

Lycoming College, in collaboration with KIPP Public Schools, is seeking a dynamic team player with strong interpersonal skills to focus on student success and persistence advising for students matriculating from our partnership organizations, including KIPP, MOSTe, Nobel, Say Yes, and Yes Prep. This unique partnership role is located within Lycoming College's Office of Academic Services Deans and collaborates closely with Lycoming and KIPP personnel in support of increased retention and graduation with an explicit focus on students underrepresented in Higher Education (including students of color and first-generation college students). The position will maintain a dotted line connection to the KIPP Foundation which will provide additional training and professional development focused on implementing culturally competent college and career success strategies. The Student Persistence and Success Fellow serves as an integral member of Lycoming's Partnership Leadership Team that works to promote college matriculation; plan orientation, acclimation, and social programming; and support academic achievement, student and life skill development, career development, and campus/community engagement. The Fellow will work closely with both the partnership peer advocate and faculty mentor programs and support peer and faculty mentors as they build strong relationships with new students. A central responsibility of this position is the oversight of pro-active retention strategies designed to promote early academic success for individuals.

Key Responsibilities Include:

- In conjunction with Partnership Leadership Team, peer advocates and peer mentors, plan and execute programming to facilitate transition and acclimation and a sense of community belonging. Past program activities have included trips to the Community Arts Center, local pumpkin patches, Ski Sawmill, and the hosting of gatherings during semester breaks.
- Work directly with students for early navigation of possible barriers to success
- Coordinate and support the peer advocate program
- Identify, celebrate, and communicate student success
- Serve as a campus advocate for student success and refer students to appropriate student offices
- Work closely with high school counselors to support deposited students with new student orientation tasks
- Support cross-cultural/cross-community competency
- Support the faculty mentor program in continuing to foster the development of best practices
- Develop and communicate knowledge base of national trends in diversity education
- Assist the Partnership Leadership Team in the planning and implementation of programs and events designed to promote Lycoming's commitment to a strong sense of student belong and a diverse, inclusive community
- Collaborate with other campus offices in designing and implementing student assessments, surveys, and evaluation instruments aimed at understanding and addressing programmatic efforts instituted by this initiative.
- In conjunction with the Partnership Leadership Team, develop and maintain meaningful ties with all partnership organizations and leverage those relationships in the support of students

- Act as the primary liaison for KIPP regions with students enrolled at Lycoming and provide consistent updates to regional leaders about student support and persistence.
- Collect, input, track and maintain current alumni data utilizing both Lycoming and KIPP specific databases systems
- Serve as point of contact for external partner organizations and maintain a list of important points of contact at these organizations to ensure quick access to key information to address any inquiries
- Serve as member of the campus team that manages current and future college partnership programmatic efforts with key campus and external stakeholders
- Participate in and represent Lycoming at external partnership network trainings and initiatives as needed
- Contribute to the identification of training needs, emerging trends, and best practices in the area of Diversity, Equity and Inclusion (DEI) and provide research support to the Office of Academic Services Deans in the development of strong educational training and programming within the appropriate context of institutional needs

As this position is a new one, the specific responsibilities will continue to evolve.

Minimum Requirements

- Master's degree preferred in relevant field with demonstrated interest in diversity education
- Two-three years of professional experience in a diverse academic setting.
- Passion for working with and supporting students underrepresented in Higher Education
- Ability to communicate effectively with students and parents across a wide spectrum of issues, concerns, challenges, and successes with cultural sensitivity
- Experience in successful programming and event planning
- Excellent public speaking and presentation skills including the ability to present the College in a positive way
- Professionalism and ability to contribute to a positive work/learning environment
- Effective collaborator across many different offices and proven ability to build relationships with stakeholders across functional and organizational lines
- Strong interpersonal skills (listening, verbal/non-verbal, and written communication skills) with the ability to develop productive working relationships with stakeholders across functional and organizational lines
- Effective conflict resolution and creative problem-solving skills
- Ability to work under pressure and handle confidential matters with discretion
- Effective organization and time management skills
- Experience developing innovative strategies to meet challenges
- Familiarity with external partners organizations and networks
- A valid U.S. driver's license
- Ability to travel as needed

To Apply: Please submit a cover letter, resume, and the names and contacts of three professional references. Applicant review will begin immediately and continue until the position is filled. A criminal history background check, motor vehicle record check and pre-employment drug screening will occur post offer. Apply by clicking [here](#).

Lycoming is ranked by Forbes as a Top ROI College and by The Princeton Review as one of The 386 Best Colleges. Lycoming College's strong endowment-per-student and fiscal acumen provide the foundation to support a first-rate undergraduate education. The College is dedicated to providing a high-quality liberal arts and sciences education including more than 100 majors, minors, and concentrations. Our community of scholars collaborates with and mentors our diverse student body of 1,200 active learners, including 37 percent international and domestic students of color, representing 39 states, territories, and countries. Students compete in 17 NCAA Division III sports, participate in faculty-driven research, thrive in a robust program of internships, and study abroad in more than two dozen countries. Lycoming is located in Williamsport, PA, a city rich in the arts and ideally situated for outdoor recreation. Williamsport is the site of a world-class healthcare system (UPMC Susquehanna), modern manufacturing, federal offices and county seat, energy and natural gas resources, and home to and the birthplace of the Little League World Series. Learn more at www.lycoming.edu.

Lycoming College proudly celebrates and values diversity. We are committed to fostering an inclusive campus community supporting all faculty, staff, and students. We encourage applications from candidates with diverse backgrounds and all who are interested in supporting and contributing to our mission. Lycoming College is an equal opportunity employer.