

## **Director, Center for Inclusive Excellence in Teaching**

### **Description**

The Office of the Provost at the College of the Holy Cross invites applications for the inaugural Director of the new Center for Inclusive Excellence in Teaching, with the term to begin on July 1, 2025.

The vision of the Center, which launches in the 2025-2026 academic year, is to empower faculty to provide transformational learning experiences for all students through innovative and inclusive teaching practices. The Director will play a pivotal role in enhancing the College's visibility as an academic center of excellence and lead the development of a clearly articulated strategic vision for the Center as a driver of change while adapting to the changing needs of faculty and the institution as a whole.

The Center will serve as a convening site for discussions about teaching, encourage and support faculty-initiated pedagogical inquiry, develop and evaluate teaching-related projects, and support student-centered pedagogical approaches that are grounded in the scholarship of inclusive teaching and learning. The Director will thus oversee the development and execution of faculty programs, initiatives, and support systems that advance the College's commitment to inclusive excellence broadly and antiracism specifically. The Director will contribute to ongoing assessment of the Center's operations and collaborate with faculty and administrators to respond to evolving needs and conditions of teaching. The Center will not set institutional policy related to pedagogy or course content or be involved in the formal evaluation of faculty teaching for the purposes of teaching, tenure, promotion, or renewal.

As part of their own ongoing professional practice, the Director will teach one course annually and engage in scholarship on teaching. The Director will also engage with, and pursue leadership in, national and regional organizations for teaching in higher education.

The Director, a direct report of the Dean of Faculty Development, will hire and oversee a full-time Associate Director of Programming and Scholarship of Teaching who will facilitate the implementation of programs, provide individual consultations about teaching, and advise faculty on scholarship on teaching and discipline-based educational research. The Director will also work with the Dean of Faculty Development to appoint a Director of Faculty Initiatives, a tenured member of the Holy Cross faculty, who will propose and lead inclusive pedagogy projects that are aligned with the Center's strategic vision.

### **Terms of the Position**

The Director will serve an initial five-year term. The position is a 12-month faculty appointment with employment benefits (including vacation time) commensurate with those of other full-time, 12-month positions at the College. This position is open to

external and internal candidates. Salary for the 12-month appointment will be nationally competitive

## **Qualifications**

- Earned doctorate in any academic discipline
- Demonstrated commitment to inclusive excellence (<https://aspire.holycross.edu/inclusive-excellence>), as evidenced by a record of success implementing and/or supervising inclusive excellence programs and initiatives with faculty
- Demonstrated success as an administrator (e.g., overseeing staff, managing budgets, planning and operations), preferably in a center for teaching
- Experience developing and/or implementing successful pedagogical development programs at the college level
- Demonstrated success collaborating with administrators and faculty across disciplines and across the career span
- Ability to work collaboratively across difference and engage a wide array of perspectives on learning and teaching
- Professional engagement with pedagogy, as evidenced by teaching experience and/or scholarship on pedagogy
- Scholarly expertise in inclusive excellence in teaching
- Professional awareness of trends and challenges in US higher education
- Deep understanding of the goals and characteristics of a liberal arts education
- Commitment to the College's mission statement (<https://www.holycross.edu/about-us/mission-statement>) and to critical engagement with the College's Jesuit and Catholic heritage
- Superior organizational skills and attention to detail
- Knowledge of fiscal management and strategic planning

## **Application Instructions**

The college is using Interfolio's Faculty Search program to conduct this search. To apply, please submit a cover letter and current curriculum vitae only to

<http://apply.interfolio.com/155989> by Sunday, November 17, 2024. Please do not submit any additional materials.

Cover letters should address the qualifications listed above, as well as any goals or initiatives that the applicant wishes to pursue in line with the mission of the Center. Cover letters should include the names and contact information of up to three colleagues who can provide a reference related to the applicant's qualifications for the role. We will only contact references for finalists.

For internal applicants: Following the procedures put in place in Fall 2020, as well as the recommendation outlined in the Cozen O'Connor report and the endorsement of this recommendation by the Recommendation Implementation Committee, the Provost's Office will conduct a detailed file review and background assessment of all applicants in partnership with the Office of Equal Opportunity / Title IX and the Office of Human Resources. For external candidates: The Provost's Office will conduct an equivalent assessment.

Informal inquiries may be directed to Dean of Faculty Development Jumi Hayaki ([jhayaki@holycross.edu](mailto:jhayaki@holycross.edu)). All such inquiries shall remain strictly confidential.

A search committee composed of the Dean of Faculty Development, tenured faculty, and a representative from the Office of Justice, Equity, Belonging, and Identity will review materials and interview candidates. Up to twelve semi-finalists will be identified for an initial virtual interview. Of those, up to four finalists will be identified for a second in-person interview and reference checks. The Provost makes the final decision on the appointment.

**To apply, visit <https://apptrkr.com/5686310>**

**The College of the Holy Cross is a highly selective Catholic liberal arts college in the Jesuit tradition. It enrolls about 3,000 students and is located in a medium-sized city 45 miles west of Boston. The College seeks faculty members whose scholarship, teaching, advising, and on- and off-campus service demonstrate commitment to the educational benefits of a richly diverse community. Holy Cross aspires to meet the needs of dual-career couples, in part through its membership in Higher Education Consortium of Central Massachusetts (<http://www.heccma.org>) and the New England Higher Education Recruitment Consortium (<https://new-england.hercjobs.org/>)**

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