



Posted: 9/30/2026

Salary range: \$92,993.00 - \$103,326.00

Status: Exempt, Full-time

[The College of Idaho](https://collegeofidaho.edu/), invites applications for the position of **Dean of Students**, a vital **senior administrative role** responsible for strategically shaping the **holistic student experience** outside the classroom. Operating within a **private, liberal arts framework**, the Dean ensures that all student affairs initiatives align directly with the college's core values, mission, and historic traditions. As a **primary advocate for student success**, the Dean bridges the gap between academic rigor and co-curricular life, cultivating a **welcoming, safe, and vibrant campus community**.

In this role, the Dean strategically oversees **student engagement, campus life, and wellness** while ensuring a safe, supportive living and learning environment. Directing **residence life, campus activities, student organizations, outdoor programs, debate, campus ministry, and intercultural initiatives**, the Dean builds a welcoming and vibrant campus culture. In close collaboration with the Academic Vice President and Deans of Undergraduate and Graduate Studies, the Dean designs comprehensive **orientation programs that foster early belonging and retention**, while seamlessly blending classroom learning with student development. Additionally, the Dean partners with Health, Wellness, Accessibility, and Learning Resources to support diverse student needs, while serving as an **expert mediator for complex student-faculty disputes** and academic appeals.

From an operational and crisis response standpoint, the Dean **leads the campus CARE Team** in managing emergency interventions, threat assessments, and proactive mental health strategies. Partnering with institutional compliance, the Dean administers the **student conduct code** utilizing modernized **restorative justice practices** and maintains rigorous adherence to federal regulations, including **Title IX, FERPA, and the Clery Act**. As a member of the President's executive leadership team, the Dean contributes to campus-wide **policy development**, acts as the primary liaison to student government, and **manages departmental budgets** to optimize student services. Through regular program assessments, **data-driven retention tracking**, and direct mentorship of student affairs staff, the Dean presents key metrics to the Board of Trustees to continually elevate institutional excellence.

Successful candidates will possess a **Master's degree** in Student Affairs, Higher Education, Student Personnel, Counseling, or a closely related field, with a **doctoral degree preferred**. Applicants should bring **five to seven years of progressive administrative experience** within Student Affairs, preferably in a **private liberal arts college setting**. This role requires a **proven ability to manage volatile campus issues under pressure**, exceptional **empathetic communication skills** across diverse stakeholders, and deep expertise in higher education legal compliance, including **Title IX and FERPA**. Furthermore, the ideal candidate will demonstrate a strong track record in **budget management, staff supervision, cross-cultural conflict resolution**, and the application of **student development theory** supported by proficiency in Microsoft Office and student information systems like **Ellucian Colleague**.

Candidates must be authorized to work in the United States as of the expected hire date and throughout the duration of their employment without sponsorship from The College of Idaho. A current, valid driver's license is also required, and candidates must be vehicle-insurable.

The College offers competitive benefits, including tuition waiver for dependents, health insurance, a retirement plan with employer match, generous paid time off, free access to on-campus fitness centers, and free admission to campus events. Spouses, domestic partners, and dependents are eligible for benefits coverage.

A complete application will include a current résumé, a cover letter addressing qualifications for the position, and the names and contact information of three (3) references: two (2) from management and one (1) professional, sent to careers@collegeofidaho.edu. Review of applications will begin immediately and continue until qualified candidates are selected. As we move through the application review process, additional information may be requested from qualified candidates.

With over 134 years of history, The College of Idaho is a regional and national leader in higher education. The College of Idaho is a [mission-driven community](#) of exceptional learning that challenges the ambitious and forges pathways to success and purpose.

The College of Idaho is proud to be an equal-opportunity employer. We are dedicated to attracting, retaining, and optimizing performance and academic excellence through an inclusive workforce. The College does not discriminate on the basis of sex, race, color, age, religion, disability, national and ethnic origin, veteran status, sexual orientation, gender identity, or any other basis protected by law.