

K KALAMAZOO COLLEGE



POSITION PROFILE

Director of the Center for Civic Engagement

2024

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Kalamazoo College is seeking a collaborative, strategic, and visionary leader for the Mary Jane Underwood Stryker Center for Civic Engagement (CCE). The CCE encompasses students, faculty, and the larger Kalamazoo community by fostering collaborative learning and civic participation in a diverse, democratic society.



MISSION

To prepare graduates to better understand, live successfully within, and provide enlightened leadership to a richly diverse and increasingly complex world.

VISION

Kalamazoo College values academic rigor and all components of a liberal arts education embodied in its K-Plan; inclusion and equity; residential experiences for students that contribute to their growth as leaders; sustainability; and mission-driven creativity and innovation.

STRATEGIC VISION

By fulfilling the priorities set forth in "[Advancing Kalamazoo College: A Strategic Vision for 2023](#)," K will become the definitive leader in integrating academic rigor with life-changing experiential education in a values-driven community.

ABOUT KALAMAZOO COLLEGE

[Kalamazoo College \(K\)](#) is a selective, nationally known residential liberal arts college offering a personalized, integrated undergraduate experience known as the [K-Plan](#) that interweaves a traditional liberal arts curriculum with individualized research and experiential educational experiences in domestic and international settings. Founded in 1833, Kalamazoo College is one of 40 dynamic [Colleges That Change Lives](#), a group of 40 colleges that excel at developing potential, values, and initiative and provide the foundation for success beyond college.

OVERVIEW

Kalamazoo College is among the 100 oldest institutions in the country. The campus of nearly 1400 talented and diverse students representing 38 states and 32 countries is located midway between Chicago and Detroit in Kalamazoo, Michigan.

With a strong focus on experiential education, students can choose from 32 majors, 22 minors and 13 concentrations and have opportunities to immerse themselves in community engagement, service-learning projects, and/or participation in meaningful, international and intercultural experiences.

Kalamazoo College is fully accredited by the Higher Learning Commission and is an institutional member of the American Council on Education, the Great Lakes Colleges Association, the National Association of Independent Colleges and Universities, and the Association of American Colleges and Universities.

"At no Ivy institution are the students so deeply engaged, so broadly prepared, or so heavily invested in a sense of community as at Kalamazoo. In short, no Ivy school is likely to have as much impact on a youth's development." – [Colleges That Change Lives](#)

COLLEGE RECOGNITION

- Kalamazoo College ranks in the top 2% percent among all U.S. colleges and universities surveyed for the [percentage of graduates ultimately earning a doctorate](#), according to the [National Science Foundation](#).
- Kalamazoo College has been a [top producer for Fulbright](#) each of the last 5 years.
- In 2023 [Money Magazine](#) rated K 4.5 out of 5 stars based on quality, affordability and student outcomes.
- The *Princeton Review* includes K in their list of "[The Best 389 Colleges](#)", and [ranks K 16th](#) in best private schools for making an impact.
- The *Wall Street Journal/College Pulse* ranking placed K among the 400 best colleges in the country and in the Top 10 Liberal Arts Colleges in the Midwest.
- Kalamazoo is a proud member of [Colleges That Change Lives](#), founded on a philosophy of building the knowledge, character and values of young people by introducing them to a personalized and transformative collegiate experience.
- 15 of the College's 18 athletics teams received the [MIAA GPA Award](#) and 188 of the athletes are on the [MIAA academic honor roll](#).

LEADERSHIP



Dr. Jorge G. Gonzalez
18th President of Kalamazoo College

[Jorge G. Gonzalez](#) has served as president of Kalamazoo College since July 2016. A fierce champion of the liberal arts, Gonzalez has more than 30 years of experience in higher education. In his time at K, Gonzalez has overseen the development of the strategic plan *Advancing Kalamazoo College: A Strategic Vision for 2023*, a new Admission Center, infrastructure improvements to reduce K's carbon footprint, a new natatorium, the Brighter Light campaign and much more. He is a welcoming presence on campus with an abiding commitment to academic excellence, experiential learning, intercultural understanding, and community engagement.

THE STUDENT *K-PLAN*

The [K-Plan](#) is the four-part, personalized education journey charted throughout a student's time at K. Rooted in excellent academics in the liberal arts and sciences, the *K-Plan* integrates classroom learning with intercultural experiences, hands-on practice and independent scholarship.

**Excellent
Academics**



**Study Abroad
Programs**



**Experiential
Education**



**Independent
Research**





ABOUT THE MARY JANE UNDERWOOD STRYKER CENTER FOR CIVIC ENGAGEMENT

The [Mary Jane Underwood Stryker Center for Civic Engagement \(CCE\)](#), supported by endowed funds, works closely with faculty, staff, students, community partners, and professional networks to ensure that programming and partnerships emulate promising practices and incorporate structured reflection; that students are empowered to develop agency and leadership; and that students have the means to developmentally and holistically integrate these experiences fully into their [K Plan](#) – their academic and community lives, study abroad, and career planning while at Kalamazoo College, continuing this integration throughout their lives. The CCE promotes student leadership, academic learning, reflection, and reciprocal partnerships.

Community Based Courses

CCE staff work with faculty to design courses, projects, research and partnerships that draw on best practices in inclusive and innovative pedagogy and focus on contemporary social justice issues. Today, community members, faculty and students work together to learn about and address issues such as educational and health equity and access, immigration and borders, courts and criminal justice, sustainability and food justice, urban planning, transportation, and the City of Kalamazoo, reproductive rights, voting, housing, public art, and much more.

Student Led Programs

[Civic Engagement Scholars](#) (CESs) lead programs that take place every week during the academic year. In an average year, over 200 of their peers participate. They work with hundreds of community residents through reciprocal partnerships with Kalamazoo Public Schools, youth leadership and arts organizations, food justice initiatives, health and legal advocacy groups, and government entities. The CCE provides grant funding to current CESs for up to \$500 per program per academic year to carry out their work through activities that promote a more “just, equitable, and sustainable world.”

Community Building Internships (CBIs) & Community Partners

Internship positions give students meaningful opportunities to contribute to the Kalamazoo community while increasing the organization’s capacity to fulfill its mission. A sampling of community partners includes AACORN Farm, Building Blocks, City of Kalamazoo, Helen L. Fox Gospel Music Center, YWCA and more. Partners are viewed as students’ teachers, learning from one another, and sharing equally in the construction of knowledge. The partnerships are consistent with the College’s mission relating to experiential education and help students develop the knowledge, attitudes, and skills of social responsibility, intercultural understanding, lifelong learning, and leadership.

MISSION

Affirming the central goals of the College, the CCE engages students, faculty, and community members in sustained partnerships that foster collaborative learning and civic participation in a diverse, democratic society. By forging a link between critical civic engagement and learning, the CCE works to strengthen the community, invigorate the educational experience, and promote a more just, equitable and sustainable world.



THE POSITION

Director of the Center for Civic Engagement

Reporting to the provost, the Director of the Mary Jane Underwood Stryker Center for Civic Engagement (CCE) provides leadership and vision for civic engagement at Kalamazoo College by promoting, developing, managing, funding, evaluating, and providing both long-term and day-to-day direction for academic and co-curricular civic initiatives that are sustainable, reciprocal, effective, and of the highest quality.

As leader for strategic, operational, and programmatic decision-making with regard to student and faculty engagement with the larger Kalamazoo community, the Director is primarily involved in relationship development and leadership functions, but also holds targeted responsibilities in programming, communication, and administration. The Director is responsible for developing the vision and plan for the overall program along with efforts to actively elicit input and involvement by students, staff, faculty, alumni, and other partners. The Director supervises staff, builds and sustains strategic relationships with community partners and faculty, oversees development of relevant programming, collaborates with on and off-campus partners, and leads and participates in CCE functional teams as appropriate in a flexible, supportive, intellectually creative work environment.

MAJOR AREAS OF RESPONSIBILITY:

Promote Faculty Development and Support for Course-Based Service Learning and Community-Based Research

- Provides faculty with resources to pursue and assess critical, community engaged pedagogy, scholarship and partnerships using assets-based models
- Develops overall framework and guidelines to link community-based work with the curriculum
- Assists individual faculty with course design, structured reflection, and logistical support for courses across the entirety of the Kalamazoo curriculum
- Brokers and maintains relationships between faculty and community agencies
- Cultivates relationships and maintains open communication with community partners to identify potential projects and sustain existing ones
- Manages faculty stipends and grant programs; identifies resources, grants, and conferences to encourage faculty to develop and institutionalize community-based learning and research across disciplines
- Organizes faculty development workshops and symposia to disseminate best practices and recognition for faculty involved in community-engaged learning
- Ensures service-learning practices are assessed for effectiveness and that assessment information is used in program planning, modification, and improvement

Foster Student Engagement, Empowerment and Leadership

- Supervises CCE staff in recruiting, training, supervising, and assessing processes for K students working in partnerships as volunteers or through funded programs
- Works with Advancement, Business Office, Financial Aid, and Career and Professional Development to develop and implement policies for, manage, and steward financial resources for Civic Engagement Scholars and Community Building Internships
- Works with students to help them develop and lead new service-learning projects
- Advises CESs and other K students working in the community outside the context of a service-learning course
- Provides direction and oversight for the Community Building Internship program
- Collaborates with the Intercultural Center, Student Development, Arcus Center for Social Justice Leadership, Center for International Programs and others to support student groups and create a more diverse, equitable and inclusive campus

Collaboration With Other Experiential Units on Campus and With Off Campus Partners

- Collaborates with colleagues in the Environmental Stewardship Center, Center for Career and Professional Development, Center for International Programs, Intercultural Center, Arcus Center for Social Justice Leadership, Office of Religious and Spiritual Life, Student Development and other relevant offices on campus to promote integrated, interdisciplinary avenues and approaches to student learning and advance the K plan
- Promotes structured reflection campus-wide
- Engages respectfully with community residents, government leaders, educators, faith leaders, activists, grantmaking entities, alumni, and donors to form collaborations that benefit the college and one another
- Develops and implements assessment plans in collaboration with community partners to define and measure impact on their terms

Departmental Administration

- Hires, trains, supervises, and evaluates professional staff and provides opportunities for staff development and relationship building
- Provides leadership and direction in setting agendas for CCE staff meetings, strategic planning, and development of departmental systems and procedures
- Leads development of departmental communication and marketing strategy to promote awareness of CCE's purposes, programs, and successes, working with Advancement and College Marketing and Communications
- Oversees development and maintenance of website
- Manages and monitors financial resources, aligning budgets with CCE and institutional objectives
- Participates in applicable professional development opportunities, including development focused on equity and inclusion
- Represents the CCE at college, community, and GLCA events as needed
- Ensures a professional and team-oriented work environment for staff

MINIMUM QUALIFICATIONS:

- Bachelor's degree and relevant work experience required; Master's degree preferred
- At least five years of progressively responsible managerial experience in creating, managing, and assessing service-learning and civic engagement initiatives, ideally in higher education
- Broad theoretical and applied knowledge of community-engaged learning (e.g., service-learning, community-based research and participatory action research), community change, equity and inclusion, student leadership, and the liberal arts
- Demonstrated capacity to lead, communicate and work effectively with diverse constituencies – students, faculty, community partners, alumni, and staff – to form reciprocally beneficial programs and projects and build inclusive, respectful communities
- Outstanding oral and written skills and relationship building abilities
- High level of organization and demonstrated ability to follow multiple complex projects through to completion
- Effective planning, budgeting, and program evaluation skills
- Experience managing and guiding development of professional staff
- Sense of humor and ability to embrace ambiguity



HOW TO APPLY

Acceptance of inquiries, nominations, and applications will begin immediately and continue until the position is filled. Interested candidates should submit a cover letter and CV/resume for consideration. Parties applying by **May 1, 2024**, will receive full consideration.

All applications and nominations will be held in strict confidence.

To apply online, go to:

<https://theapplicantmanager.com/jobs?pos=su411>

An equal opportunity employer, Kalamazoo College is committed to equal rights, equal opportunities, and equal protection under the law. In adherence with applicable laws, the college prohibits discrimination in its employment practices and its education programs, activities, and services on the basis of race, color, religion, age, sex, national origin, height, weight, marital status, familial status, veteran status, genetic information, disability, sexual orientation, gender identity, or any other status protected by applicable state or federal law.

For more information or to offer recommendations, please contact:



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ABOUT KALAMAZOO, MICHIGAN

Perfectly centered between Detroit and Chicago, Kalamazoo, MI, blends a dynamic city vibe with an easy-going pace of life. Just 20 minutes from downtown, you'll find breathtaking nature, with endless opportunities to bike, hike, camp, kayak, golf and ski in the unbeatable beauty of the countryside.

- *U.S. News and World Report* ranks Kalamazoo ["#4 Best Places to Live in Michigan in 2023-2024"](#).
- [The Kalamazoo Mall](#) is an intriguing—and incredibly pertinent—inclusion to "10 Streets That Changed America" by *PBS* by debuting in 1959 as the first pedestrian shopping mall in America.
- Recently named one of ["The top 10 Most Affordable Cities with High Salaries and Low Cost of Living in the Midwestern U.S."](#) by *The Ascent* and ranked the ["No. 1 Coolest Place in the U.S."](#) by *PureWow*.
- Kalamazoo made the list of ["150 Best Places to Live in the U.S."](#) in 2023-24 by *U.S. News and World Report*.
- The Kalamazoo-Portage community is ranked as ["one of the top 40 arts-vibrant communities in the U.S."](#) by the *National Center for Arts Research*.



With a population of more than 325,000, Kalamazoo is the sixth largest metropolitan area in Michigan and among the 150 largest in the country. All the amenities and entertainment found in bigger cities can be found here; and yet, you can be in the heart of farm country, enjoying fresh produce in minutes. So, whether you are an artist, an outdoorsman, a foodie, a sports fanatic, or anything in between, Kalamazoo has an abundance of activities available.

To learn about Kalamazoo:

Discover Kalamazoo: <https://www.discoverkalamazoo.com/>





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