

SEARCH PROFILE:

PROVOST AND DEAN OF THE FACULTY



ALLEGHENY COLLEGE™

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THE POSITION

Allegheny College, one of the most historic national liberal arts colleges, seeks its next provost and dean of the faculty. With a distinctive curriculum and a record of extraordinary success for its graduates, Allegheny offers the best of a liberal arts education preparing students with in-demand skills for successful careers and for lifelong learning. The next provost will find a strategic plan in place to give direction, an innovative and dedicated faculty and administration, a collaborative cabinet, and a supportive Board of Trustees. The provost is expected to begin the position on July 1, 2026.



ABOUT ALLEGHENY

Allegheny College, founded in 1815, is one of the nation's most historic and most innovative four-year colleges where multidisciplinary learning breaks the conventional mold. It is one of the few colleges in the United States with the distinct requirement of completing a major and minor in different academic areas. Choosing from six different academic divisions, students explore and celebrate their unusual combinations of skills and talents. This develops creative, independent thinkers with a path for educational depth and intellectual growth, preparing students for a successful launch after graduation with meaningful lives and fulfilling careers.

Allegheny College is one of 40 colleges featured in Loren Pope's "Colleges That Change Lives" and recently ranked #5 by The Princeton Review in its Top 20 Best Private Schools for Making an Impact. In its 2025 rankings, *U.S. News & World Report* recognized Allegheny College as one of the country's top 100 national liberal arts colleges, with special distinctions including one of the top 10 best for senior capstone experience and one of the top 25 best for undergraduate teaching and research and creative activities.

Allegheny's history is studded with exceptionalism, which continues through today. In 1824, Thomas Jefferson praised the college's library catalogue, not envisioning such a collection to exist in the United States. In 1825, Revolutionary War hero the Marquis de La Fayette visited Allegheny on his return tour to the United States. Women were first admitted to the College in 1870. The College was among the first charter members of the National Collegiate Athletic Association (NCAA), established in 1906. In 1972 Allegheny established one of the first environmental science departments in the country and in 2020 became the first college in Pennsylvania and 8th in the nation to achieve carbon neutrality.

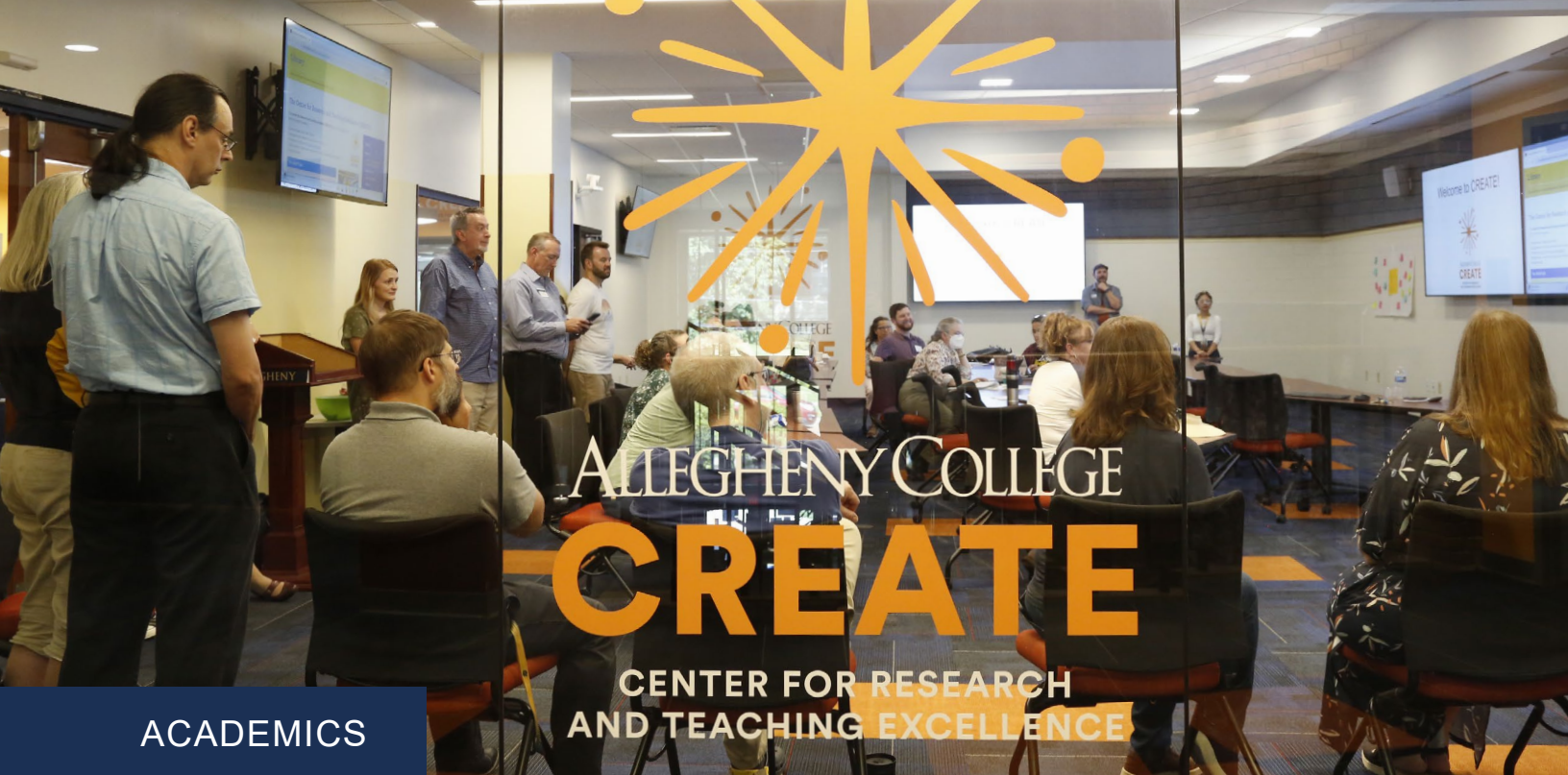
William McKinley, the 25th President of the United States, attended Allegheny and its illustrious alumni/ae include Pennsylvania Governor Raymond Shafer; pioneering investigative journalist Ida Tarbell; academy-award winning sound designer Ben Burt (*Star Wars*); pioneering Antarctic scientist Paul Siple who coined the term 'wind chill factor'; Barbara Robinson, beloved author of classics in children's literature; Edward Shanbrom, a medical researcher who made significant contributions to blood disorder treatment;

and some of the highest-ranking military officers from Civil War time to the present. Allegheny alumni demonstrate a rich legacy of leadership, public service, and accomplishments from literature and science to technology and the arts.

Today, the College's commitment to affordability has earned wide recognition from such publications as *U.S. News and World Report*, *Princeton Review*, *Forbes*, and *The Wall Street Journal*. The College also earns praise for honoring and encouraging civil discourse. Over the years the Allegheny College Prize for Civility in Public Life has been awarded to pairs of individuals from ideologically different backgrounds who overcome differences to work together with respect. Such national figures as Supreme Court Justices Ruth Bader Ginsburg and Antonin Scalia (posthumously) and then-Vice President Joe Biden and Senator John McCain have been awarded the prize. Similar honors have been bestowed on Pennsylvanian officials and on Allegheny's students.

Allegheny is also committed to the economic vitality and wellbeing of the Meadville community. Partnering with the county economic progress alliance and industry leaders, the College recently created a branch campus, ALIC @ Bessemer, dedicated to building a well-educated regional manufacturing workforce, combining the liberal arts and emerging technologies. In addition, Allegheny and the Meadville Medical Center are partnering to grow the number of nurses, with the College providing the non-clinical coursework.

The strategic plan, named [The Strategic Pathway](#), was adopted by the Board of Trustees in 2023. It affirmed the College's commitment to the liberal arts and to its continuing evolution to meet the needs of modern students. Among the five overarching goals are ensuring academic excellence and strong outcomes long into the future by strengthening and building academic programs and enhancing faculty/student mentorship and career advising; expanding offerings in new and innovative ways; and strengthening the College's relationships with Meadville and other partner communities and institutions. The Pathway provides clear directions for enhancing Allegheny's financial sustainability and offers exciting opportunities for an innovative, entrepreneurial provost.



ACADEMICS

Allegheny has long recognized the ideals of the liberal arts by encouraging students to see the world through multiple perspectives, teaching them to draw connections and solve problems. The College also has long valued real-world experience and building in-demand skills for fulfilling careers and meaningful lives. This deliberate curriculum – taught through [majors, minors, and a host of microcredentials](#) – provides transformational experiences for Allegheny students and supports their lifelong success. Over 60% start their career immediately; 30% go directly to graduate or professional schools with a rate of acceptance between 80-100%, twice the national average. Allegheny is in the top 5% in the nation in schools whose graduates earn a Ph.D. and has been named twice by the Peace Corps as one of the top producers of volunteers.

The College's distinctive graduation requirements build, through a combination of experiences, the breadth and depth of education and the intense faculty advising every student should receive. Allegheny is a place where students pursue their unusual combinations of interests, choosing a major in one area and a minor in another from among six academic areas offering more options than a more traditional divisional structure. Students take two purpose-driven advising labs in their first year and two speaking and writing courses within the first two years. The junior-year seminar prepares students for undertaking the senior-year comprehensive project. The Senior Project is a significant piece of independent research or creative work conducted under the supervision of one or more faculty members, dating back to a required capstone project from Allegheny's earliest years. It provides each student with an opportunity to integrate discipline-specific scholarship with the communication and research skills necessary for professionals in the 21st century.

In addition to faculty mentorship, advising and support, Allegheny College has a system of Class Deans, who act as a secondary advisor for students and – with offices in the library – serve as a central resource for students and faculty.

As President Cole wrote in an editorial in the Pittsburgh Business Times, “The best education empowers students to think and develop power of mind - this has been a strength of Allegheny College through our 211-year history and will remain central to our educational approach as we advance with AI.” Recognizing the role of Artificial Intelligence (AI) in society, a presidential task force including faculty, staff, and students has recommended guidelines on the role and influence of AI on students and in our work. Collectively, the College affirms that AI is an important tool for students not only in their education, but in the jobs they will seek and lives they will lead. Allegheny is committed to equipping graduates with the skills and understanding of AI and the ‘human intelligence’ necessary for technical and ethical use of AI.

MISSION

Allegheny's undergraduate residential education prepares young adults for successful, meaningful lives by promoting students' intellectual, moral, and social development and encouraging personal and civic responsibility. Allegheny's faculty and staff combine high academic standards and a commitment to the exchange of knowledge with a supportive approach to learning. Graduates are equipped to think critically and creatively, write clearly, speak persuasively, and meet challenges in a diverse, interconnected world.

VALUES THAT DEFINE ALLEGHENY

- Excellence
- Innovation
- Inclusion
- Community
- Sustainability

ACADEMICS (CONT.)

Experiential learning opportunities, supported by Undergraduate Research, Scholarship, and Creative Activities (URSCA), are afforded to all Allegheny students. Undergraduate research has been a tradition of the College since its founding. In 2015, Allegheny won the inaugural Council on Undergraduate Research Campus-Wide Award for Undergraduate Research Accomplishments, and in 2024 Allegheny was ranked by 1500 peer institutions among the top 25 colleges and universities for promoting intensive, self-directed scholarship or creative work. Off-campus and international study programs are sponsored throughout the year, including through faculty or administrative-led short-term study at the end of the spring semester. A \$15M grant in 2024 created [The Community Impact Hub](#), which sponsors community-based research, nurtures engaged citizenship, supports regional capacity-building, and in partnership with Meadville and Crawford County promotes efforts to build a more resilient and flourishing community.

[Allegheny's academic centers](#) deepen the learning and connect it to real world challenges and experiences. The Bruce R. Thompson Center for Business and Economics (CBE) prepares students for the global economy through professional development, mentorship, and networking. The Center for Political Participation (CPP) similarly develops students to think critically about issues they care about and find ways to act. Taking advantage of Allegheny's proximity to remarkable natural habitats, the Watershed Conservation Research Center with funding support from the Richard King Mellon Foundation, engages students in strategic conservation activities on the French Creek watershed, one of the most biodiverse in the country.

Allegheny's fourth academic center on campus, the Allegheny Lab for Innovation and Creativity (ALIC) is a maker space that enables students and faculty, often with community partners, to design and build prototypes of products, equipment, art, robots, virtual environments, video games, smart devices, and much more. ALIC allows students to develop skills to thrive in a rapidly transforming

economy by providing hands-on experience with technology and opportunities to think critically about its context, history and implications. Students can apply for up to \$3000 to develop their project ideas, under the supervision of both a faculty mentor and a community member. The popularity of ALIC since its inception led the College to greatly expand the space available by renovating Reis Hall, using part of a \$35M gift.

Especially impactful to the community and the College is the new [ALIC @ Bessemer](#) branch campus, designed with industry partners. ALIC @ Bessemer, just a mile from the main campus, mirrors real-world manufacturing production environments and serves as a catalyst for regional economic growth and lifelong learning. The facility brings the College's educational strengths directly to the community through training programs with advanced, industry-standard equipment and space for research and development, prototyping, and product development. Further, local professionals are trained and serve as instructors for courses offered, boosting real-world exposure and affirming our commitment to the region.

The faculty of Allegheny includes 122 full-time and 30 part-time dedicated teachers and mentors, supporting students in and out of the classroom and often keeping in touch with students long after graduation. Alumni consistently describe their relationships with faculty as profound and life altering. A recent \$7M gift extends the faculty's impact with the newly launched Center for Research and Teaching Excellence (CREATE). CREATE is the campus hub for faculty development, transformational teaching, research, and educational technology.

The faculty teaches 6 courses a year, directs senior projects and creates learning opportunities outside the classroom, is active in scholarship and creative activities, and contributes to service in a shared governance system. The student to faculty ratio dipped to below 10-to-1 during COVID. Enrollment goals aim for leveling around a 12-to-1 ratio.



STUDENTS AND CAMPUS LIFE

Allegheny currently enrolls about 1100 degree-seeking students. They come from 43 U.S. states and territories and 59 countries. About half of the students come from areas outside Pennsylvania; approximately 7% are international. Students of color represent over a quarter of the student body. The average GPA of entering students is 3.5 and 51% graduated in the top quarter of their high school class. Known as one of the top colleges promoting social mobility, Allegheny is committed to access. One third of the College's students are Pell-recipients; 90% of students overall receive some form of financial aid.

Allegheny College has a four-year residency requirement. All students live on campus, except for non-traditionally aged students and those who qualify as commuters. First-year students and sophomores typically live in traditional residence halls; juniors and seniors typically live in apartment-style residence halls or houses owned by the College. The College has a robust suite of "special interest" houses for which students can apply. This includes the Max Kade International Wing designed for students interested in immersive language study.

Students have many opportunities outside their academic coursework to prepare for life after graduation. The Center for Career and Professional Development helps students find internships and jobs with career development programs collaborating within an ecosystem of faculty, alumni, colleagues, and employers. Its "Gator2Gator" program connects students with alumni for mentorship and employment. The "Big Interview" is a portal to guide students through a self-paced program to practice for interviews. "What Can I Do With This Major" helps students understand how their fields of study might lead to a variety of careers. Students develop skills and contribute to the learning community through campus employment in roles such as serving as a Gator Guide, writing and speaking consultant, subject-matter tutor, teaching assistant, or orientation leader. Students also serve on a variety of shared governance

committees, and student government leaders regularly interact with senior leadership on campus and with the Board of Trustees.

Allegheny's [Statement of Community](#) is a commitment to create an inclusive, respectful, and safe learning community that promotes a free exchange of ideas and affirms the College commitment to the principles of freedom of speech and inquiry. The Office of Student and Community Development brings together The Well and the above-described Community Impact Hub. The Well is a center for life design, community engagement & campus dialogue, and achievement initiatives. Wellness and spiritual and religious life are also baked into the design of The Well, providing support and encouragement for all students.

Students gain leadership experience and form friendships through more than 100 clubs, honor societies, student-run businesses, and other co-curricular activities. Students interested in anything ranging from politics to arts, club sports, and Greek life can find their place. Notably, The Campus, Allegheny's award-winning student-run newspaper, will celebrate its 150th year in 2026, making it one of the longest running college papers in the country.

Allegheny hosts 13 NCAA Division III varsity teams for women (including the newly introduced flag football program) and 11 for men. Approximately 40% of the student body participates in NCAA teams. Recreation is a significant emphasis on campus, given the natural beauty of the surrounding area, and the College also sponsors a variety of intramural and club sports.

Until 1925, Allegheny teams had a variety of monikers, including the "Blue and Gold." In 1925, Allegheny students published a humor magazine titled, *The Allegheny Alligator*. The editors explained the reasoning behind the unusual title: "The name, Alligator, was selected not because the alligator is noted for its sense of humor, nor because the haunts of the above-mentioned critter are located in this vicinity, but purely and simply because of the 99.44% alliterative value of its orthography." The name stuck.





FUNDRAISING AND FINANCES

The Strategic Pathway's five goals focus on academic excellence and strong outcomes, ensuring a vibrant and inclusive campus, broadening academic offerings, community and economic development, and operational and financial sustainability. The Strategic Pathway is fueled by the five-year, \$250 million In for Allegheny: Our Pathway Forward Campaign. Launched publicly in October 2024 and set to conclude in June 2027, the campaign is ahead of schedule with over \$170 million committed. Over the past year, the College raised a remarkable \$91 million, greatly surpassing all previous records.

The alumni and friends of the institution are doing more than just providing philanthropic support to the College. Twenty percent of the entering class came from alumni referrals. Within six months of graduation, 98% of the class of 2024 found employment, joined the military or a service organization, or are continuing their education through medical school, law school, or graduate school. Allegheny's body of 25,000 alumni were instrumental in opening doors for those graduates. During the first three years of the campaign, almost one-third of the alumni participated. Alumni and friends are kept informed and their contributions

celebrated in Allegheny Magazine, an award-winning magazine published twice a year.

The College developed a tentative budget of \$78M for FY 25-26 which follows a multi-year business model, endorsed by the Board of Trustees and in support of the College's Strategic Pathway. Allegheny College is on a positive trajectory, exemplified by a 10% increase in fall entering class enrollment over the prior two years and an increase in first-to-second year retention. Allegheny's total endowment is \$286M and is projected to continue to be robust due to excellent portfolio management and donor support. The multi-year budget model incorporates focused investments in academics, the campus master plan, technology capital plan, and other Allegheny Strategic Pathway initiatives. Allegheny continues to renovate the physical campus with several capital projects underway through donor, grant, and institutional support. Allegheny College is undergoing a transformational technology implementation of a new ERP system for finance, budget, grants, human resources, and student information which will provide better student and employee experiences.

LEADERSHIP & GOVERNANCE

The current Board of Trustees comprises 33 members who bring devotion to the College and expertise in finance, banking, communications, health care, government, education, law, and human relations, among other fields. Trustees are elected to four-year terms and may serve multiple terms. The full Board meets three times a year. The provost staffs the Allegheny Experience Committee of the Board (including academic and student affairs).

Dr. Ron Cole, the 23rd president of Allegheny College, is deeply committed to the College and the surrounding community, evidenced by his long history of involvement beginning as a student at Allegheny. After obtaining his Ph.D. and working in environmental consulting, he returned to Allegheny serving 20 years as a faculty member in geology before spending seven years as provost and dean of the faculty. He was appointed president in 2022. President Cole leads an experienced and high-functioning senior leadership team comprising the provost and dean of the faculty, chief financial officer, dean of student and community development, director of athletics and recreation, vice president for institutional advancement, vice president for enrollment

management, and dean for the student experience.

Additional leadership teams provide advice and counsel to the cabinet. The Faculty Council consists of six elected members who each serve for three-year terms and meets weekly with the provost and president. The Administrative Advisory Committee (AAC) communicates the interests and opinions of exempt employees; the 13 members are elected by their peers. The Staff Advisory Committee (SAC) currently is composed of 6 members who communicate the interests and opinions of the non-exempt (hourly) employees. The chairs of the Faculty Council, Staff Advisory Committee, and Administrative Advisory Committee attend cabinet meetings monthly.

The Alumni Council consists of twenty-five members from the Allegheny Alumni Association. Current Alumni Council members span over 50 years of alumni, including a 2024 graduate. Alumni Council serves as a resource to engage and strengthen the bond between alumni and the College, its students, faculty, administration, and Board of Trustees. Alumni Council leadership participates in meetings of the Board of Trustees.



CAMPUS AND COMMUNITY

Allegheny College is located in Meadville, Pennsylvania, the seat of Crawford County and with a population of approximately 13,000. Meadville -- a scenic small town, with a main street, parks, and a vibrant maker community -- is within 40 miles of Erie and within about 90 miles of Pittsburgh and Cleveland. Founded in 1788, Meadville has a long history of manufacturing and at one point was called "Tool City" with more tool shops per capita than any place else in the United States.

French Creek runs through Meadville, leading the town to become a transportation hub in the 18th century. Today, with miles of walking and biking trails along its shore and providing a laboratory for the College's strong environmental programs, the Creek provides habitat to more than 80 species of fish and 26 species of freshwater mussels and is among the most biologically diverse streams in the northeastern United States.

Allegheny's campus landscape includes approximately 25 principal academic and administrative buildings, 12 residence halls, and 16 houses or apartments for students, creating over 1.2 million square feet of academic, living, and community space. Allegheny is the first college in Pennsylvania and the eighth in the country to reach carbon neutrality. Within this walkable campus, students find not only historic charm but also modern facilities. Bentley Hall, housing the senior administration, is on the National Register of Historic Places and is LEED Certified. Reis Hall, currently under extensive renovation, will provide upgraded space for ALIC and several academic departments. The

Robertson Athletic Complex, located just north of campus, spans 203 acres and provides fields, trails, a stadium, and training space for the College's athletic teams. The Wise Sport & Fitness Center on the main campus supports both varsity athletes and recreational use, ensuring that wellness is woven into student life. To the east lies Bousson Environmental Research Reserve, 283 acres of forest, streams, and trails used for environmental science courses, faculty research, and outdoor recreation. Together, these spaces encompass nearly 565 acres creating a living laboratory and an open invitation to explore, learn, and grow.

Allegheny's commitment to the communities surrounding the College extends beyond ALIC @ Bessemer, the Community Impact Hub, and the Meadville Medical Center, as already noted. With support from the Richard King Mellon Foundation, the College launched the Meadville Community Revitalization Corporation, focused on mixed-use real estate and improving public spaces in the downtown corridor and marketing Meadville as a destination. Allegheny also partners with local K-12 schools on several programs and is an active member of the Chamber of Commerce. Faculty and staff serve on a variety of volunteer boards in the community. All these partnerships reflect the College's commitment to educating for innovation and adaptability in a changing world.

The spring 2025 issue of the [Allegheny Magazine](#) features interesting stories about Meadville and the alumni/ae who live and work in the vibrant community surrounding the College.



LEADERSHIP AGENDA

The provost and dean of the faculty is the chief academic officer of the College. As such, Allegheny seeks an accomplished teacher, scholar, and administrator who will be a leader for faculty and a thought partner with the president and cabinet, the Board, and the entire campus. The provost will join a campus emphasizing the liberal arts as a way of studying and knowing the world and dedicated to preparing students for success upon graduation.

Direct reports to the provost include the senior associate provost; the associate provost for institutional effectiveness and strategy; the assistant provost for innovation; the dean of the library; the director of faculty development; the director of undergraduate research, scholarship, and creative activity (URSCA); and the assistant to the provost.

The candidate selected to become the next provost will have the experience and talent necessary to achieve the following:

Successfully implement the goals of The Allegheny College Strategic Pathway. The provost will work with the faculty and senior administration to assess, renew, and think long-term about the curriculum, foster new programs and innovative pedagogies as needed, and honor Allegheny's commitment to the liberal arts and the skills necessary to prepare students for careers and graduate programs and

meaningful lives. The provost will lead an academic program to make Allegheny a first-choice school for even more students and contribute to enrollment among both first-year, first-time students and transfers. The provost also oversees efforts to improve retention and graduation rates.

Build Allegheny's reputation. The provost will represent the president and the College often and will persuasively communicate to varied audiences the strengths of Allegheny's distinctive academic program and its value to the community. The provost will attract funding and partnerships with foundations, community leaders, and government officials. The provost will continue to build strong relations with Gator alumni and involve them in advancing the College and supporting its students, staff, and faculty. The provost will be one of several key media spokespeople.

Inspire the campus community to work towards common goals. The provost will display an authentic interest in campus life and the ability to build excellent relations across the campus. The provost will celebrate faculty, staff, and student achievements, communicate openly and often about both challenges and opportunities for the College, and recognize the important role each person plays in educating and supporting the students Allegheny serves.

DESIRED QUALITIES AND EXPERIENCES

- Proven leadership and management skills, with a record of successfully executing plans and working within a shared governance environment, including the faculty voice, and fostering collaboration and alignment among campus constituents to achieve common goals.
- Demonstrates composure with a thoughtful demeanor, approaching challenges as opportunities for innovation to advance the College.
- Caring, community-minded presence, welcoming all and respecting people with different backgrounds and points of view.
- Ability to inspire confidence through excellent listening skills, transparency of action, and accountability.
- Familiarity with trends in higher education generally and how they will affect small private colleges today and in the future.
- Demonstrated eagerness to be involved on campus, in the broader Meadville community, and in national higher education organizations.
- Terminal degree required.



APPLICATIONS AND NOMINATIONS

Academic Search is assisting Allegheny College in this search. The search will remain open until the position is filled. For full consideration by the Search Committee, candidates should submit all application materials by noon on **November 1, 2025**.

APPLICATIONS

Applicants should send two separate documents (in PDF format) to: AlleghenyProvost@academicsearch.org: (1) a detailed cover letter, addressed to the Search Committee, expressing interest in this position and addressing how you meet the qualifications as outlined in this profile, and (2) a current resume/curriculum vitae. A list of references is not needed until later in the process. To learn more about this opportunity, potential applicants are welcome to schedule a conversation with the Senior Consultant for this search, Dr. Sharon Herzberger by requesting a call through AlleghenyProvost@academicsearch.org.

NOMINATIONS

Nominations are not required to be considered for this position. However, we welcome nominations from leaders who know of outstanding candidates. Nominations should be sent to AlleghenyProvost@academicsearch.org. Please include the nominee's full name, position, institution/organization, and email address. Academic Search will notify people of their nomination, provide details about the position, and encourage them to apply. Academic Search will not disclose the nominator.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Allegheny College in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations.

Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

