



**Search for the VICE PRESIDENT FOR EQUITY AND INCLUSION/TITLE IX OFFICER
WESLEYAN UNIVERSITY
MIDDLETOWN, CONNECTICUT**

Wesleyan University is dedicated to providing an education in the liberal arts that is characterized by boldness, rigor, and practical idealism. At Wesleyan, distinguished scholar-teachers work closely with students, taking advantage of fluidity among disciplines to explore the world with a variety of tools. The university seeks to build a diverse, energetic community of students, faculty, and staff who think critically and creatively and who value independence of mind and generosity of spirit. – Mission Statement

THE POSITION

Wesleyan University seeks a visionary, collaborative leader to serve as its next Vice President for Equity and Inclusion/Title IX Officer. Reporting to the President, the vice president will provide strategic leadership, setting Wesleyan's DEI agenda and implementing a university-wide DEI plan that is inclusive of the multiplicity and inter-relatedness of differences and appreciates the intersectionality of minoritized identities. This leader will also create a data-informed culture of assessment to measure accountability and progress. The selected candidate will expertly lead the Office for Equity and Inclusion and partner with other university areas to effectively embed diversity, equity, and inclusion across the institution.

The ideal candidate will possess significant DEI leadership experience and will have a proven track record of setting and achieving strategic objectives and managing high-performing teams. This candidate will have outstanding interpersonal and communication skills, acting with partners as a transformational change agent. The vice president will collect and leverage DEI-related campus data to advance dialogue, initiatives, and actions and create a clear and comprehensive structure for the work. This leader will stay abreast of DEI best practices and partner to provide relevant training for students, faculty, and staff and promote a culture of inclusion that helps to boost retention for all campus stakeholders.

The vice president must also be nimble and responsive, with a firm appreciation for the changing landscape around affirmative action and title IX. This leader must also bring energy, optimism, and persistence, identifying and overcoming barriers to success and understanding. Above all, the successful candidate must embody a deep commitment to various forms of diversity, an appreciation for liberal education, and support the values and traditions of Wesleyan University.

Wesleyan University has retained the national executive search firm Isaacson, Miller to assist in recruiting its new Vice President for Equity and Inclusion/Title IX Officer. Please direct all inquiries, nominations, and applications to Isaacson, Miller as indicated at the end of this document.

WESLEYAN UNIVERSITY

Halfway between New York City and Boston in Middletown, CT, Wesleyan's 316-acre campus houses 350

buildings and offers the comfort of an intimate and collaborative learning environment supported by renowned faculty, cutting-edge facilities, and unique research opportunities. Named for John Wesley, the founder of Methodism, Wesleyan is a private, coeducational, non-sectarian liberal arts university.

Wesleyan has been a leader in curricular innovation since its founding in 1831 and is consistently ranked among the nation's top liberal arts colleges. Primarily an undergraduate institution, enrolling approximately 3,200 full-time undergraduates, Wesleyan also offers the bachelor of liberal studies, master of arts in liberal studies, the master of philosophy in liberal arts, PhDs in six disciplines, and credit-bearing liberal arts coursework through the Center for Prison Education.

Wesleyan has been known for curricular creativity since its inception. At a time when classical studies dominated the American college curriculum, emulating the European model, Wesleyan's first president, Wilbur Fisk, sought to put modern languages, literature, and natural sciences on an equal footing with the classics. When Judd Hall, now home to the Psychology Department, was built in 1870, it was one of the first American college buildings designed to be dedicated wholly to scientific study.

In the mid-1900s, Wesleyan pioneered interdisciplinary study. The Center for Advanced Studies (now the Center for the Humanities) brought to campus outstanding scholars and public figures who worked closely with both faculty and students. Graduate Liberal Studies, founded in 1953, is the oldest program of its kind, and grants the master of arts in liberal studies (MALS) and the master of philosophy in liberal arts (MPhil) degrees. In this same period, the undergraduate interdisciplinary programs, the College of Letters and the College of Social Studies, were inaugurated. Wesleyan's model program in world music, or ethnomusicology, also dates from this period. Doctoral programs in the sciences and ethnomusicology were instituted in the early 1960s.

Wesleyan also took a leading role in the social and political movements of the 1960s. The campus was the site of speeches and protests in support of Civil Rights, including a commencement speech by Dr. Martin Luther King, Jr. in 1964. Wesleyan began to actively recruit students of color that decade and created its African American Institute, now the Center for African American Studies. An early pioneer in co-education, Wesleyan reverted back to an all-male institution in the early 1900s. In 1970 it began to admit women again. Enrollment quickly expanded with the move back to co-education and the number of women on campus soon equaled that of men.

Students and Faculty

Wesleyan is among the most selective institutions in the country, with a Class of 2026 acceptance rate of 14%. The student body is 56% women and 44% men from 52 states and territories and 61 foreign countries. Students of color account for 31% of the student population, and 15% of students are Federal Pell Grant recipients. Wesleyan accepts students regardless of need and awards financial aid to the full demonstrated need of every student.

Of Wesleyan's 430 faculty members, 46% are women and 54% are men; 26% are persons of color. Wesleyan's faculty includes several recipients of Rockefeller, Guggenheim, and other national awards for research and teaching. Faculty at Wesleyan are also among the top researchers and scholars in their fields; Wesleyan's 8:1 student-faculty ratio facilitates close relationships between students and faculty and enables students to do advanced independent work. Undergraduates co-author with faculty and publish more scientific papers than students at any other liberal arts institution. Wesleyan is among the most

productive liberal arts college in the nation in the number of undergraduates who go on to earn PhDs. Wesleyan also ranks highly among liberal arts colleges in federal funding for research in science and mathematics.

The university's curriculum offers more than 1,000 courses and 45 major fields of study. Wesleyan students can study in nine interdisciplinary colleges and academic centers on campus as well as international programs in France, Italy, Spain, and 150 other approved programs. Wesleyan is a participant in the Twelve-College Exchange Program.

Wesleyan University Library is one of the finest small academic libraries in the United States with holdings of more than 1.5 million items in a variety of formats, including a rapidly growing collection of electronic resources and an extensive special collections and archives.

THE OFFICE FOR EQUITY & INCLUSION

The Office for Equity & Inclusion provides leadership and guidance to address systemic inequities for all members of the Wesleyan community. Wesleyan's culture of inquiry approach to enhancing the educational living and learning experience is designed to promote a healthy, thriving campus climate and a community of excellence predicated on respect for others. The office supports:

The [Resource Center](#), which advances broad campus engagement with complex issues of identity, history, and cultures as they affect intellectual, creative, and social life.

The [Title IX and Title VII Office](#), which works to eliminate discriminatory harassment or sexual misconduct at Wesleyan. It also investigates complaints or notice related to discriminatory harassment, sex/gender bias, sexual misconduct and disability discrimination, and makes sure that we are compliant with government regulations.

The university's [Pathways to Inclusive Excellence](#) programs, which aim to ensure all students thrive academically at Wesleyan and beyond through programs that work to eradicate socio-economic and racial disparities in higher education.

Furthermore, the Office for Equity & Inclusion:

- Believes that an equitable and inclusive education is transformative;
- Acts in a transparent manner, with respect for the knowledge and experience of others;
- Selflessly serves and lives Wesleyan's values together with students, staff, faculty, and other stakeholders to develop and support a community of inclusion;
- Strives to eliminate bias and discrimination and eradicate barriers to opportunity and achievement;
- Fosters critical conversations and initiatives that promote equity, inclusion, and social justice on campus and beyond;
- Believes in data informed processes and uses Inquiry Based Research to guide our work; and
- Develops and supports efforts to recruit, retain and develop a diverse faculty, staff and student body.

The incoming vice president will provide comprehensive leadership to the office's experienced and dedicated staff in support of these critical initiatives.

THE ROLE

Reporting directly to President Michael Roth, and as a member of the president's Cabinet, the vice president will provide strategic leadership and wise counsel to Wesleyan's senior leaders around equity, diversity, and inclusion. This leader will assess the campus climate, facilitate thoughtful conversations, and create mechanisms for monitoring shared accountability for these efforts. The vice president will serve as a convener, identifying opportunities for key campus and community stakeholders to invest meaningfully in DEI, remaining visible and accessible across the university.

The vice president will oversee the Office for Equity and Inclusion, managing and supporting an experienced and dedicated staff, providing a clear vision for the scope of the office's responsibilities, and communicating this vision to the wider campus community. This leader will provide oversight of the policies and initiatives that promote an inclusive and equitable learning and working environment for students, faculty, and staff. The vice president will also provide guidance to the Office of Academic Affairs as it responds to ADA concerns and considers curricular innovations, partner closely with the Office of Student Affairs to support programming and student success initiatives, collaborate with Human Resources to enhance affirmative action, equal opportunity hiring practices, and partner across the institution to sustain Wesleyan's non-discrimination and anti-harassment processes.

CHALLENGES AND OPPORTUNITIES

To be successful, the Vice President for Equity and Inclusion/Title IX Officer will need to address the following key leadership opportunities:

Provide strategic diversity, equity, and inclusion leadership

The vice president will design, coordinate, lead, and enhance Wesleyan's DEI efforts and facilitate the creation and implementation of the university's DEI strategic plan. To ensure success, the vice president must build trust with key constituents, listening to the needs of the campus community and identifying priorities that are collectively agreed upon. The vice president will position the Office for Equity and Inclusion as a central repository of knowledge, taking into account the history of DEI work that has been achieved at Wesleyan and acknowledging the nuances of the work ahead. This leader will also seek an institutional coordination of efforts, aligning unit-level strategies, streamlining efforts, and reducing redundancies. The office will be the driver of change and the vice president will present clear expectations of shared responsibility for all community members, divisions, and units in actively engaging in DEI initiatives to ensure accountability and advancement.

Cultivate a culture of accountability and continuous improvement

The vice president will be committed to continuous improvement, establishing clear metrics and systems of accountability. Wesleyan's DEI efforts are at times decentralized; the vice president will coordinate these efforts while promoting regular and rigorous evaluation of diversity and inclusion goals across the campus and using data-driven metrics to measure success. This leader will also be responsible for disseminating data and reporting about office-level and institutional progress. Collaborating with the

senior leadership team, the vice president will implement and support initiatives and programming that is universally accessible in its design and continually develops intersectional and nuanced DEI competencies amongst Wesleyan's administrators, supervisors, administrative teams, faculty, and student leaders.

Partner across campus to support the recruitment, development, and retention of a diverse faculty, staff, and students

It is essential that the vice president cultivate and sustain strong, trusting relationships across campus as they serve as a strategic partner in the advancement of DEI and coordinate institutional efforts to recruit, retain, and develop a diverse faculty, staff, and student body. The vice president will remain informed about best practices in pipeline and pathway building and retention for all campus stakeholders and cultivate a culture of belonging for all. This vice president will position Wesleyan to serve as a national thought leader, advocate, and exemplar for DEI excellence.

Lead and inspire a high-performing, collaborative team

The vice president will supervise and support a dedicated and experienced staff, including the Assistant Vice President for Equity & Inclusion/Title IX Coordinator; Dean for Academic Equity, Inclusion and Success; Director, Resource Center; and seven programmatic and faculty directors. The vice president must be an inspiring leader who empowers their team and cultivates opportunities for career development. This leader will be creative, thoughtful, and engaged – a clear communicator who can devise and share a clear vision for DEI at both a unit and university-wide level. The vice president will inspire their team to challenge conventional thinking, fostering a sense of belonging through a culture of collaboration and continuous learning.

QUALIFICATIONS AND EXPERIENCE

The professional and personal qualifications of an ideal candidate include the following:

- An advanced degree, terminal or with commensurate experience.
- A minimum of 7 of years of combined DEI leadership, education, and training experiences with progressive responsibilities.
- A strong record of accomplishment in developing, implementing, and championing strategic diversity and inclusion initiatives and plans, preferably in a higher education setting.
- Successful record of experience in administrative leadership working collaboratively with administrators, faculty, staff, students, trustees, and other stakeholders to advance diversity and inclusion initiatives within higher education, or similarly complex institutions.
- Proven executive experience providing visionary strategic leadership and establishing metrics, measuring progress, and adapting as needed.
- Exemplary supervisory skills, and a track record of successfully recruiting, training, mentoring, and retaining staff who bring a variety of backgrounds, skills, and experiences.
- Broad and contemporary understanding of diversity, equity, and inclusion scholarship, as well as a working knowledge of related equal employment opportunity and discrimination issues.
- A life-long learner with talent for designing opportunities for engagement across stakeholders (i.e., across generational and intersectional identities, etc.).

- Crisis management experience, particularly related to DEI, and the ability to provide intellectual and emotional leadership bringing communities together during challenging and sometimes public or high-profile circumstances.
- A strengths-based and developmental approach to the work, and ability to build, cultivate, and sustain trusting collegial relationships and coalitions that successfully advance and imbed diversity, inclusion, and equity within an organization.
- Demonstrated and consistent behavior that follows the highest ethical standards and personal professional integrity.

TO APPLY

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and resumes with cover letters should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/wesleyan-university/vice-president-equity-and-inclusion/title-ix-officer>. Electronic submission of materials is strongly encouraged.

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Wesleyan University, located in Middletown, Connecticut, does not discriminate on the basis of race, color, religious creed, age, gender, gender identity or expression, national origin, marital status, ancestry, present or past history of mental disorder, learning disability or physical disability, political belief, veteran status, sexual orientation, genetic information or non-position-related criminal record. We welcome applications from women and historically underrepresented minority groups. Inquiries regarding Title IX, Section 504 or any other non-discrimination policies should be directed to Interim Vice President for Equity and Inclusion, Title IX and ADA/504 Coordinator.