

Massachusetts College of Liberal Arts



Massachusetts College of Liberal Arts - Vice Provost for Institutional Equity and Belonging

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About Massachusetts College of Liberal Arts:

At MCLA, we're here for all - and focused on each - of our students. As a 2023 Top Ten Public College, classes are taught by educators who care deeply about teaching, and about seeing their students thrive on every level of their lives. Nearly 93% of our graduates land competitive jobs or are accepted by some of the best grad schools in the country. We engage in the most nationally relevant conversations by hosting some of the most celebrated thinkers and speakers on our campus in the Berkshires of Massachusetts, an area known for its mountain ranges, hiking trails, and panoramic views. Our home town of North Adams is brimming with creative energy and the regional economy is booming as a result. In nearly every way possible, the experience at MCLA is designed to elevate you as an individual, a leader, and a communicator, fully empowered to make your impression on the world.

Job Description:

Massachusetts College of Liberal Arts (MCLA) invites applications for Vice Provost for Institutional Equity and Belonging. The Vice Provost for Institutional Equity and Belonging serves on the President's Executive Staff, providing leadership and strategic vision to create a more equitable and inclusive campus community. The Vice Provost will work with academic, administrative, and student leadership to ensure that diversity, equity, and inclusion are valued and reflected in all areas of the College. The Vice Provost will also ensure MCLA's Diversity, Equity, Inclusion, and Justice initiatives align with Massachusetts Department of Education's Strategic Plan for Racial Equity and help build and maintain bridges to our community and region regarding shared commitments to inclusion and equity for all.

General Duties and Responsibilities:

- Work directly with the campus community to develop, implement, and execute a program for institutional equity and belonging that aligns with the strategic goals, vision, and mission of MCLA.
- Work with the Provost to develop departmental/office budgets that align with the institution's commitments to equity and belonging.
- Utilize data to identify and address conditions, policies, and practices that impede the development of an inclusive and equitable campus.
- Work with academic and faculty leadership to integrate diversity, equity, and inclusion into the Core Curriculum and academic department curricula and instruction.
- Collaborate with offices across campus to develop and execute training that focuses on Diversity, with an emphasis on Inclusion and Belonging.
- Work directly with Human Resources and Enrollment Management offices to focus on recruitment and retention of Faculty, Staff and Students of Color.
- Support and contribute to the efforts of MCLA's Racial Equity and Justice Institute (REJI) team to implement new and/or revised policies and programming that contribute to a healthy campus climate and to cultivate a broader institutional dialogue on diversity, equity, and inclusion.

Category: Administrative

Subscribe:  

Department: Administrative

Locations: North Adams, MA

Posted: Sep 8, 2023

Closes: Open Until Filled

Type: Full-time

Position ID: 167263



- Work with existing staff and policies at the College to help respond to matters regarding incidents of bias and/or to establish a system that provides just approaches and remedies to bias at MCLA.
- Effectively communicate with internal and external populations on matters regarding diversity, equity, and inclusion and advise others on strategies to improve communications.
- Represent MCLA at public meetings and serve on external Boards that enhance campus/community partnerships.
- Collaborate with designated faculty and staff members on diversity initiatives, including MCLA's annual Day of Dialogue, Lavender Lecture Series, and Summit for Racial Equity.
- Advance the work of the Multicultural Education Resource Center, the Gender and Sexuality Center, and other affinity spaces to support student populations who have been historically disadvantaged and oppressed in higher education.

Requirements:

- Earned doctorate or other terminal degree strongly preferred
- Six to ten years of diversity and inclusion-related work in higher education, public sector experience preferred
- College teaching experience highly desired
- Significant experience in using data to inform practice
- Significant experience facilitating group dialogue in a higher education environment or other setting
- Demonstrated experience with analyzing a complex environment for strategic intervention
- Strong interpersonal skills to establish effective relationships with campus colleagues, students, diverse constituents, and local community members
- Excellent writing, communications, and organizational skills
- Demonstrated experience working with and training students and colleagues on matters related to race, ethnicity, sex, gender identity, sexual orientation, ability, and other identities
- Demonstrated ability to maintain confidentiality

Additionally, the MCLA community has identified the following desired characteristics in a Vice Provost for Institutional Equity and Belonging: Someone who is action-oriented while rooted in theory and reflection; one who values collaboration and communication; one who respects diverse thoughts, solutions, and opinions; a thought leader capable of hearing others' ideas and capable of sharing her/his/their own ideas and thoughts; a leader who values transparency; a leader committed to the ideals of social justice.

Additional Information:

This is a full-time, benefits-eligible, non-unit position. The salary range for this position is \$112,000-\$120,000 annually.

The review of applications will begin on October 13, 2023.

Massachusetts College of Liberal Arts strongly encourages employees to be up to date with their COVID-19 vaccinations. The Centers for Disease Control recommendation is that everyone aged 6 and up should get 1 updated Pfizer-BioNTech or Moderna COVID-19 vaccine, regardless of whether they've received any original COVID-19 vaccines.

Massachusetts College of Liberal Arts complies with the Americans with Disabilities Act (ADA) to provide reasonable accommodations to qualified applicants and employees with disabilities. Should you need to request a reasonable accommodation for the application process, please email Barbara Chaput, Chief Human Resources Officer.

Massachusetts College of Liberal Arts is deeply committed to fostering a community of excellence, equity, diversity, and inclusion. We provide equal access to educational, co-curricular and employment opportunities for all applicants, students, and employees regardless of race, color, religion, national origin, age, disability, gender, sexual orientation, gender identity, gender expression, genetic information, marital or parental status, veteran status, or membership in any other legally protected class. Massachusetts College of Liberal Arts does not discriminate on the basis of sex in any educational program or activity that they operate, which extends to admission and employment.

Inquiries about Title IX, Equal Opportunity, or ADA/504 and other non-discrimination policies may be directed to MCLA's Title IX Coordinator and Equal Opportunity Officer, to the Assistant Secretary of the Department of Education Office for Civil Rights, or both.

Patrick Connelly
 Title IX Coordinator and Equal Opportunity Officer
 375 Church Street, North Adams, MA 01247
 Phone: (413) 662-5127
patrick.connelly@mcla.edu

U.S. Department of Education, Office for Civil Rights
33 Arch Street, 9th Floor Boston, MA 02119-1424
Telephone: (617) 289-0111; FAX: (617) 289-0150; TDD (877) 521-2172
OCR.Boston@ed.gov

Application Instructions:

Interested candidates must apply electronically and should submit a letter of interest and resume by clicking on the APPLY NOW button below.

<http://mcla.interviewexchange.com/candapply.jsp?JOBID=167263>