Executive Summary

Macalester College, a global leader among liberal arts colleges, invites nominations and applications for its newly envisioned and reconfigured role of associate vice president for student affairs and dean of students. Reporting directly to Dr. Lisa Anderson-Levy who will join the college in July 2021 as the executive vice president and provost and as member of President Suzanne Rivera’s senior leadership team, the associate vice president and dean of students (AVPSA/DOS) will serve as the senior student affairs officer for the college. The new AVPSA/DOS will be a dynamic thought leader with the imagination and energy to advance student-centered co-curricular experiences and holistic wellness efforts through the frames of diversity, inclusion, anti-racism, and equity.

Located in Saint Paul, Minnesota, Macalester was founded in 1874 as a Presbyterian but nonsectarian college with a firm belief in the transformational power of a liberal arts education. Macalester is ranked among the top 30 liberal arts colleges in the country and was named one of the 25 most innovative colleges in the United States. Animated by the mission of high standards for academic excellence, internationalism, multiculturalism, and service to society, Macalester enrolls 2,049 students coming from every state and 95 countries. The college’s intellectually engaging and distinctive curriculum offers 39 majors taught by more than 250 full- and part-time faculty. Diverse interdisciplinary concentrations including cognitive science, community and global health, and urban studies, exemplify how faculty collaborate across disciplines to actively create relevant, distinctive programs for students. Read more about Macalester at www.macalester.edu.

This is an extraordinary opportunity at a critical time for an accomplished and visionary leader to join a liberal arts college focused on the development of future leaders who will not only create a more just and peaceful world, but will also truly prepare students to be in the world as it looks now. As we navigate this current moment and beyond — facing, learning from, and responding to COVID and systemic racism — the AVPSA/DOS will show strong commitment to fostering a student-centered environment and enhance the institution’s commitments to global citizenship, service to society, justice, and activism.
The successful candidate will be a visionary, strategic, and entrepreneurial leader who values the undergraduate-centered, residential, liberal arts college experience. The AVPSA/DOS will be skilled in understanding and utilizing proven strategies to navigate complex organizational structures and will hold a deep commitment to collaboration, relational leadership, external engagement, and creative problem-solving and thinking. The AVPSA/DOS will demonstrate exceptional administrative, financial, and managerial acumen and possess a broad knowledge of current student affairs issues and trends. The AVPSA/DOS will display integrity, transparency, and courage in behavior and decisions and demonstrate a deep commitment to advancing diversity and inclusion as a strategic priority.

Role of the Associate Vice President for Student Affairs and Dean of Students

Macalester’s next associate vice president for student life and dean of students will serve as the senior student affairs officer for the college and as a key member of both the provost’s and the president’s senior leadership teams. The AVPSA/DOS's responsibilities include serving as a leader, strategist, advocate, manager, and effective spokesperson for the Division of Student Affairs as well as an active participant with the president, executive vice president and provost, dean of the faculty, and other senior leadership in furthering a holistic and student-centered co-curriculum.

The associate vice president for student affairs and dean of students provides administrative, financial, managerial, and programmatic leadership for a $1.75 million divisional portfolio that encompasses 80 full-time professional staff members in the following areas:

- Campus Life (including Residential Life, Student Leadership & Engagement, Campus Center Programs & Services)
- Athletics, Physical Education & Recreation
- Health & Wellness (including Medical Services, Counseling, Health Promotion & Education, Disability Services)
- Career Exploration

Additional essential responsibilities and scope of the AVPSA/DOS include but are not limited to:
Provide vision, leadership and direction for establishing divisional tactical and annual operational goals designed to implement the strategic goals of the president and Board of Trustees.

Represent and advocate for the needs, interests, and concerns of students to the college's senior leadership and serves as the staff administrator for the Campus Life Committee of the Board of Trustees.

Act as the chief student conduct officer for the college.

Recommend, develop, and implement policies, procedures, and practices that foster and promote student learning, retention, and success. Recommend organizational structures, staffing, and resources to ensure a student- and learning-centered environment.

Demonstrate a deep commitment to equity, diversity, and anti-racism. Actively engage in learning and practicing principles of social justice and inclusion to increase individual capacity to support institutional changes that create and sustain a more welcoming and inclusive environment across the Macalester community.

Oversee the coordination of crisis response and case-management processes. Develop early warning systems to identify students who may be at risk and develop appropriate intervention strategies. Lead the college-wide case-management process and crisis-response team.

Partner with Academic Affairs, Advancement, Admissions, diversity, equity and inclusion stakeholders, and other programs and departments to enhance student services and programs, ultimately enhancing student learning, retention, and success.

Ensure that the college provides a comprehensive array of programs, services, and resources that effectively meet the needs of students and focus on student development, learning, and success.

Collaborate with community members — within and external to the Division of Student Affairs — to address student issues and advocate for student needs and concerns.

Manage processes that support change in student status actions, including leaves and withdrawals.
Macalester College

Associate Vice President for Student Affairs
and Dean of Students

- Participate in and supervise the preparation and recommendation of detailed budgets with cost estimates for departments and programs supervised. Effectively manage budget and ensure the appropriate allocation of resources, aligning the budget with the mission and vision.

- Develop and maintain appropriate assessment tools to measure effectiveness of programs. Analyze and evaluate data to be used in strategic decision making and prepare appropriate reports.

- Proactively nurture a work environment that supports the growth, engagement, and wellbeing of personnel within the division.

- Perform other duties as assigned or required.

**Opportunities and Expectations for Leadership**

The next associate vice president for student affairs and dean of students will be a thought leader with the imagination and energy to advance student-centered co-curricular experiences and holistic wellness efforts through the frames of diversity, inclusion, anti-racism, and equity. As the senior student affairs officer for the college, the AVPSA/DOS will serve as the primary coordinator of student and campus crisis while working collaboratively with the division to create a proactive and supportive environment in which all students can thrive academically and developmentally. The successful candidate will be a strategic, motivational, and highly relational leader who will be a partner and bridge builder with the full Macalester community. This leader’s student-centered philosophy will allow for the development of meaningful and engaging student relationships that advance student success.

Working closely with the executive vice president and provost, the new associate vice president and dean of students will engage with the following issues, ideas, and opportunities at Macalester College:

**Advance the strategic priorities of the Division of Student Affairs**

In September 2020, the Division of Student Affairs updated its mission, vision, strategic direction, and divisional priorities (see the About the Division of Student Affairs section on page 10) which
center on diversity and inclusion, student well-being, student engagement and development, staff development, and spaces. The Division of Student Affairs is poised to play a critical role as Macalester enacts strategies that develop future leaders who will not only create a more just and peaceful world, but will also truly prepare students to be community builders and change agents through their relevant and integrated academic and co-curricular experiences. The next AVPSA/DOS will join the college at an optimal time to work in concert with student affairs staff, faculty, and college leadership to develop and advance strategic priorities that help to graduate students with perspective and concrete skills and who are ready to make an impact.

The AVPSA/DOS will be welcomed by a highly experienced and functional professional team that prides itself on being student affairs subject matter experts. The AVPSA/DOS will strategically and collaboratively partner with the student affairs team and other key campus stakeholders to build upon the current strategic priorities of the division, ensuring a continued over-arching ethos of holistic care and development for students. The AVPSA/DOS will also utilize a creative and entrepreneurial spirit to imagine and define proactive strategies and services to further bolster, link, and refine current wellness and student success efforts on campus and that are mindful of the needs of both current and future generations of students.

Enhance the shared partnership with Academic Affairs to support student success

An overarching goal of the college is to integrate the excellence of Macalester’s liberal arts education with a more intentional student experience. In an effort to support greater integration of curricular and co-curricular activities that will lead to more effective learning outcomes, the senior student affairs officer role as well as the associate provost and dean of the faculty role will both report directly to the new executive vice president and provost. While Student Affairs has a long history of collaborating with Academic Affairs to support student success and engagement initiatives, this new alignment will further bolster dialog, collaborations, and innovations among the faculty, staff, and senior administrators. The AVPSA/DOS will engage in continued efforts to consistently ensure that a deep commitment to student success is advanced as a shared goal across the college and will play a central role in supporting the student experience inside as well as external to the classroom. Drawing on the AVPSA/DOS’s experience and success in developing and valuing partnerships with faculty members and academic affairs administrators, the person in this position will work
across boundaries to create an equitable, student-centered learning environment that eliminates barriers to success and completion for students.

Cultivate a welcoming and inclusive campus community that celebrates all voices

In the current local and national context of heightened understanding and action around equity, the new AVPSA/DOS will work to build bridges and help bring the college together, celebrating the collective points of pride, while acknowledging past and present harm and differential experiences that weave together within the Macalester community. In partnership with the new vice president for diversity and equity, the AVPSA/DOS will work to promote productive and respectful discourse amongst students and staff, examine and re-think policies and practices, center the perspectives and experiences of those who have been historically underrepresented, and in other ways demonstrate Macalester’s core values and the significance of a Macalester education in advancing the public good.

As outlined in the Division of Student Affairs strategic priorities, the AVPSA/DOS must be a fierce advocate, ally, and empathetic presence for students in creating an inclusive Macalester community — cultivating a culture in which individuals and groups thrive, are engaged, and have a sense of belonging, community, and purpose. The AVPSA/DOS will be well versed in the strengths, opportunities, and challenges of Macalester's diverse populations; have the desire and ability to serve as a champion for designing and building an inclusive community; and have a record of accomplishment in implementing strategies to increase access and eliminate barriers for underrepresented students.

The Macalester student body is socially minded with a strong sense of activism. As Macalester continues to diversify its student body on a variety of dimensions, the AVPSA/DOS will foster relationships that engender trust, collaboration, and understanding with new and continuing students. Early and ongoing engagement and dialogue with students across populations and identities will be critical to the AVPSA/DOS’s success in fostering an environment of care and justice for all students. Equally important is the AVPSA/DOS's ability to act upon student needs, conveying true understanding and motivation for change that will benefit students, and in turn, the entire Macalester community.
Build on a culture of collaboration, shared governance and excellent communication

The AVPSA/DOS will be a creative leader, an attentive listener, and a natural collaborator, approaching the opportunity at Macalester with energy, enthusiasm, patience, and good humor. The AVPSA/DOS will encourage frank conversations with faculty and staff, working easily in a highly visible role within a community of colleagues deeply invested in Macalester’s success. The AVPSA/DOS will encourage cooperation, transparency, and collaborative decision-making with faculty and embrace a leadership model built on shared governance. Students expect to be partners in the decision-making process at Macalester, so the AVPSA/DOS will establish strong relationships with students, ensuring that they have a visible presence on campus and communicating with students and their families regularly.

Lead and cultivate an outstanding team

The AVPSA/DOS will join a dynamic, experienced, and highly engaged staff dedicated to Macalester’s mission and eager to meet the diverse needs of the student body and campus community. As an established leader in the field, the AVPSA/DOS will create conditions that allow the team to thrive by recognizing and valuing the expertise of the staff, while modeling next-level and highly proactive student affairs practices. The AVP/DOS will work to remove barriers for the team; provide support and care; and encourage cooperation, transparency, and collaborative decision making within the team and across the division.

Given Macalester’s strong commitment to diversity, inclusion, anti-racism, and equity, the next AVPSA/DOS must be dedicated to and effective at advancing a culture of inclusion and transparency. The new AVPSA/DOS will advance a team that attends to issues of power and privilege within a work culture, furthering an environment which enables creative ideas to emerge from all; provide leadership around equity and social justice to ensure an environment where cultural competencies, recognition of and respect for difference, and awareness of the range of experiences for students and the team are continuously reflected in policy and in action; and will draw on these principles when engaging in hiring processes and offering professional development opportunities. The AVPSA/DOS will proactively work to retain and recruit a diverse team of professionals who engage differences as strengths in an environment that ensures equity of access, opportunity, representation, and participation.
Professional Qualifications and Personal Qualities

Macalester College seeks an associate vice president for student affairs and dean of students with an unwavering commitment to the liberal arts and to the values that define the institution’s mission and culture: academic excellence, service to society, multiculturalism, and internationalism. The AVPSA/DOS will be an experienced, student-centered, creative, and future-focused leader with the forward-thinking vision to anticipate and meet the developmental needs of contemporary students. The AVPSA/DOS will also be a proven leader, manager, and collaborator with an appreciation for the residential, liberal arts tradition as well as the networking and entrepreneurial skills required to work successfully with a wide range of individuals and constituencies across the college and into the community.

The ideal candidate must have the following professional qualifications and personal characteristics:

- A Master’s degree in higher education administration, student personnel administration, or a related field with an Ed.D. or Ph.D. preferred.
- A record of at least seven to ten years of progressive leadership responsibilities and substantive senior-level administrative experience in student affairs. It is preferred that the successful candidate has experience working within a liberal arts environment.
- A history of being visible, collaborative with, and approachable to students, staff, college leadership, faculty, trustees, families, alumni, and other stakeholders.
- A demonstrated commitment to excellence in education inside and outside the classroom, holistic student development, and the empowerment of students.
- A record of implementing creative and innovative programming and services that promote student development and wellbeing as well as experience assessing the efficacy of student affairs programming and services.
- The ability to establish, encourage, and foster an environment of respect, recognition, and inclusion for the diverse backgrounds and perspectives of Macalester College students, faculty, and staff.
- Contemporary understanding of diversity, equity, and inclusion issues impacting students, particularly those from underrepresented and underserved communities; respect for and sensitivity to the familial and social environments in which students develop.
- Proven skill in fostering collaborative, consultative, and meaningful partnerships between student affairs and college constituents (particularly academic affairs) that advance student success.
- Demonstrated financial acumen; effective human, financial, and organizational management experience; and the ability to address fiscal constraints collaboratively and creatively.
Achievement in fostering change management; process improvement; and the development and implementation of data-informed, scalable, and effective strategies and programs.

The ability to engage students, seeking their input continuously and being constantly mindful of the unique needs of different student populations.

A clear commitment to the mentoring of staff and investment in their ongoing professional development.

Strong interpersonal skills, including the ability to be an effective communicator and an engaged listener with diverse groups.

Keen understanding of current issues facing higher education and contemporary students with the ability to apply student development theory to enact solutions and change on these issues.

Demonstrated understanding of the general legal parameters governing student affairs.

Experience in conflict resolution and mediation efforts.

The highest ethical values and principles in personal and professional endeavors.

About the Division of Student Affairs

Mission

We are educators who foster the holistic development of students on their journey of self-awareness, leadership, and service in the world.

Values

- Equity & Inclusion
  We strive to create inclusive communities in which students can learn and grow. We respect the dynamic traditions and identities of all community members and seek to create a sense of belonging on our campus.

- Well-being
  We promote and encourage well-being of the whole student through the development of body, mind, and spirit and create an empowered, resilient, and thriving community.
Integrative Learning Experiences
We recognize that students learn in connected, integrated ways. We help students create meaning and synthesize learning by illuminating the intersections among experiences in and out of the classroom and for life beyond Macalester.

Collaborative Partnerships
We forge intentional partnerships to deepen student learning and engagement within and beyond the campus community.

Division of Student Affairs Strategic Priorities (Updated in September 2020)

In response to national trends in higher education, feedback collected from staff in the Division of Student Affairs, and broader institutional goals, the following strategic priorities for the Division of Student Affairs at Macalester College have been identified for the next two to three years. They are as follows:

Diversity & Inclusion
- Cultivate a culture in which individuals and groups thrive, are engaged, and have a sense of belonging, community, and purpose. Multicultural learning and international perspectives are integrated into all aspects of learning. Actively focus attention and efforts on issues related to race, systemic and structural racism, anti-Blackness, white supremacy, and xenophobia.
- Develop and implement strategies to increase access and eliminate barriers for students — prioritizing the needs of students who identify as domestic Black, Indigenous, People of Color (BIPOC), international students, first-generation students, students who are not U.S. citizens, students with high financial need, and students of the LGBTQ community. Critically assess and rectify systems, structures, and practices that may be perpetuating inequities and barriers.
- Strengthen partnerships among student-facing offices and programs, including Department of Multicultural Life (DML), International Student Programs (ISP), Center for Religious and Spiritual Life (CRSL), and Disability Services (DS).
- Forge purposeful partnerships across programs and divisions to maintain, expand, and enhance access for students.
- Foster opportunities for authentic connections, conversations and community.
- Through ongoing learning and development, continually assess and reshape the work of the division in support of creating equitable student success outcomes.

Student Well-being
- Provide and expand programs, services, and resources that support student health and well-being, with particular attention given to addressing the multi-dimensional toll of the viral pandemic as well as the compound impact of the health conditions and issues associated with racism. Provide trauma-informed support and care that builds community within and across diverse cultures and traditions.
Create accessible, responsive support, services, and resources for students that are designed to address the trauma, stress, anxiety, depression, and grief that may be associated with current conditions.

Establish an ecosystem that meets the basic needs of all students while nurturing a safe community that promotes healing, wholeness, and connection.

Reconfigure and expand health programs and services to support COVID-related health concerns; provide leadership, expertise, and collaboration in creating strategies and training that promote new social/behavioral norms and cultural change.

Promote movement, physical fitness, sleep, and mindfulness activities as core components of well-being.

Expand substance use education and harm reduction programs; partner with JED to develop strategies grounded in best practices that promote emotional health and suicide prevention.

Engage the community in addressing issues related to everyday consent, sexual respect, and the prevention of sexual violence.

Facilitate active bystander training to empower students to effectively care for each other and to interrupt situations that may potentially cause harm.

**Student Engagement & Development**

Enhance student learning and the student experience through comprehensive, practical, and immersive experiences that promote student leadership, well-being, and success. Support students as they discover the ways they can use their voice to make a meaningful contribution in their communities.

Redesign programs and resources utilizing a HyFlex model to facilitate student access and engagement. Apply an equity lens to all programs, identifying and eliminating barriers to access using approaches of Universal Design for Learning (UDL).

Enhance and leverage leadership programs, peer education, mentoring, and student employment experiences as vehicles for the promotion of skill-building, personal growth and development, social responsibility, and personal and career discernment.

Develop strategies that leverage the college’s location to enhance the student experience and student learning in support of the “Vibrant City” initiative.

Forge intentional partnerships with faculty and staff in academic affairs to increase holistic student learning and facilitate the creation of a seamless learning environment; provide resource and training opportunities.
Increase cross-departmental collaboration with Office of Student Leadership and Engagement to engage students’ synthesis of identities and navigation of their experiences in the co-curriculum.

**Staff Development**
- Recruit, develop, and retain diverse and talented Student Affairs professionals at all levels.
- Commit to and advocate for the personal and professional growth and development, retention, and well-being of staff.
- Ensure that professional development opportunities align with, amplify, and deepen the core values of the Division and the College.
- Ensure that recruitment practices are in alignment with core values and these values are out front in the process of selecting new staff; advocate for structural changes that support these practices.

**Spaces**
- Develop, enhance, and maintain spaces and facilities that are vibrant and engaging and that reflect Macalester’s commitment to excellence, support student learning and development, and meet the emerging needs of a diverse student population.
- Reorient students as they navigate facilities that have been reconfigured in response to public health concerns.
- Reconceptualize “space” as divisional curriculum is delivered in a hybrid mode. Reimagine the ways that spaces support and foster community, meaningful connection and engagement, personal reflection, physical and emotional safety and well-being — both in a remote and in-person context.
- Document needs of spaces and facilities to be updated and redesigned towards planning for the future campus master plan.

**About Macalester College**

**Statement of Purpose and Belief**

At Macalester College we believe that education is a fundamentally transforming experience. As a community of learners, the possibilities for this personal, social, and intellectual transformation extend to us all. We affirm the importance of the intellectual growth of the students, staff, and faculty through individual and collaborative endeavor. We believe that this can best be achieved through an environment that values the diverse cultures of our world and recognizes our responsibility to provide a supportive and respectful environment for students, staff, and faculty of all cultures and backgrounds.
We expect students to develop a broad understanding of the liberal arts while they are at Macalester. Students should follow a primary course of study in order to acquire an understanding of disciplinary theory and methodology; they should be able to apply their understanding of theories to address problems in the larger community. Students should develop the ability to use information and communication resources effectively; be adept at critical, analytical and logical thinking; and express themselves well in both oral and written forms. Finally, students should be prepared to take responsibility for their personal, social, and intellectual choices.

We believe the benefit of the educational experience at Macalester is the development of individuals who make informed judgments and interpretations of the broader world around them and choose actions or beliefs for which they are willing to be held accountable. We expect students to develop the ability to seek and use knowledge and experience in contexts that challenge and inform their suppositions about the world. We are committed to helping students grow intellectually and personally within an environment that models and promotes academic excellence and ethical behavior. The education a student begins at Macalester provides the basis for continuous transformation through learning and service.

**Macalester Students**

Macalester students are curious, highly motivated, serious about academic pursuits, and supportive of each other. Our students are more likely to work together than to compete. Students come from more than 90 countries and all 50 states. More than 60% of students study abroad for 15 weeks or more, in over 50 countries.

To quote one student:

"We come from all over the world, every U.S. state, and right down the street. We are from cities and rural towns, upper-class communities and first-generation families, blue states, swing states, and red states. Our diversity of backgrounds, identities, and perspectives combine to form a vibrant community united by our dedication to academic excellence, civic engagement, multiculturalism, and internationalism. Every student you meet on campus will, if you let them, talk to you for hours on end about some topic that fascinates and inspires. While we are passionate
about many different topics, each of us has at least one subject that drives us forward to discover more, delve deeper, and always ask another question.”

However, Macalester students typically are not focused on a singular pursuit. Any student might be an actor/data scientist, an entrepreneur/humanitarian, or a football player/religious studies major/activist.

Departments with the largest course enrollment include Math/Statistics/Computer Science, Economics, Psychology, Political Science, English, Biology and Music. Approximately 60% of Macalester alumni pursue an advanced degree within six years of graduating.

**Faculty and Distinctive Curriculum**

Members of Macalester’s faculty are widely recognized for their scholarship, creative works, and discoveries. From May to December 2020, Macalester faculty produced 165 pieces of scholarship, including journal articles (many of which were co-authored with students), books, compositions and performances, exhibitions and installations, and OpEd articles. To support this work, Macalester’s faculty are active and successful grant-writers, averaging awards of $1.25 million per year over the past five years, and $1.6 million last year. Macalester faculty are committed to the teacher-scholar model and actively involve students in their research programs, with an average of 115 students undertaking projects with faculty each year, supported by both external and endowed funds.

Of the college’s more than 200 full-time faculty members, 94% have a doctorate or other terminal degree. The college’s distinctive curriculum offers 39 majors and more than 800 courses annually. Interdisciplinary concentrations in a range of areas, including cognitive science, community and global health, and urban studies, are emblematic of the many ways faculty work together across disciplines to create relevant, engaging, and intellectually stimulating programs for our students. The Jan Serie Center for Scholarship and Teaching supports faculty members in becoming even more effective teachers and scholars. Macalester actively fosters collaborative and collegial relationships among faculty and between faculty and staff.

**Shared Governance**

Macalester College relies on a shared governance model. The primary governing bodies include:

The Educational Policy and Governance Committee (EPAG), which focuses on strategic planning, evaluation and refinement of the College's education policy and shared governance structure. This committee is comprised of seven elected faculty members representing four academic divisions (fine arts, humanities, natural sciences and mathematics, and social sciences), two student members elected by the student government, and five non-voting ex-officio members, which include the associate dean of the faculty, the director of academic programs, the vice president, the library director, and the registrar.
The Faculty Advisory Council (FAC), whose purpose is to shape and sustain a culture of shared governance, where faculty and the administration pursue mutual understanding and trust, informed by commitments to transparency, accountability, responsiveness, equity, and inclusivity. This committee is composed of four elected faculty (one from each academic division), three appointed faculty (chairs of the other committees, EPAG, FPC, and SPA), and two non-voting ex-officio members, which include the president and the vice president.

The Faculty Personnel Committee (FPC), whose primary charge is to review all Candidate Review Committee evaluations and candidate files and make decisions by consensus regarding tenure, promotion, and pre-tenure reappointment reviews. FPC has six elected faculty members and two ex-officio members (the president and the vice president).

The Strategic Planning and Analysis Committee (SPA), which acts as an advisory committee to the president regarding long-term planning and includes six elected faculty, three elected staff, two elected students, and three non-voting ex-officio members, which include the director of institutional research, the vice president, and the vice-president for administration and finance.

Staff

The Macalester community is supported by our 450 dedicated and passionate staff members who demonstrate a consistent commitment of service towards students, faculty, and each other. Staff are essential to fostering an environment of inclusivity, the promotion of multiculturalism, whole-person development and promoting seamless co-curricular learning experiences.

Consistent and high-quality operational services, academic and administrative support, leadership and education, coaching, experiential learning and wellness resources are provided by staff collaboratively with faculty and administration. In addition, there are more than 15 staff committees (including the Staff Advisory Council), who provide advisory feedback on campus policies/procedures to facilitate transparency and communication across the Macalester community.

Macalester staff are highly skilled professionals and leaders across a wide variety of programs, including those that are central to the mission of the College, such as internationalism, sustainability, multiculturalism, global citizenship and academic excellence.
Facilities

The college is situated on 53 acres in a historic residential neighborhood in St. Paul. Among the buildings that comprise the campus are seven academic buildings, the DeWitt Wallace Library, the 175,000-square-foot Leonard Center athletic and wellness complex, the Ruth Stricker Dayton Campus Center, ten residence halls, and more. Together they total more than 1.4 million square feet of space to live, learn, and build community. The newest buildings on campus are those that make up the Janet Wallace Fine Arts Center, including the Theater and Dance Building, which opened in January of 2019. Macalester also owns several properties adjacent to the college that have yet to be developed. In addition, the college owns the 300-acre Ordway Field Station, which is used actively in highly creative, interdisciplinary ways for teaching and research. Two-thirds of the students live in campus housing. Macalester maintains a number of special interest living communities including seven language houses, All-Gender Community, Cultural House, Eco-House, Healthy Living Community, Interfaith House, Summit Study Abroad House, and Veggie Co-op. While the College is in the process of evaluating a series of projects, there is very little deferred maintenance.

Minneapolis/St. Paul

Macalester’s urban location is distinctive for a liberal arts college. Nestled in a residential neighborhood along historic Summit Avenue and between the Twin Cities of Minneapolis and St. Paul, students and faculty regularly engage in the cities to enhance their classroom experiences. Its close proximity to state government, world-class theaters, museums, Fortune 500 companies, a major research university — as well as to the epicenter of the recent global uprising against racial injustice following the murder of George Floyd in May 2020 — provides students the opportunity to experience first-hand the subjects that they study. Some 93% of students engage in community-based learning, service, or applied research in the Twin Cities while at Macalester.
Procedure for Candidacy

For fullest consideration, application materials (including a letter of application and a curriculum vitae/resume as two separate documents) should be received by August 2, 2021. Professional references are not requested at this time.

Application materials should be submitted using WittKieffer’s candidate portal.

Nominations and inquiries can be directed to the WittKieffer consultants supporting this search:

   Jen Meyers Pickard, Ph.D. and Alejandra Gillette-Teran
   MacalesterAVPDOS@wittkieffer.com

*Macalester College is an Equal Opportunity Employer. We welcome candidates whose background may contribute to the further diversification of our community.*