



ASSOCIATE PROVOST FOR EQUITY AND INCLUSION
WELLESLEY COLLEGE
Wellesley, Massachusetts

THE SEARCH

Wellesley College, one of the nation's first and most renowned private, women's liberal arts colleges, seeks a visionary change agent, intellectual leader, and effective administrator to advance and coordinate the institution's longstanding commitment to inclusive excellence. Reporting to the Provost, the Associate Provost will develop and implement a comprehensive, progressive vision to systematically embed diversity, equity, and inclusion (DEI) efforts into the core aspects of the educational program and to integrate DEI efforts with faculty recruitment, retention, and development.

Wellesley 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. Today, the College is known for the excellence of its education, the beauty of its campus, its gifted faculty, and the uniqueness of its campus culture. Most of all, Wellesley is known for the thousands of accomplished, thoughtful graduates it has sent out into the world for over 100 years—graduates who are committed to making a difference.

The Associate Provost for Equity and Inclusion will join the College at a time when the leadership team is committed to advancing college-wide equity and inclusion initiatives. Paula A. Johnson, MD, MPH, joined the College as its 14th President in July 2016. President Johnson's leadership has further sharpened and animated the institution's commitment to inclusive excellence. The College recently completed an integrated strategic plan, and inclusive excellence is integral to all of the strategic plan's major initiatives. Wellesley's leadership has unequivocally committed to achieving inclusive excellence as it pertains to the recruitment, retention, development, mentorship, and inclusion of all faculty, staff, and students, particularly those from underrepresented and historically marginalized backgrounds.

As a member of the Provost's Office team, the Associate Provost will serve as an advisor, bridge builder, strategic leader, and partner, enabling leaders, faculty, students, and staff to conceptualize and implement the College's inclusion and diversity mission. The Associate Provost will advance the understanding and application of inclusive pedagogies across the entire curriculum; develop and implement policies that contribute to the recruitment, retention, and flourishing of a diverse and inclusive faculty; and coordinate and assess college-wide initiatives focused on inclusive excellence. The Associate Provost will serve on key institutional committees including the Committee on Curriculum and Academic Policy; the Advisory Committee on Academic Staffing; the Committee on Minority Recruitment, Hiring, and Retention; the Agenda Committee; and the Commission on Ethnicity, Race, and Equity (CERE).

A search committee 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.

All inquiries, nominations/referrals, and resumes, cover letters, and reference lists should be sent electronically and in confidence to:

Alycia Johnson and Keight Kennedy

Isaacson, Miller

www.imsearch.com/8334

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