



**An invitation to apply
for the position of:**

**Associate Provost for Equity and Inclusion
Wellesley College
Wellesley, Massachusetts**

THE SEARCH

Wellesley College, the nation's premier women's liberal arts college, seeks an Associate Provost for Equity and Inclusion to serve as the College's chief diversity officer and further strengthen and coordinate the institution's longstanding commitment to inclusive excellence for all members of its community.

Wellesley is a college with a storied history. It has played, and continues to play, a decisive role in shaping leadership models for women. Founded in 1870 by Pauline and Henry Durant to "offer to young women opportunities for education equivalent to those usually provided in colleges for young men," it opened its doors in 1875 and was the first American college to have a president, faculty, and students who were all women.

The next Associate Provost will join a leadership team committed to advancing college-wide initiatives, focusing primarily on faculty and staff, to foster and support equity and inclusion. Paula A. Johnson, MD, MPH, joined the College as its 14th President in July 2016. Under her leadership, she has further sharpened and animated the institution's commitment to inclusive excellence. The next Associate Provost will report to the Provost and work closely with President Johnson and other senior colleagues to ensure that the College's commitment to diversity, equity, and inclusion are interwoven in all facets of the College including, but not limited to, faculty and staff hiring and retention; curricular and pedagogical innovation the development and implementation of policies; and the coordination and assessment of college-wide initiatives focused on inclusive excellence. The Associate Provost will oversee the Title IX Coordinator and Director of Non-Discrimination Initiatives and will serve on the following committees: the Budget Advisory Committee, the Committee on Curriculum and Academic Policy, the Advisory Committee on Academic Staffing, the Committee on Minority Recruitment, Hiring, and Retention, the Agenda Committee, the Commission on Ethnicity, Race, and Equity (CERE), and the Inclusive Excellence Working Group.

An eight member search committee, chaired by Andrew Shennan, the Provost and Dean of the College, and composed of faculty and staff, has been assembled to identify a new Associate Provost. Wellesley will be assisted by the executive search firm Isaacson, Miller. Inquiries, nominations, and applications, which will remain confidential, should be directed to the search firm as indicated at the end of this document.

WELLESLEY COLLEGE

Committed to educating women since its beginning, Wellesley College has long been recognized as one of the finest liberal arts colleges in the country. Its mission – to provide an excellent liberal arts education for women who will make a difference in the world – unites three aspirations: to

educate women, to strive for academic excellence, and to produce graduates whose lives and careers will enrich and transform the world in exemplary ways.

The College's founders were determined that Wellesley should offer opportunity not just to the already privileged, but to all women. Today students of color constitute 47% of Wellesley's student body, and international students 12%. Wellesley has been in the top four for ethnic diversity among private liberal arts colleges for most of the 21st century, according to U.S. News & World Report. This diverse student population is made possible, in large part, by the College's need-blind admission policy and commitment to fully fund demonstrated need (for U.S. students). Wellesley is one of only 21 institutions of higher education in the U.S. with this dual commitment; 58% of undergraduates receive aid, and over 50% receive aid directly from the College. Since 2008, Wellesley has replaced all loans with grants in financial aid packages for low income families, while admission has remained need blind.

Wellesley selects its students for outstanding ability and diversity of background and interests so they may learn from each other as well as from the College's excellent faculty. The Wellesley student body of 2,350 includes 30 Davis Scholars, women of non-traditional age and background. The breakdown for the 47% students of color is 23% Asian, 11% Hispanic/Latina, 6% of two or more races, 5% Black or African American, and less than 1% American Indian/Alaskan Native, Native Hawaiian, or Other Pacific Islander. International students account for about 12%. Around 11% of Wellesley's students are the first generation in their families to attend college, and their numbers have risen steadily over the last decade. About 62% attended public high schools; and approximately 14% graduated from high schools outside the United States. Nearly 44% of Wellesley's students speak a language in addition to English. Upon graduation, 98% percent of Wellesley's seniors report satisfaction with the education they received.

Wellesley College strives to recruit and retain a diverse group of talented and enthusiastic faculty and staff who will take full advantage of the College's environment and resources. More than 350 tenure-track and non-tenure track talented and committed faculty teach classes at the College. Of the faculty, 60 percent are women and 23 percent identify as member of minority groups. Wellesley students frequently cite the excellence of the faculty as a core component of the College's transformational learning environment. Additionally, 820 administrative staff and union staff members are central to the fabric of Wellesley's community.

INCLUSIVE EXCELLENCE

As one of the primary goals for her presidency, President Johnson has emphasized the College's commitment to inclusive excellence. Her reaffirmation of this core value builds upon previous work by, among others, the Commission on Ethnicity, Race, and Equity (CERE), which was launched in January 2015. This multi-constituency body includes student, faculty, and staff representatives, and has the broad charge to ensure equity and enhance the recruitment, retention, and success of faculty, staff, and students from under-represented groups.

The Wellesley faculty has embraced the priority of inclusive excellence, and in May 2018 virtually the entire faculty participated in an off-site retreat to discuss the obstacles to an inclusive educational experience and to workshop effective strategies for combatting these obstacles. In addition to this focus on inclusive excellence in the academic area, the College has had a long-standing commitment to an innovative and nationally-recognized multi-faith program. Inspired by Wellesley's historic belief that education is a spiritual as well as an intellectual journey, this program celebrates all expressions of faith and encourages dialogue about common moral, ethical, and spiritual issues.

Wellesley senior leaders, faculty, staff, and trustees have also articulated full support of the active LGBTQ community. In March 2015, the College announced that it would consider for admission any applicant who lives as a woman and consistently identifies as a woman.

KEY OPPORTUNITIES AND CHALLENGES

The new Associate Provost for Equity and Inclusion will need to address the following opportunities and challenges:

Provide institutional leadership in pursuit of inclusive excellence

As a College-wide leader and facilitator, the Associate Provost will collaborate with others to develop and implement effective strategies to ensure that Wellesley's exemplary educational experience, inside and outside of the classroom, is accessible to students from all backgrounds and that all staff and faculty are provided the right tools and environment to thrive, regardless of background.

While important and impactful work is already being done at the program level and through a variety of committee work and initiatives, the Associate Provost can elevate and coordinate institutional efforts for greater impact. This includes ensuring that inclusive excellence is interwoven in all aspects of the College, ranging from the way the College hires faculty and staff, to how the budget is allocated, to how faculty are supported in the development of pedagogy, and connecting people and programs in thoughtful and deliberate ways.

Strengthen and create College-wide policies, practices, and processes

The Associate Provost will lead the College in the development and implementation of policies, practices, and processes related to diversity, inclusion, and equity. These include, but are not limited to, clarifying and broadcasting the College's grievance procedure, making clear where students, staff, and faculty should take any concerns; codifying recruitment processes and training for all faculty and staff hires; identifying and addressing gaps in onboarding for faculty and staff; and partnering across campus to improve retention of faculty and staff.

This will require the successful Associate Provost to work closely with academic department chairs and administrative department heads to advance the recruitment and retention of diverse faculty and staff and enhance Wellesley's inclusive community. The Associate Provost will advocate for and manage the necessary resources to work effectively at the institutional level while providing the trainings and other activities currently run out of the office.

Partner and collaborate with faculty and staff across campus

In order to be successful, the Associate Provost must be accessible to and respected by faculty and staff. As such, the Associate Provost should bring a service-oriented approach to the work and bring an understanding of the classroom experience for students and faculty. The Associate Provost will contribute to efforts to diversify the curriculum, provide professional development to staff and faculty, and strengthen the focus on inclusive excellence both in the classroom and beyond. Additionally, the Associate Provost must remain attuned to the staff experience, both for union and non-union staff, around community-building and human resources. Critical campus partners include the Provost's Office, the Office of Institution Research (OIR), the Committee on Faculty Appointments (CFA), the Pforzheimer Learning and Teaching Center (PLTC), and the Office of Human Resources, among many others.

Collaborate with Student Life and other campus and community partners

While the Associate Provost will focus primarily on developing programs and resources for faculty and staff, a close partnership with the Division of Student Life and the newly-hired Associate Dean for Inclusion and Engagement, in particular, will be important to ensure a student-centric approach to the work.

In order to be effective, the Associate Provost should understand, and help faculty and staff also better understand, the myriad ways that the lived experiences of students may differ, both within the classroom and outside of it. This may include addressing implicit and explicit bias, alleviating impediments students may face to access resources, and identifying other ways to ensure a more equitable and inclusive community for students, faculty, and staff.

Infuse best practices into and assess effectiveness of campus-wide initiatives

The Associate Provost should be a data-driven, assessment-focused leader of campus-wide initiatives around inclusive excellence. Working with the Office of Institutional Research (OIR), the Associate Provost must identify metrics for success and be organized and focused on consistently measuring the impact of different programs and initiatives. This will require creative problem-solving, an understanding of best practices in the field, and a results-oriented disposition.

The Associate Provost should possess an understanding of scholarship focused on diversity, inclusion, and equity, and an awareness of federal and private grants focused on advancing these issues. The Associate Provost should infuse best practices to Wellesley's understanding of inclusive excellence and push the community to constantly examine the ways in which it can be more inclusive and equitable for students, staff, and faculty.

QUALIFICATIONS AND CHARACTERISTICS

This is a tremendous opportunity for a collaborative academic administrator to partner with the leadership of Wellesley College and help advance the College's critically important work on inclusive excellence. The successful candidate will bring many of the following professional qualifications and personal qualities:

- A doctorate or equivalent terminal degree.
- A deep understanding of the educational value of a diverse community; a demonstrated track record of advancing equity and enhancing inclusiveness; an ability to bring groups and individuals to common ground across lines of difference, including race, gender, class, and socio-economic status.
- A deep commitment to engage collaboratively with faculty and staff and to respond effectively to their needs and concerns.
- Demonstrated capacity to communicate broadly across the College, cultivate and sustain collegial relationships, and build unity around difficult and complex issues; be an active listener, facilitator, convener, and mediator.
- Proven skills to serve in an administrative role, with demonstrated ability to mentor and support their staff and provide successful oversight of people, budget, and space.
- Proven ability to lead with equanimity, discretion, and a sense of responsibility.

TO APPLY

All inquiries, nominations/referrals, and resumes, cover letters, and reference lists should be sent electronically and in confidence to Ponneh Varho or Sabrina Singh at:

Isaacson, Miller
1300 19th St., NW
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Washington, DC 20036
www.imsearch.com/6580

Wellesley College is an equal opportunity and affirmative action institution, committed to increasing the diversity of the College community.