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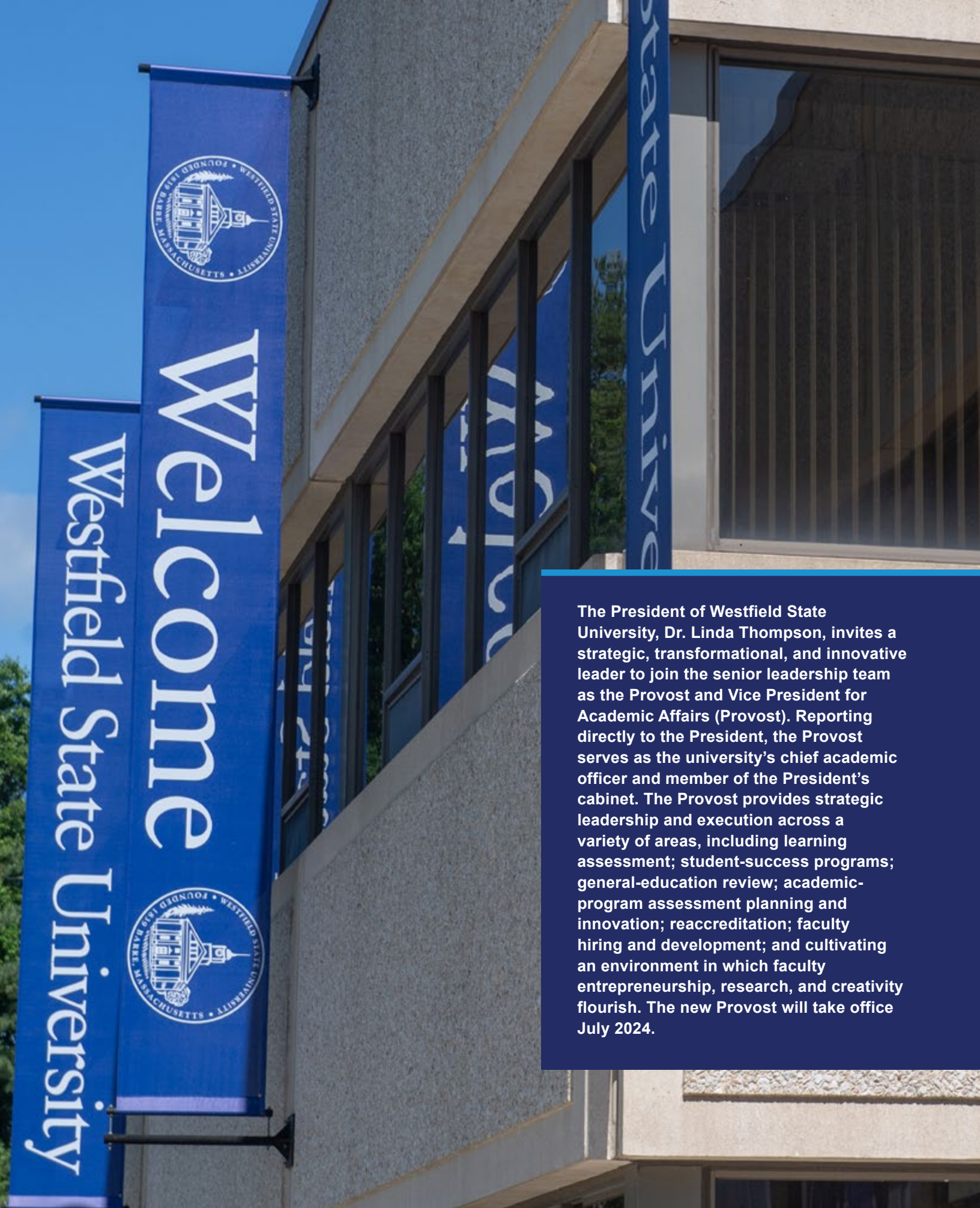
PROVOST AND VICE PRESIDENT
FOR ACADEMIC AFFAIRS



Westfield
STATE UNIVERSITY

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The President of Westfield State University, Dr. Linda Thompson, invites a strategic, transformational, and innovative leader to join the senior leadership team as the Provost and Vice President for Academic Affairs (Provost). Reporting directly to the President, the Provost serves as the university's chief academic officer and member of the President's cabinet. The Provost provides strategic leadership and execution across a variety of areas, including learning assessment; student-success programs; general-education review; academic-program assessment planning and innovation; reaccreditation; faculty hiring and development; and cultivating an environment in which faculty entrepreneurship, research, and creativity flourish. The new Provost will take office July 2024.



WESTFIELD STATE UNIVERSITY

Westfield State University was established in 1839 by Horace Mann as the Barre Normal School in Barre, MA. In 1844 the institution relocated to Westfield, MA and re-opened as the Westfield Normal School. Additional name changes: 1932 Westfield State Teachers College; 1960 Massachusetts State College at Westfield; 1967 Westfield State College; and 2010 Westfield State University. Westfield is one of the nine institutions of the state university system.

The Westfield State University [Strategic Plan](#) asks- and addresses the question- What do students need to learn to explore the problems that matter in the Commonwealth and to position the institution to address global change? Our plan addresses the pragmatic urgency for us to prepare to educate students from increasingly exciting, and diverse backgrounds and to provide opportunity for further education to the one million adult learners with some college education in Massachusetts and beyond so they can serve the public good of building a vibrant economic, social, and cultural Commonwealth.

MISSION

Westfield State University is a public institution offering accessible quality undergraduate and graduate programs in the liberal arts, sciences, and professional studies. Our welcoming community focuses on student success and engagement. We contribute to the

economic, social, and cultural growth of the northeast region by developing the knowledge, skills, and character essential for students to become responsible leaders and engaged global citizens.



VISION

Westfield State University strives to be the premier public comprehensive institution in the Northeast

region through its commitment to student success and engagement.

VALUES

Westfield State University commits to values that strengthen a common bond among all members of our community. These values represent a commitment to others, a commitment to ourselves, and a commitment to a diverse learning environment where everyone is respected.

- Embrace Diversity: We treat all members of our community with dignity and respect.
- Build a Strong Community: We are inclusive and ensure equity, supporting the personal development of all community members, and

embracing multiple perspectives.

- Maintain Excellence and Integrity: We maintain excellence and integrity in all that we do.
- Engage in the Outside Community: We support civic engagement in local, regional and global initiatives.
- Collaborate With Each Other: We make decisions in a transparent and collaborative manner.
- Provide Accessible Education: We commit to providing accessible, affordable public higher education for all.

GRADUATION AND RETENTION RATES

For this reporting year, the cohort comprises students entering in the fall of 2014, and Westfield's reported six-year completion rate is 63%. Our average six-year completion rate for students entering 2010-2013 is 63%.

For Westfield's five classes, students entering Fall 2012 to Fall 2016 and graduating Spring 2016 to Spring 2020, the average four-year completion rate is 52%. For students entering Fall 2011 to Fall 2015, our average five-year completion rate is 61%.

The average fall to fall one year retention rates for students entering Fall 2015 through Fall 2019 is 75%.



THE OPPORTUNITY

The President of Westfield State University invites a strategic, transformational, and innovative leader to join the senior leadership team as the Provost and Vice President for Academic Affairs (VPAA). Reporting directly to the President, the Provost serves as the university's chief academic officer and member of the President's cabinet. The Provost provides strategic leadership and execution across a variety of areas, including learning assessment; student success programs; general education review; academic program assessment planning and innovation; reaccreditation; faculty hiring and development; and cultivating an environment in which faculty entrepreneurship, research, and creativity flourish.

Responsible for ensuring a dynamic academic experience for a diverse study body, the Provost delivers competitive undergraduate, graduate, and professional programs critical to the development

of knowledge, skills, and character essential for students to become responsible leaders and engaged citizens. Prioritizing innovation, the Provost models and encourages mastery in the use of technologies associated with evolving pedagogy, online and distance learning education, and academic program evaluation.

The Provost works to enhance student and faculty recruitment and retention, expand opportunities for faculty professional development, and advance the institutional culture and values.

The Provost supervises the following 12 positions: Associate Provost, Dean for Graduate, Online and Professional Studies, Associate Dean of the School of Criminology, Psychology, Social Justice and Public Policy, Associate Dean of the School of Business, Mathematics, Computing and Sustainability, Associate

THE OPPORTUNITY (CONT.)

Dean of the School of Health, Natural Sciences, and Human Services, Associate Dean of the School of Education, Arts, Communication and Humanities, Executive Director of the Center for Student Success and Engagement, Executive Director of Teacher Preparation, Executive Director of Nursing Education, Executive Director of STEM, Office of Lifelong Learning Education, and the Assistant to the Provost.

DUTIES AND RESPONSIBILITIES:

1. Serves as chief administrative officer in the absence of the President.
2. In collaboration with the president and senior leaders, grows academic program enrollment, diversification, and innovation by championing multidisciplinary initiatives and research, internationalizing the campus, addressing students' academic success and support needs, expanding opportunities for adult learner engagement, and guiding diversity, equity, and inclusion efforts for faculty and students.
3. Extends the University's visibility as a premiere institution of higher education within the Northeast region by building partnerships with state, national, and international organizations, sponsoring innovative scholarship, research, and creative activity, and engaging in University advancement including, the Board of Trustees, Westfield State Foundation, and Alumni Affairs.
4. Works collaboratively with senior leaders to ensure an effective process for engaging the University community in the development of an academic plan that will foster a vision and identify strategic priorities to advance the University and its core academic mission.
5. Builds institutional capacity for multi-year planning while creating clear and transparent processes that align strategic, academic, and operational planning and resource allocation functions; creates a communication infrastructure to ensure transparency in processes and resources for effective operations and campus engagement.
6. Provides clear direction and support for positive and intentional change consistent with the University's emerging Innovation, Diversity, Engagement, and Advancement (IDEA) framework to enable a culture characterized by aspirational values such as collaboration, community, and academic excellence and integrity.
7. Ensures successful continuance of regional and specialized accreditation for the University through educational quality improvement initiatives, on-going assessment of student learning, and increasingly robust data analytics. Advances the Westfield State Experience to provide students experiences that prepare them for academic success as well as productive lives, fulfilling careers and engaged citizenship.



THE OPPORTUNITY (CONT.)

8. Works collaboratively and in a consensus-building way to identify, develop and introduce best practices and new initiatives that maximize the effectiveness of the teaching and learning mission of the University, including revisiting the general education core curriculum and supporting implementation of recommended actions.
9. Fosters creative synergies among and across academic departments and other University divisions, nurture Westfield's energy for innovation, and identify and support opportunities for faculty development to help sustain it.
10. Advocates for and oversees an effective process of faculty and librarian management; provides recommendations to the President on all academic appointments, tenure and promotion matters while ensuring that such processes comply with the terms of faculty bargaining agreements.
11. Ensures that the faculty/librarians receive the support necessary to carry out the University's academic purposes; works with the faculty/librarians to ensure an effective voice in University governance; and monitors all matters relating to curriculum and instruction.
12. Develops academic budgets in close association with other academic officers; provides stewardship over all unit budgets reporting to the Provost/Vice President.
13. Other duties as assigned.





LEADERSHIP AGENDA

The next Provost and Vice President for Academic Affairs at will have the opportunity to lead several key initiatives as part on the University's strategic planning process. At the core of these initiatives will be the development of a comprehensive *Academic Master Plan*.

- The Provost/VPAA will lead faculty, staff, and administrators to pursue focused goals in a clear, purposeful way, and champion academic innovation, diversity, equity and inclusion, student success, and fiscal sustainability within Academic Affairs. Working directly with the Dean structure, senior provost team, faculty, and staff, the new Provost/VPAA must engage the entire community in reflecting, visioning, and planning for the future of the institution.

In alignment with the strategic planning process, the new Provost will be expected to provide leadership to address the following key priorities and challenges:

- Creating a strong and unified vision for academic affairs that is mission consistent, innovative, strategically aligned, and financially sustainable.
- Curriculum revision and development that includes supporting ongoing university-wide efforts in general education to meet the needs of today's learners, revising academic programs and delivery models to meet the needs of lifelong learning including micro credentials and certificate programs, and fostering interdisciplinary collaboration across colleges and departments.
- Developing and implementing strategies to improve student success and eliminate equity gaps in graduation rates with fidelity to the university community's belief that excellence and equity are fundamental and interlinking values.
- Working with and supporting already established programs and leaders while encouraging new program growth.
- Providing innovative leadership and support for faculty development efforts that ensure faculty excellence and promote student learning within a shared governance and unionized environment.
- Working with faculty and administrators to develop metrics that assess critical outcomes for academic programs and policies and seek transparent, equitable accountability.
- Collaborating with staff to cultivate a positive work culture that appreciates and bolsters the staff's contributions to student and institutional success.

LEADERSHIP AGENDA (CONT.)

REQUIRED QUALIFICATIONS

- Academic credentials consistent with the rank of professor, as demonstrated by a distinguished record of teaching, scholarship, creative accomplishments.
- Progressively responsible experience as an academic administrator at the Dean level or above including strategic planning, collaboration, and execution, budget oversight and personnel management.
- Extensive experience in academic policy development, program evaluation, and accreditation leadership.
- Demonstrated success in support of institutional advancement, fundraising, and grant writing.
- Evidence of the ability to work well across all segments of the university community.
- Commitment to diversity, equity, and inclusion including demonstrable experience in supporting a diverse student population and cultivating a multicultural environment.

PREFERRED QUALIFICATIONS:

- A history of championing liberal arts education and professional education, with a deep and abiding passion for the University's mission.
- Strong advocacy for academic innovation related to new and emerging trends in higher education and market demand, including strategic use of technology across the curriculum, while supporting existing initiatives.
- Demonstrates an interest in or leadership experience with a unionized campus environment.
- Proficiency in creating connections, bridging gaps, and fostering synergies. An open-minded and versatile problem-solving approach, coupled with a willingness to address issues in a manner that promotes consensus-building within a shared governance structure.
- Ability to understand and enable diverse viewpoints and approaches to achieve the University's goals.



- Successful experience and leadership in higher education administration including undergraduate and graduate programs, and innovative applications of current and emerging technologies.
- Experience working within a state system of higher education.
- Commitment to a range of programs serving diverse students, e.g., dual enrollment, veteran services, return-to-education students, online learning, etc.
- Bilingual language proficiency.



APPLICATIONS, NOMINATIONS, AND INQUIRIES

The search for the Provost and Vice President for Academic Affairs at Westfield State University is being assisted by Academic Search. The Provost/VPAA is expected to begin in July 2024.

The position is open until filled, but only applications submitted electronically to Academic Search by January 16, 2024, can be assured full consideration.

Prospective candidates may arrange a confidential conversation about this exciting opportunity with one of two Senior Consultants:

Cynthia M. Patterson
Cynthia.Patterson@academicsearch.org

Maria Thompson
maria.thompson@academicsearch.org

Applications, nominations, and inquiries must be submitted electronically and confidentially to WestfieldStateProvost@academicsearch.org.

Confidential nominations should provide the name, title, institution, and contact information (email address and phone) of a person whom Academic Search should contact.

TO APPLY, A CANDIDATE SHOULD SUBMIT THE FOLLOWING PDF DOCUMENTS:

- a substantive cover letter that addresses the candidate's experiences and qualifications for this position
- a current curriculum vitae (CV)
- a list of five (5) professional references with full contact information (name, title, organization/institution, email address, phone number) and a brief description explaining the working relationship of each to the applicant. No references will be contacted without the explicit permission of the candidate.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Westfield State University 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.



Committed to IDENTIFYING
AND DEVELOPING LEADERS
by providing the highest
level of EXECUTIVE
SEARCH to our
higher education
partners.