



HOBART AND WILLIAM SMITH
COLLEGES

POSITION PROFILE

VICE PRESIDENT FOR DIVERSITY, EQUITY AND INCLUSION



SEPTEMBER 2022

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1822



2022

**2022 Marks the 200th Anniversary
of Hobart College, Making It One
of the 50 Oldest Colleges
in the United States**



HOBART AND WILLIAM SMITH TODAY

Future-Focused Liberal Arts
and Sciences

Led by **Accessible, Research-Active
Scholars/Teachers/Mentors**

Dedicated to Students' Intellectual,
Professional, and Ethical Development

With Groundbreaking Leadership in
Experiential Education

Evidenced by a Signature Constellation
of Proximate **Campus Centers**

In a **Revitalized City** on the Shore
of a **Resource-Rich Lake**

In a Collaborative Community that
Values the **Dignity and Potential**
of Each Individual



ABOUT HOBART AND WILLIAM SMITH COLLEGES

Hobart and William Smith are a selective, residential, future-focused liberal arts institution defined by a longstanding focus on educating across academic disciplines and the close work of research and creativity that connects faculty and students. Originally founded as two institutions – Hobart for men and William Smith for women – today’s Colleges enjoy the exponential benefits of shared resources and combined spirit. Both colleges maintain their own traditions, deans and athletic programs but together provide a unique and invaluable opportunity for exploring questions of gender and difference. HWS graduated the first woman to receive a medical degree in the U.S., were the first in the nation to have an LGBTQ undergraduate program and among the first to offer majors and minors in Africana studies, women’s studies, and men’s studies.

Led by a faculty of accessible teachers/scholars known for the impact of their research and distinguished by the depth of their mentorship in an ever-shifting world, the Colleges nurture intellectual, professional and ethical development to best prepare students for impact and success. On a shore-lined 320-acre campus, along with the neighboring city, Geneva, and the Finger Lakes region, abundant opportunities are created for research partnerships, hands-on learning and community engagement.



***Washington Monthly* ranks HWS #3 among liberal arts institutions for service.**

The 2022 edition of *Princeton Review's* Best 387 Colleges rank Hobart and William Smith among the top in the nation for "Great Professors," paying tribute to HWS faculty who have a "truly stellar record of student satisfaction."

Mission

Hobart and William Smith Colleges prepare students to lead lives of consequence.

By helping them connect their talents and interests to meaningful, high-impact pursuits.

By spurring cultural exploration and global citizenship.

By offering opportunities to amplify knowledge through hands-on experience.

By nurturing discovery and unlocking potential.

By modeling values that equip them to author the world as it could be.



ACADEMICS



An institution known for consistent success in preparing students for meaningful lives and fulfilling careers, Hobart and William Smith place its students' futures at the forefront. Emerging world challenges are previewed in the classroom while critical thinking, problem solving and communication skills are honed. Faculty offer robust coursework that occurs in the classroom and in the community through field research, guest lectures and excursions to locations ranging from historic sites to area landmarks. During office hours, faculty collaborate with students to carefully craft an

academic path that is tied to their interests and talents. Our most popular programs include Economics, Media & Society, Environmental Studies, Psychological Science, English, Biology & Health Professions, Political Science, Entrepreneurial Studies and Architecture. Our location in the heart of the Finger Lakes allows faculty, staff and students to live and work collaboratively on the banks of a resource-rich lake.



Leadership

President Mark D. Gearan

In July 2022, President Mark D. Gearan was named the 30th president of Hobart and the 19th of William Smith. Gearan previously was president of HWS from 1999-2017, during which time the Colleges' endowment doubled as he oversaw a capital campaign that raised \$205 million to support facilities and annual giving, established 168 new scholarships, and completed 80 significant capital projects. During his first presidency, Gearan made substantial commitments to diversity and inclusion, propelled the Colleges' environmental efforts, and grew programming in career services, civic engagement, leadership, student services and study abroad.

After leaving Hobart and William Smith in 2017, Gearan served as President in Residence at the Harvard Graduate School of Education, and in 2018 was appointed Director of the Institute of Politics at the Harvard Kennedy School.





QUICK FACTS

1,660

Undergraduate Students

171

Full-Time Faculty

9:1

Student-Faculty Ratio

16

Average Class Size

DEGREES

Bachelor of Arts, Bachelor of Science,
Master of Arts in Teaching, Master
of Arts in Higher Education Leadership,
Master of Science in Management

41 STATES AND 41 COUNTRIES

Represented on Campus

MORE THAN 60%

Students Study Abroad in 50 Locations

50+

Languages Spoken on Campus

100%

Students Who Participate in
Community Service, Service Learning
and or/Community-Based Research

80,000+

Hours of Community Service by
Students Annually

96%

Students Receiving
Financial or Merit Aid

22,500

Alumni and Alumnae



STUDENT LIFE AT HWS

Student Engagement

Students live and learn on campus in a vibrant environment that celebrates difference, values collaboration and builds community. Shaped by students' wide-ranging and evolving interests, there are more than 90 student clubs with a variety of focus topics including cultural, social justice and global awareness groups; the internationally ranked Debate Team, Sankofa and the Caribbean Student Association; and additional clubss dedicated to voter registration, public affairs, art appreciation and Ultimate Frisbee among many others.



Nearly all students live on campus. The Colleges offer single-gender and co-ed traditional residence halls, townhouses, fraternities and small themed houses where students share a similar interest or cause. Some residence halls are in historic buildings overlooking Seneca Lake while others are new and nationally recognized for their impact on student life. As early as 1840, fraternities have been a part of campus life and played a role in Hobart College's development and growth. In 2017, HWS welcomed Theta Phi Alpha, as its first sorority to campus to begin a new chapter at the Colleges. Today seven fraternities and one sorority are officially recognized by the Colleges.

Spiritual Engagement

At Hobart and William Smith, the life of the spirit and the life of the mind need not be separate or mutually exclusive, but in fact may be profoundly interrelated and rewarding. The Office for Spiritual Engagement works to promote engagement with that interrelationship through services, programming and spiritual support that provide hospitality and advocacy for students of all religions and cultures. The Office supports the Abbe Center for Jewish Life, the Muslim Prayer Room, Christian offerings at St. John's Chapel and a labyrinth on campus that offers a site for spiritual restoration.



The Herons celebrate after capturing the Liberty League Tournament title.

Athletics

In 2021, Hobart and William Smith announced plans to add 12 new sports—six for men and six for women—by 2026. To the Colleges' existing 23 sports, this raises the total offerings to 35, providing students a greater variety of opportunities to participate in athletics at the varsity level. New sports include men's and women's Alpine skiing, baseball and softball, women's bowling, men's swimming and diving, men's and women's indoor and outdoor track and field and men's and women's volleyball. Additionally, HWS welcomed Esports as a competitive varsity program beginning in 2021.



Students play frisbee on the Quad.

Recreation

The HWS Recreation Department offers a variety of inclusive programs and services promoting the well-being of the HWS community. Primarily these offerings consist of open recreation activities, group fitness classes, intramural sports and special events.

Programs and services predominately take place in Bristol Field House; a multi-purpose facility made up of a newly renovated fitness center and weight room, functional fitness station, indoor track, athletic courts, and group exercise and indoor cycling room.



DIVERSITY AT HWS

Diversity Statement

Hobart and William Smith Colleges strive to create a just and inclusive environment where all students, faculty, staff and the wider community are valued and respected. HWS believes that diversity in identity and perspective enriches the community and prepares all to lead lives of consequence. HWS recognizes that historical practices and policies have privileged certain groups while excluding others from institutions of higher education, and thus the work of diversity at HWS seeks to account for those inequities by promoting college access and working to ensure that every member of the HWS community has an equal opportunity to thrive and experience belonging.



Background

The 2015-2016 academic year was marked by challenges and opportunities as colleges around the country confronted issues of inclusion and diversity. Students organized protests, sit-ins and occupied administrative buildings in the name of social justice and equity. Much like institutions around the country, students of color at Hobart and William Smith organized a protest to shed light on their experiences on campus. Months of planning between senior administrators and students from the collective “We the Unheard” resulted in significant changes for the Colleges, namely the decision to hire a Chief Diversity Officer (CDO) and the diversification of the student counseling center. Prior to hiring a permanent CDO, an interim CDO was named and convened a committee of faculty, students, staff, and the chair of the Board of Trustees to develop a strategic diversity plan (SDP) that would help inform the role of the CDO as well as establish institutional priorities. In 2020 a Vice President for Diversity, Equity and Inclusion was identified, and soon thereafter convened a Council on Diversity, Equity and Inclusion (CODEI), consisting of faculty, staff, students, alums, and other Geneva residents. Among their mandate was to identify appropriate updates to the Strategic Diversity Plan. This updated plan was also submitted to Senior Staff, and the Board of Trustees Task Force for Diversity, Equity and Inclusion for feedback. The updates are included in the current plan.



A member of the HWS Board of Trustees since 2001, Emmy Award-winning 60 Minutes Correspondent Bill Whitaker '73, L.H.D.'97 chairs its Belonging, Diversity and Equity Committee.

Strategic Diversity Plan

Efforts to engender meaningful change depend on institutional support and resources, deliberate action, and ongoing assessment. The Strategic Diversity Plan represents an institutional commitment to creating positive social change. It offers HWS an opportunity to declare its deepest held values and articulate ways of upholding those commitments both on campus and in the Geneva community. It is a living document that guides the institution in developing strategies that promote equity and diversity in the community. Goals and recommendations include six key areas: Teaching and Learning, Recruitment and Retention, Space, Student Relations, Community Development, and Institutional Research. Details are available online.





THE OPPORTUNITY

VICE PRESIDENT FOR DIVERSITY, EQUITY AND INCLUSION

The Colleges' mission is to prepare students to lead lives of consequence.

The Vice President for Diversity, Equity and Inclusion is a collaborative, strategic, results-oriented leader who values excellence and will guide the Colleges' efforts around diversity, equity and inclusion.

The incumbent should be able to foster a campus culture of respect and openness to change, as well as align and integrate diversity and inclusion efforts into a range of existing and new campus initiatives. The incumbent will serve as the Colleges' diversity strategist, responsible for building consensus and effectuating cultural change to integrate diversity, equity and inclusion into the Colleges' campus climate, strategic goals, academic programs and co-curricular experiences, and various initiatives and policies.

The Vice President for Diversity, Equity and Inclusion will serve as a member of the President's senior leadership team and will work collaboratively with various campus offices including Academic and Faculty Affairs, Human Resources, Campus Life, Admissions, and Communications to address campus climate and demographics proactively through policies, programs, and outreach materials. They will participate in strategy development, long-range planning and partnership development. This role requires the ability to build effective relationships, to be influential, visionary, transformative and tactical while delivering tangible results in the areas of diversity, equity and campus engagement.

Responsibilities:

- Serves as a strategic forward-thinking leader with the ability to create and cultivate a common vision of the institution's commitment to diversity, equity, and inclusion that can be shared among faculty, staff and administrators, as well as the Colleges' external constituencies, particularly the wider Geneva community.
- Serves as an advisor to the President on matters of diversity, equity, inclusion, and belonging. Works internally and externally to establish networks of experts and organizations involved in the national discussion to advise campus leaders consistently on innovative ideas and program concepts for consideration, selection and implementation.
- Develops a shared vision of diversity, equity, and inclusion and serves as the primary lead on projects to accomplish that vision. Assists campus leaders in developing systems of accountability for reaching diversity goals and objectives.
- Assesses the Colleges' needs related to equity in diversity and inclusive excellence and measure effectiveness of programs and activities related to diversity and inclusion.
- Assists faculty, senior leadership and staff searches in an advisory and oversight capacity to ensure that recruitment procedures are equitable and inclusive.
- Identifies, seeks and secures grant funding, corporate partnerships and other opportunities to leverage campus resources and further propel diversity efforts.
- Collaborates with appropriate campus offices to assess, design and implement diversity and inclusion trainings for faculty and staff.
- Supports curriculum development efforts to advance the diversity mission of HWS.
- Partners with Student Affairs to provide leadership in advancing appropriate and effective campus responses to bias incidents.
- Creates reporting mechanisms and metrics that inform decision-making and highlight activities and outcomes in support of faculty, staff and student diversity initiatives.
- Direct reports to the VP, DEI include Associate Vice President, DEI/Title IX Coordinator; Director, Intercultural Center; Director, Higher Education Opportunity Program (HEOP); Program Coordinator, Office of DEI; and Program Directors for Posse and First Generation Initiatives.

Essential Qualifications:

- A Master's degree from an accredited institution of higher education required; doctoral degree preferred.
- Scholar-practitioner with current knowledge of issues, trends, and research in DEI.
- Progressive leadership experience in designing and leading change efforts related to institutional diversity, inclusion, multiculturalism, and access.
- Demonstrated experience working with diverse populations in multiple areas including race, ancestry, religion, country of origin, socioeconomic status, sexual orientation, gender identity, and physical abilities.
- Demonstrated ability to lead and manage people (directly and indirectly) in support of DEI initiatives, such as recruitment, retention, development, and mentorship of underrepresented faculty and staff; advancing initiatives related to teaching and learning, student relations, community partnerships, institutional research, and scholarly research.
- Experience building partnerships across internal and external communities.

Desired Knowledge, Skills and Abilities:

- A strong command of contemporary diversity, equity, inclusion and multiculturalism concepts and issues.
- Competence in utilizing data-driven strategies at the institutional, divisional and unit levels to evaluate and assess programs and services.
- Proven record and ability to develop institutional practices consistent with federal and state laws.
- Courageous. A change agent who prioritizes relationships and can find creative ways to push the HWS community in a positive and sustainable manner.
- Excellent communication skills, including the ability to facilitate difficult conversations, effectively listen to multiple points of view, build consensus on initiatives and issues and educate others of policies and plans.
- Highly relational interpersonal skills with the ability to build bridges and foster understanding amongst diverse stakeholder groups.
- Ability to cultivate a common vision and drive institutional DEI goals.
- Proactive, visible, and engaged leader who can effectively problem solve and lead others through transformational change.
- Passion for establishing a campus culture that strives to support inclusion and belonging.
- Commitment to shared governance.



PROCEDURE FOR CANDIDACY

Confidential review of applications will begin immediately and continue until the position is filled; parties who apply by October 17 will be given first consideration. Please submit your resume and cover letter outlining your interest in and suitability for this position. To apply online, go to:

<https://theapplicantmanager.com/jobs?pos=su308>

For more information or to offer recommendations or nominations:

Tammarah Townes

Senior Consultant

Summit Search Solutions, Inc.

Direct: 302-388-9480

ttownes@summitsearchsolutions.com

Carrie Coward

President

Summit Search Solutions, Inc.

Direct: 828-669-3850

ccoward@summitsearchsolutions.com

Hobart and William Smith Colleges are committed to providing a non-discriminatory and harassment-free educational, living, and working environment for all members of the HWS community, including students, faculty, staff, volunteers, and visitors. HWS prohibits discrimination and harassment in their programs and activities on the basis of age, color, disability, domestic violence victim status, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, veteran status, or any other status protected under the law. Discrimination on the basis of sex includes sexual harassment, sexual violence, sexual assault, other forms of sexual misconduct including stalking and intimate partner violence, and gender-based harassment that does not involve conduct of a sexual nature.





GENEVA and the FINGER LAKES REGION, NY

Geneva, New York, known as a small city with a big heart, and the Finger Lakes Region are stunning! Hobart and William Smith Colleges are located on the shores of Seneca Lake which not only serves as a laboratory, but partners with the city of Geneva in creating change. Major historical landmarks that shaped the nation are peppered throughout this incredible landscape including the birthplace of the women's rights movement, the home of Harriet Tubman which is part of the National Park Service, and the site of the Canandaigua Peace Treaty signing.



Area Facts:

- The Finger Lakes consists of 11 lakes formed by receding glaciers during the most recent ice age.
- Seneca Lake is the largest of the Finger Lakes and the second deepest lake in all of New York.
- Geneva was originally the site of the Seneca Nation Village of Kanadasaga.
- The first women's rights convention was held in 1848, just across Seneca Lake in the Town of Seneca Falls.
- Geneva has a population of 13,300 residents. The population swells during the tourist season in the summer and fall, as people from all over the world visit area lakes, restaurants and wineries.
- The home of Harriet Tubman and a statue in her honor stands in Auburn, N.Y. The abolitionist moved to Auburn in 1859, and later established the Harriet Tubman Home of the Elderly. Her home became part of the National Park Service in 2017.
- Just a 10-minute walk from HWS, you'll find local wares and bookshops, cuisines and coffee shops. The thriving food scene includes restaurants praised by the New York Times.
- Geneva is equidistant from cultural centers and transportation hubs in Rochester, Syracuse and Ithaca, New York.
- USA Today named the Finger Lakes Region to their top 10 list of "America's Best Wine Regions." The Seneca Lake Wine Trail has more than 100 wineries and breweries.



To learn more
about Geneva and
the Finger Lakes
Region:

Visit Finger Lakes:

<https://www.visitfingerlakes.com/listing/finger-lakes-welcome-center/2413/>

City of Geneva:

<https://cityofgenevany.com/>



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300 Pulteney Street, Geneva, NY 14456
hws.edu

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