings – in person, in the field, and on digital platforms. The results are an energetic and focused academic experience.
2. **Advanced Mentoring Program (AMP):** This program offers a comprehensive guidance and support system for students during their crucial first two years at Beloit. Within 72 hours of enrollment deposit, students are connected with a faculty advisor who welcomes them to the community and walks them through the process of enrollment. The AMP advisor stays with the student, offering specialized classes, personalized guidance, and an advisory group. The results are an intentional, inclusive introduction to the full Beloit experience.
3. **Career Channels:** Students are welcomed into a professional community that broadens their vision of the future and makes tangible connections between campus and career. Students gain access to resources that expand and deepen their interests—internships and field

experiences, alumni mentors and faculty advisors, on campus events and off campus opportunities. The results are relevant, real-world college experiences that produce graduates who are confident, focused, and employable.

4. **The Midwest Flagship Match:** Students from six Midwestern states—Illinois, Indiana, Iowa, Michigan, Minnesota, and Wisconsin—are offered a cost of attendance that matches or beats in-state tuition at the student’s state flagship campus. This allows students a concrete basis for comparing cost and value.
5. **The Beloit Promise:** Recognizing the financial pressure placed on many families by COVID, Beloit held 2020-21 tuition steady from the prior year, and extended to students in need options such as deferred payment dates and no-interest loans. In addition, students enrolled full-time during 2020-21 have the option to pursue a ninth or tenth semester tuition-free

Additionally, *Forbes Magazine* recognized the innovative approach Beloit took to involving students in setting expectations to guide a safe campus experience during the pandemic. Read more about it here: [At Beloit, A Bottom-Up Approach To Setting Covid-19 “Behavioral Expectations”](#)

In 2020, Beloit was named the Top 5 Most Innovative Liberal Arts College by U.S. News and World Report.

“One of the things I love about Beloit is its willingness to take on real world problems in the most creative and entrepreneurial way.” Scott Bierman, President

“This is a remarkable moment in the history of Beloit. Everything feels possible.” Ron Watson, Associate Professor of Political Science and Health and Society

Beloit’s Commitment to Equity, Inclusion, and Anti-Racism

Because equity and inclusion are central to our students’ lives and education and vital to the thriving of all members of our residential learning community, Beloit College aspires to be an actively anti-racist institution. We recognize our aspiration as ongoing and institution-wide, involving collective commitment and accountability. We welcome employees who are committed to and will actively contribute to our efforts to celebrate our cultural and intellectual richness and who will be resolute in advancing inclusion and equity.

Beloit is committed to the following six goals:

Goal 1: Strengthen the Foundation—Increase the number of Black staff, faculty, and trustees through recruitment and retention.

Goal 2: Grow the Community—Build on our ongoing commitment to enroll and retain domestic Black students.

Goal 3: Spread Knowledge—Continue to ensure students engage with issues of race, sex, power, privilege, anti-racism, and anti-Blackness across the college.

Goal 4: Share a Common Language—Continue to ensure faculty, staff, and trustees engage with issues of race, sex, power, privilege, anti-racism, and anti-Blackness.

Goal 5: Create Inclusive Spaces—Expand safe, inclusive spaces for Black students—residentially, socially, and academically.

Goal 6: Resist Injustice—Ensure an effective and efficient process to address biased, racist, and discriminatory acts.

For more information, click here: [BECOMING BETTER - A Roadmap to Centering Anti-Racism and Equity at Beloit](#)

The Student Body, Campus Life, and the Surrounding Community

Beloit students are distinguished by a commitment to independent thought, a concern for the common good, and a passionate, critical engagement with the world. Approximately eighty-five percent of students come from outside Wisconsin, representing over 40 states and over 40 countries. Twenty-six percent of domestic students identify as Black, Asian, Native American or multi-racial; 16 percent as Hispanic. Seventeen percent come from countries other than the United States.

Eighty-five percent of degree-seeking students live on campus in the college's residence halls and special interest houses. The Beloit College campus consists of a wooded 65-acre main campus, a 26-acre athletic complex, and 89 acres devoted to other academic and research purposes.

The college fields 17 NCAA Division III teams in the Midwest Conference. In any given season, approximately 30 percent of the student population is involved in intercollegiate athletics and Beloit's student athletes consistently receive Academic All-American honors. Club, intramural and recreational sports round out the athletic offerings that are available to students.

In early 2020, the college opened a distinctive and award-winning recreation, athletic, and student center, which is now considered the heart of the campus community, [The Powerhouse](#), which transformed a former electrical generating station on the bank of the Rock River, intertwines students' social, academic, and extracurricular lives. The 120,000-square-foot facility features an auditorium, meeting spaces, cafe, running track, 8-lane competition swimming pool, and plenty of other areas to work out and rest up.

Designed by renowned architect and MacArthur Fellow Jeanne Gang of Studio Gang, The Powerhouse is a first-of-its-kind facility in the country.

Visit the Beloit College website for more information; <https://www.beloit.edu/>.

Beloit, Wisconsin

The beautiful and historic city of Beloit is home to 37,000 residents as well as more than 88 industrial firms, 850 retail establishments, several corporate headquarters, an Oakland Athletics-affiliated minor league baseball team, and several museums. Beloit is an easy drive to Madison (50 miles), Milwaukee (70 miles) and Chicago (90 miles).

Beloit is a culturally diverse community with an expansive community calendar that is filled with live music offerings and festivals, popular arts programming, large seasonal and holiday events, and a Farmer's Market that fills the downtown district each Saturday morning in the summer and early fall. In addition to the college's Wright Museum of Art and the internationally acclaimed Logan Museum of Anthropology, the City of Beloit also is the home to the Beloit Art Center, a downtown fine arts incubator, numerous historic homesteads and mills, an expansive park system, and signature programs and events including the Beloit International Film Festival and the Beloit-Janesville

Symphony. Beloit has become a dining destination for the region and a showcase for two boutique hotels in its downtown.

More information regarding the city can be found at [Visit Beloit](#), which also provides updates related to the city and the pandemic response, and [Downtown Beloit](#).

TO APPLY OR TO NOMINATE CANDIDATES

[Napier Executive Search](#) is assisting Beloit College with this search for a Director of Admissions. If you wish to have a confidential conversation about this opportunity or to nominate someone for this position, please contact: Robin Reynders, robin.reynders@napiersearch.com or Mary Napier, mary.napier@napiersearch.com. For best consideration, submit materials by April 2. Expected start date is summer 2021. To apply, please submit 1) a resume, 2) letter of interest, which should incorporate and address themes in this position announcement and 3) three to five professional references with contact information. Please send electronically and in confidence to: beloit@napiersearch.com. References will **not** be contacted without permission.

Because equity and inclusion are central to our students' lives and education and vital to the thriving of all members of our residential learning community, Beloit College aspires to be an actively anti-racist institution. We recognize our aspiration as ongoing and institution-wide, involving collective commitment and accountability. We welcome employees who are committed to and will actively contribute to our efforts to celebrate our cultural and intellectual richness and who will be resolute in advancing inclusion and equity. AA/EOE

