



8/17/2020

Vice President of Equity, Inclusion and Justice Lesley University Cambridge, MA

Lesley University, grounded in its mission of social justice and a leader in preparing graduates who shape a more just, humane world, seeks a strategic, collaborative and courageous leader to serve as its inaugural Vice President of Equity, Inclusion and Justice (VPEIJ).

Reporting to the President, Lesley seeks an individual who embodies this new vision and who will work with the President, senior leadership team, deans of its four colleges, students, faculty and staff to collectively forge a new strategic plan for the University and diversity, equity and inclusive excellence—one that spotlights tangible efforts to recruit and retain students, faculty and staff, black and of color, as well as from other diverse backgrounds; to advance a culture and climate that celebrates access and equity for all. The Vice President will actively address immediate anti-racist training for all—leadership team, including the Board of Trustees, the faculty, staff and students; and to aggressively work with the President and senior leadership to develop an infrastructure and best practices—both within the Office and across the institution—to imbed both structures and processes that will be measurable, enduring and hold the members of the Lesley community together, accountable for success.

The successful candidate will be a creative, thoughtful thinker and role model for inclusive excellence, with knowledge of innovative emerging practices within the higher education context and demonstrable success in leading meaningful and accountable organizational change. The Vice President will possess the ability to partner with the President and be able to develop and implement strategic plans. The Vice President will evidence nuanced and matured emotional and social intelligence capabilities as well as cultural competence and communication skills—nurturing cooperative relationships and fostering courageous conversations to unify the community around an enduring strategic vision for the dignity of all. Experience in using data and research to create measurable goals and accountability will be a necessary asset. A terminal degree relevant to the duties of the position and/or real world experience where one has had the opportunity to evidence the requisite leadership capabilities are both ideal. Experience in student affairs, academic affairs, marketing and communications, as well as corporate or not-for-profit experience is most welcome.

Lesley University is poised to capitalize on its rich history of innovation and inclusion, a unique portfolio of programs centered around the “human arts” and enviable location in Cambridge, MA. Based on earned degrees in the last five years, Lesley is the largest educator of teachers and licensed mental health professionals in New England and is the founder of the field of expressive arts therapies. Lesley’s College of Art and Design (LA+D) with programs in animation, illustration, filmmaking, fine arts, photography, and design, has one of the highest placement rates among the 53 Association of Independent Colleges of Art

and Design (AICAD) Art schools; is one of the leading private art schools in the US and one of the very few with a VFX minor. This expertise in education, counseling and arts therapy, and visual arts and communication, provides a strong foundation for making an impact on these disciplines and being a leader in how these areas interconnect to impact the future.

Confidential Inquiries may be made to our leadership transition counsel, Archer-Martin Associates, Nancy Martin and Patty Kepenash at 508-325-6161, and via e-mail at lesley@archermartinassociates.com.

For full consideration please forward, in confidence, your letter of interest and CV/Resume, which includes your contributions to Equity, Inclusion and Justice to Lesley@archermartinassociates.com.

At Lesley University we strive for a supportive and equitable environment where people - regardless of race, physical ability, age, neurodiversity, sexual orientation, gender identity, and other protected personal identities - can participate equally and fully as their true selves in all aspects of the university life. We are committed to diversity, equity and inclusion throughout the fabric of our institution.