



# ALLEGHENY COLLEGE

## INTRODUCTION

Allegheny College invites nominations and applications for the position of Provost and Dean of the Faculty (“Provost”). Serving as the Chief Academic Officer of the College and reporting directly to [President Hilary Link](#), the Provost provides vision and direction for the academic program of the College and serves as a valued member of the College’s senior team. The Provost will partner with the Allegheny community, including the President, senior administrators, faculty, staff, students, the Board of Trustees, and community leaders, to promote and help realize the College’s [Renaissance Vision](#). The Vision focuses on: holistic student success and inclusive excellence; the distinctive academic brand; relevance to global, regional, and local context; and financial stability. The Office of the Provost supports and advances the goals of Allegheny faculty around both teaching and research and supports ongoing professional development within a diversifying and inclusive culture.

## OVERVIEW

Founded in 1815 and widely recognized as a top-tier liberal arts college, [Allegheny College](#) provides a highly personalized undergraduate education to approximately 1,600 students from across the nation and the globe. The College, located in northwestern Pennsylvania, enjoys a \$282 million endowment and operates with a budget of \$75 million.

Allegheny encourages and celebrates students’ unique blends of interests and talents. Preparing these young adults for successful, meaningful lives is a priority at Allegheny, one achieved by promoting students’ intellectual, moral, and social development and encouraging personal and civic responsibility. To enable such outcomes, Allegheny’s faculty and staff combine high academic standards and a commitment to the exchange and generation of knowledge with a supportive approach to learning.

One of 40 colleges featured in Loren Pope’s [Colleges That Change Lives](#), Allegheny also is one of only a few colleges requiring students to choose both a major and a minor in two different academic divisions. This requirement helps to cultivate intellectual growth and creative problem-solving skills so desired by employers and graduate schools. In its 2020 rankings, *U.S. News & World Report* recognized Allegheny in the top 20 among all national liberal arts colleges for best undergraduate teaching. *The Chronicle of Higher Education* ranks Allegheny as one of the best colleges in the nation to work for, specifically in the areas of compensation and benefits.

## THE ALLEGHENY COLLEGE COMMUNITY

### Faculty

The strength of an Allegheny education rests upon the excellence of its faculty and staff. As teachers, faculty guide students through the rigors of an academic major, minor, and Senior Project. As scholars, they publish and present their research widely, often collaborating with a student co-author. Furthermore, Allegheny's residential college environment allows teaching to occur not only in the classroom but also throughout campus in a variety of learning settings.

Professors seek positions at Allegheny because of their deep commitment to undergraduate learning and the classroom environment. A proud distinction is that professors, not graduate students, teach all courses at Allegheny. Passionate about supporting and encouraging student inquiry, the College's approximately 130 full-time and 50 part-time faculty are teacher-scholars known for going above and beyond in their dedication to helping students succeed. Faculty are accomplished scholars, and many have received one or more Fulbright awards, Guggenheim Research awards, and other prestigious accolades, in addition to securing grant funding from institutions such as the National Science Foundation and the National Endowment for the Humanities.

Shared governance is a valued feature of Allegheny's institutional culture and vitality, and faculty actively shape the curriculum and the College's academic direction. Allegheny launched the [Faculty Shared Governance Task Force 2021](#) to provide clarity and guidance on faculty shared governance at the College. Ever committed to innovation and progress, faculty regularly consider and adopt new majors, minors, and interdisciplinary programs. With six elected faculty members and the Provost and President as *ex officio* members, the [Faculty Council](#) advises senior leadership in the development of general college policies, advises the President on Honorary Degrees, serves as the Committee on Committees, and considers and deals appropriately with opportunities and issues brought to it by any member of the Allegheny community.

### Staff

Dedicated staff support and collaborate with Allegheny students and faculty, providing strength and energy to the College's many endeavors. More than 240 full- and part-time staff create a foundation for the College, building excellence in academics, student life, and administration. Participating actively in shared governance, staff are presently represented by two advisory committees. The [Administrative Advisory Committee](#) consists of 13 elected exempt staff from across divisions, while the [Staff Advisory Committee](#) consists of nine elected non-exempt individuals. Each committee represents the interests and opinions of the administrative and non-exempt staff, respectively. The committees further advise leadership on concerns of staff and administrators, foster communication among campus constituencies, and promote recognition, professional development, and advancement opportunities for staff and administrators across divisions. The two committees are presently working on a plan to unify under one committee in order to provide efficiency and to have a more impactful voice related to staff issues.

### Students

As a small, selective liberal arts college, Allegheny College attracts a unique subsection of each year's college-applicant cohort. Those who enroll are high achievers who not only excel in a specific area but possess unusual combinations of interests, skills, and talents. Such interdisciplinarity is key to the curriculum, as Allegheny is one of only a handful of colleges that require students to choose both a major and a minor in two different divisions. An environmental studies major with a minor in writing or a chemistry major with a minor in history are commonplace profiles at Allegheny. Students are encouraged to connect their interests and expand their focus beyond each division, developing the "big picture" and interdisciplinary thinking that is in high demand in today's global marketplace.

Students further deepen their academic experience with the opportunity to work directly with highly engaged faculty on research. Given the rarity of such experiences at the undergraduate level, the Council on Undergraduate Research in 2016 presented its inaugural award for Undergraduate Research Accomplishment to Allegheny. The award recognizes the College for its “exemplary programs providing high-quality research experiences to undergraduates” and reflects the quality of education students receive.

Allegheny’s student population is drawn from an international pool of applicants. Typically, students from almost every state in the nation and over 60 countries are represented. Approximately 52 percent of students identify as women. Three percent of students are international, and 27 percent are domestic students of color (nine percent identify as Black, nine percent as Hispanic/Latinx, four percent as Asian, and four percent identify as two or more races). Currently, 33 percent of students qualify for Pell grants.

A highlight for students is that most develop a deep professional relationship with one or more of the faculty and staff, which allows for mentorship beyond the classroom.

### **The Board**

The President of Allegheny College reports to a 35-member [Board of Trustees](#), most of whom are alumni of the College. Trustees are elected to four-year terms and may serve three consecutive terms for a total of 12 years. The Board has fiduciary responsibility for the governance of the College. Through its work as an entire group and eight committees, Trustees collectively supervise and monitor the institution’s broad policies. Board committees include: Executive; Audit; Budget and Finance; Investment; Governance; Diversity, Equity, and Inclusion; “The Allegheny Experience”; and “Advancing Allegheny.” The full Board meets a minimum of three times a year. Committees also meet at least three times a year, though some meet more frequently to fulfill their responsibilities.

### **The Current President**

[Dr. Hilary Link](#) has more than 20 years of experience across a broad range of institutions of higher education, from large public and private universities to small private colleges. She has built programs, increased resources, enhanced institutional visibility, and created innovative interdisciplinary and experiential approaches to education.

Prior to her arrival at Allegheny in July 2019, Dr. Link served for six years as Dean of Temple University Rome. As the senior Temple University administrator in Rome, she was responsible for all aspects of Temple Rome’s campus, which annually enrolls more than 600 students in undergraduate and graduate programs. Dr. Link strategically expanded and revamped the curriculum by including more contemporary topics and developed new courses and internships with Temple’s Klein College of Media and Communication; College of Liberal Arts; College of Science and Technology; College of Engineering; and School of Sport, Tourism, and Hospitality Management, among other divisions. She was instrumental in leading recruitment initiatives to achieve an enrollment that was the highest in the 52-year history of the campus, and she initiated and garnered support for a full-fledged development program, including the creation of a Temple Rome Board of Visitors.

Dr. Link’s professional and academic accolades include:

- Membership in the Stanford University Associates, honoring her long-term service to Stanford;
- Selection as a Presidential Fellow of the Association of International Education Administrators (AIEA);
- The Administrator of the Year Award from the Barnard College Student Government Association;
- The Elizabeth Deering Hanscom Fellowship in the Humanities at Yale University; and,
- The Pi Mu Iota Award for the highest achievement in the Italian Department at Stanford University, among others.

She currently serves on the Boards of Directors of the Meadville Medical Center and [Kallion](#), the [Second Nature Climate Leadership Steering Committee](#), and the NCAA Honors Committee. A transdisciplinary and globally oriented scholar of Italian art and literature, Dr. Link is a professor at Allegheny College. She has taught at Temple University Rome, Barnard College, New York University, Columbia University, and Yale University. She graduated from Stanford University and earned her M.A. and Ph.D. from Yale University in Italian language and literature.

## THE ACADEMIC PROGRAM

Allegheny College is deeply committed to providing students with a well-rounded liberal arts education to develop their potential to the fullest. Among other benefits, a liberal arts education broadens the kinds of careers, interests, and activities that students are likely to pursue. In the workplace, in civic engagement, and in leisure, an Allegheny education develops and encourages the use of the imagination in creative ways and in ways that address the challenges of everyday life. It further promotes compassion for and a desire to understand others' aspirations and feelings, building the foundation for constructive relationships.

To provide such an education, Allegheny aspires to develop students' minds and teach them how to learn independently; although factual knowledge is important, the emphasis is on engaging students in an active learning process that encourages critical thinking and a desire for lifelong intellectual exploration.

### The Senior Project (The COMP)

Allegheny's curriculum is known for its rigor and for bringing together students' sometimes disparate interests, encouraging deeper exploration. In their first year, students write, speak, and engage in research frequently in first-year seminars. In their sophomore year, they are ready to undertake the complexities of writing and speaking in a specific discipline and declare both a major and a minor. They further hone these disciplinary communication skills in a junior seminar, the final preparatory phase for the Senior Project. By senior year, students are sufficiently prepared to undertake a scholarly or creative endeavor approximating the experiences they will face in graduate and professional schools and as professionals in their chosen field.

In keeping with Allegheny's commitment to provide students with a liberal arts education that meets the highest standards, the Senior Project is not a mere report or semester paper, but a significant piece of independent study, research, or creative work. One or more faculty members advise students as they complete their Senior Projects, which are as varied as the disciplines that produce them, from recitals, performances, and exhibits to written and oral presentations of laboratory research. Many illustrate unusual combinations of disciplines, interests, and skills. The outcome of a Senior Project is more than a grade or a written document; for the student, it often results in a new way of looking at complex problems and inspires an appreciation for the power of ideas that might previously have seemed like abstract concepts in a textbook. It can be a pivotal moment when students realize their own abilities and potential.

### Interdisciplinary Programs

Allegheny's [interdisciplinary majors and minors](#) are well suited to the type of student who excels at Allegheny, students who choose not to live life within narrow disciplinary lines. These programs offer students the opportunity to broaden their educational quests in the most coherent and meaningful ways possible. They take advantage of their own experience, enrich that experience through expanding knowledge, and bring what they learn to their understanding of the world at large to interact with it in innovative and meaningful ways.

As the world moves beyond the Information Age, unprecedented opportunities are opening for those who can deal with ambiguity and complexity, exercise empathy, perceive broader patterns in diverse cultural phenomena, think beyond conventions, and take the lead in decision-making. Professional schools and business CEOs seek applicants who can demonstrate these qualities, recognizing that they are increasingly necessary for personal or professional success.

### **Research**

Whether it's fieldwork in Alaska or a community art project, Allegheny students put theory into practice under the guidance of faculty and staff mentors through research, conference presentations, co-authored articles, and faculty-led study tours. Research, scholarship, and creative activities push students to engage as active participants in a discipline or field. Students contribute to the knowledge and understanding of their area of interest through student-faculty collaborations or independent work. The [Office of Undergraduate Research, Scholarship, and Creative Activities \(URSCA\)](#) lets students take what they learn and apply it in new contexts and purposes.

Faculty members in all disciplines actively engage students as research collaborators and mentor them in independent research pursuits. In the National Survey of Student Engagement, responses by college seniors placed Allegheny in the top 10 percent of U.S. institutions for having close student-faculty interaction. Allegheny faculty actively seek external grant support for their research, and the Provost provides financial support for faculty and student research through funds established by Allegheny alumni and other donors.

### **Off-Campus Studies**

Allegheny College recognizes the enormous academic, professional, and personal value of [studying off-campus](#), either nationally or internationally. Allegheny College sponsors semester and year-long programs; some require language proficiencies other than English and others with no language requirements. Allegheny also sponsors programs geared to specific majors as well as programs with internships and community service opportunities.

The International Education Office is committed to the internationalization of Allegheny College through international study away programs and International Student Services, which provides information for international students, faculty, and scholars to help the integration to campus and community life. Generally, students and faculty from more than 20 countries study and work at Allegheny, and more than 190 Allegheny students and faculty participate in 40 programs in 20 countries. However, due to travel restrictions associated with COVID-19, many study away programs are temporarily unavailable or have significantly modified their offerings.

### **Cooperative Programs**

[Cooperative programs](#) with other educational institutions enable Allegheny students to acquire a solid liberal arts background while accelerating their professional training and certification. Allegheny has formal agreements with several institutions (Carnegie Mellon University, Case Western Reserve University, Chatham University, Lake Erie College of Osteopathic Medicine, University of Pittsburgh, and Washington University) to offer cooperative programs in Health Professions, Engineering, Public Policy and Management, and Psychology. Most of these require successfully completing 98 semester credit hours at Allegheny before beginning course work at the cooperating institution. Students who want to participate in cooperative programs must complete all of Allegheny's graduation requirements; however, Allegheny exempts students who begin the cooperative program after three years from completing a Senior Project.

## Maytum Center for Student Success

The [Maytum Center for Student Success](#) provides holistic, integrated, and student-centered academic advising and support. The Center includes professional staff who:

- Provide services and arrange accommodations for students with disabilities;
- Serve as Class Deans, providing individualized support and connecting students with campus resources;
- Provide services for international students and coordinate global education opportunities;
- Advise students interested in pursuing nationally competitive fellowships;
- Coordinate the Pre-Health Professions Program and Pre-Legal Studies Program for students interested in those fields;
- Coordinate new student registration and support the academic advising program; and,
- Consult with students on study skills such as time management, effective reading, and test-taking.

In addition, peer consultants assist students with writing, public speaking, and study in a variety of academic subjects.

## ROTC

Allegheny College has a long history of association with the military in all major branches of services. Over the years, this symbiotic relationship has evolved, helping all the participating institutions and individuals. In today's all-volunteer service, formal relationships between Allegheny College and the military are fewer. Students can choose to participate in the Army ROTC program, currently hosted by Edinboro University. Veteran students and their families are eligible for scholarship programs managed through the Yellow Ribbon Program and the GI Bill. Veterans from all branches of the service can be found on and off campus as students, faculty, staff, alumni, and trustees.

## COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION (DEI)

Allegheny College continues on a journey to be ever more welcoming, embracing, and respectful. The efforts in these areas grow from sincere conviction and are rooted in the highest ideals that reflect the College's fundamental and unconditional commitment to the inherent dignity of every member of the Allegheny community.

Since William Jason, Allegheny's first African American student who graduated in 1888, Allegheny has embraced diverse students, faculty, and other community members – all of whom contribute to a culture that fosters intellectual inquiry, research, and artistic endeavors. The strength of Allegheny College throughout its history comes from a community that celebrates academic rigor and inclusiveness to individuals of all backgrounds, identities, cultures, and beliefs.

Allegheny College values and promotes diversity, equity, and inclusion in all areas and supports several offices, groups, and other resources to aid in this work. For instance, a standing college committee, the [Council on Diversity and Equity \(CoDE\)](#), comprises administrators, faculty, staff, and students who advocate for diversity, equity, and inclusion at Allegheny. CoDE also makes policy recommendations to student, administrative, and faculty leaders and the Board of Trustees, and it reviews and evaluates the College's progress towards DEI goals. The College also supports the [Inclusion, Diversity, Equity, Access, & Social Justice \(IDEAS\) Center](#). The IDEAS Center strives to engage students in meaningful opportunities and conversations, recognizing the impact of culture and how culture influences a community. The Center is student-driven and provides educational opportunities through collaboration with campus partners and student organizations.

In November 2020, Allegheny College became an inaugural member of The [Liberal Arts Colleges Racial Equity Leadership Alliance \(LACRELA\)](#), a consortium of liberal arts colleges and universities geared toward finding creative solutions for addressing issues of racial equity and diversity on campus launched by The University of Southern California Race and Equity Center. As a LACRELA member institution, Allegheny sends up to eight community members to a monthly eConvening Series facilitated by The University of Southern California Race and Equity Center. These live three-hour learning sessions, each on a different topic, are delivered by highly respected leaders of national higher education associations, tenured professors who study race relations and people of color, chief diversity officers and other experienced administrators, and specialists from the Center. Following each learning session, Allegheny's Office of Diversity, Equity, and Inclusion facilitates a debriefing session with attendees to discuss how insights from the sessions can be applied to the Allegheny community.

## MEADVILLE AND BEYOND

Allegheny's campus is perched on a hill overlooking the [City of Meadville](#), a county seat with a downtown that is a short walk from campus. Home to just over 13,000 residents, Meadville offers a wide range of cultural activities and entertainment, from live local music to fine arts to film screenings. The College is home to one of the oldest Outing Clubs in the country and a recreation program that is nearly unparalleled at any college of comparable size. The College's picturesque location is ideal for outdoor recreation, with eight freshwater lakes, ski areas, and recreational opportunities all within easy reach. Regionally, plenty of activities and outdoor opportunities are available, with Erie International Airport just 40 minutes away. Meadville thus offers a bucolic setting that is within reasonable driving distance to an international airport. The campus is just an hour and a half from Pittsburgh and less than two hours' drive from Cleveland and Buffalo. The College recently created the position of Executive Director for Economic, Civic, and Community Engagement to coordinate the College's comprehensive investment in and partnership with its local community.

## SUSTAINABILITY

Allegheny College is committed to [sustainability](#) and community resilience as key aspects of the College's mission to prepare students to be change agents and difference-makers in a complex world. Allegheny has a longstanding commitment to promoting sustainability practices and solutions; in 1972, the College established one of the first environmental science departments in the country. Allegheny's Board of Trustees adopted environmental guiding principles in 2002, and the College became a charter signatory of the American College & University Presidents' Climate Commitment in 2007. In 2020, Allegheny became the first college in Pennsylvania and the eighth in the U.S. to [achieve carbon neutrality](#). Students at Allegheny develop into citizens who actively promote sustainability by learning about environmental issues and stewardship at each step of their education through course work with nationally known faculty and experiential learning opportunities such as internships and volunteering. Student-led organizations complement the curriculum and encourage students to embrace sustainable living and thinking during their time at Allegheny and beyond.

As an institution, Allegheny has reduced its operational carbon footprint and balanced remaining emissions by investing in projects that will remove an equal amount of carbon from the atmosphere. Since declaring carbon-neutrality as a goal in 2010, Allegheny has reduced greenhouse emissions by 42 percent, improved energy efficiency by 19 percent, reduced paper consumption by 30 percent, secured 100 percent of electricity from wind, obtained the generation of 2000 kWh of solar energy on campus annually, reached growing 2000 lbs. of organic produce on campus annually, and reduced water consumption by 40 percent.

These accomplishments reflect more than a decade of effort to achieve efficiency in operations, engage students in research and action, and build collaborations with partners in the local community, the federal government, and the national collective of sustainability leaders in higher education. This success reflects the strength of a liberal arts education, which approaches problems from multiple perspectives and employs a range of solutions. This progress was driven by the research, engagement, and ingenuity of countless students, and the collaborative approach demonstrates that optimism and creative action can result in a more resilient institution and community.

## PLANNING

In March 2021, Allegheny College announced President Link's [Renaissance Vision](#) and a new administrative realignment to become a leading college for future generations, preparing students for a life, not merely a job. The new structure was fully implemented as of June 30, 2021, and is part of an ambitious plan to innovate, educate, and serve Gen Z students while keeping the College financially viable. President Link's direct reports now include an expanded mix of functions that elevate student success, diversity, equity, and inclusion. The College has also realigned some areas, including career education and marketing and communications, and has added a Class Dean structure to support students further.

President Link's student-centric plan aims to propel Allegheny College forward before the arrival of the enrollment or demographic "cliff" beginning in 2026. While many colleges and universities have been tackling the enrollment cliff with cuts to admissions, programs, and services, President Link is determined to focus on making the College more compelling to future students. As a global interdisciplinary scholar of Italian Renaissance art and literature, she has developed a strategy for success with a very Gen Z twist on Renaissance ideals: the desire for an education that prepares one to solve complex issues using multidisciplinary tools to make a greater impact. Importantly, President Link is doubling down on an innovative approach to enable Allegheny College to raise its profile and meet the preferences, needs, and opportunities of Gen Z. The plan was developed in consultation and communication with thousands of students, alumni, faculty, and staff; higher education professionals; local and national business leaders; and from pulling inspiration from international thought-leaders to frame the College's next transformation.

Allegheny College's Renaissance Vision is realigned across four interlocking priorities:

- **Holistic Student Success/Inclusive Excellence**, to make the best student experience at Allegheny College the common experience for every student. This will be reflected along a continuum of access, completion, and engagement, from recruiting and enrolling students to career planning and placement and ongoing alumni engagement.
- **Owning Allegheny College's Distinct Academic Brand**, an intersectional approach to educate students for a life, not just a job.
- **Relevance to Global, Regional, and Local Social Context**, expanding on the College's strong history and work in civic engagement by taking a more active role in economic development and by having a stronger and more cohesive community presence.
- **Financial Stability**, putting in place strategic initiatives intended to balance the College's budget and steer the College to a continuing robust future.

## FISCAL AFFAIRS

Similar to its peer institutions, Allegheny's primary source of revenue is net tuition, making up about 75 percent of revenue. The College's endowment of \$282 million has grown rapidly, up from \$147 million just under a decade ago, helping to increase Allegheny's competitiveness with aspirational institutions. Although many colleges would envy such a balance sheet, Allegheny strives to enhance its endowment to be more competitive with peer and

aspirational institutions. The College operates with a \$75 million budget, \$17 million of which is in the Provost's portfolio.

## Development

In May 2015, the College publicly launched the [Our Third Century Quest](#) campaign. The campaign came to a successful close in summer 2020, securing \$202 million, the largest fundraising campaign in the College's 205-year history. The campaign focused on building the College's endowment and increasing annual support, including:

- More than \$50 million in new scholarships to ensure access and improve affordability;
- Nearly \$37.5 million for faculty support to provide funds for professional development, visiting scholars and artists, and student-faculty research, as well as 12 new professorships, supporting academic programs in global health, political science, interdisciplinary studies, economics, environmental science, art, geology, biology, and more;
- \$30.2 million invested in the College's historic campus, including renovations of Bentley Hall, Carr Hall, Carnegie Hall, and athletic fields; and,
- \$7.5 million to enhance global learning and support internships and off-campus study.

Individuals from 15,505 households participated in the campaign, with commitments ranging from \$5 to more than \$14 million. Foundations and corporations also contributed more than \$33 million to the campaign through the many grants the College receives in support of institutional initiatives as well as the grants faculty receive in support of their research.

## THE NEXT PROVOST AND DEAN OF THE FACULTY

The Provost and Dean of the Faculty is Allegheny's chief academic officer and works closely with the faculty, staff, students, community, senior leadership, the Board, and the President to help shape and manage the academic program and is a valued member of the senior team. Allegheny seeks a visionary leader who will continue the tradition of building upon past successes and will move the College forward by taking on the following opportunities and challenges.

### Opportunities and Challenges

- **Strengthen and broaden the College's already distinguished academic program:** Building upon the College's already distinctive reputation, the next Provost will advocate and communicate the College's unique educational opportunities, particularly among prospective students who might be ideal fits for Allegheny. This includes an emphasis on Allegheny's commitment to multidisciplinary, as modeled through the unique major/minor requirements.
- **Create a transparent community where all voices are heard, and embrace and support a robust shared governance culture:** Under the leadership of President Hilary Link, Allegheny College continues to make significant decisions about its future. Therefore, it continues to be of utmost importance that all staff, faculty, students, and administrators have a voice in the planning for the College's future, as is a tradition at Allegheny. The next Provost will maintain and enhance a culture that embraces differing points of view, open communication and collaboration, healthy shared governance, and the ability for the community to have confidence in decisions in order to work together and see goals come to fruition. They will artfully balance their role as both an advocate for the faculty and a senior member of the administrative team.

- **Champion the recruitment, support, and retention of an increasingly diverse campus community:** Allegheny's prioritization of and investment in strengthening student diversity are reflected in its increasingly heterogeneous student body. Incoming classes include students from a broader range of domestic and international locations, socioeconomic statuses, and ethnic and racial backgrounds. The Provost will support this work by recruiting and retaining a faculty that reflects this student diversity and includes more individuals from historically underrepresented backgrounds. Serving as a model in this space, the next Provost will work ceaselessly to create a supportive, inclusive environment for all community members.
- **Support faculty success and engagement:** The next Provost will prioritize getting to know Allegheny faculty, their strengths, and their unique needs across disciplines and stages of careers. The Provost will further support faculty in their aspirations by allocating resources, financial and otherwise, for expanded teaching and scholarship support. In addition, the Provost will seek to develop leadership skills among interested faculty and will work hard to continue to build a community of trust and transparency among all constituencies.
- **Help guide the campus through reaccreditation:** Allegheny College is beginning work on the current reaccreditation cycle for the Middle States Commission on Higher Education. This process will be well underway by the time the Provost joins the Allegheny community in the summer of 2022; the process will culminate with a team visit in Spring 2023. The new Provost will work alongside colleagues currently preparing for this process to ensure a successful visit is achieved.
- **Maintaining Allegheny's commitment to sustainability:** Allegheny embraces its location in a part of the country rich with abundant natural resources. A desire to maintain access to the beautiful, natural world is one of many factors that has created a culture at Allegheny that highly values sustainability. The College has achieved carbon neutrality, committed to constructing all new buildings certified at the LEED Silver level, and purchases 100 percent of electricity from wind-generated sources, among other notable accomplishments. The next Provost will advocate for continued success in this area across campus and continue to integrate sustainability perspectives across the curriculum.

### Qualifications and Personal Characteristics

The next Provost must possess deep leadership experience coupled with a passionate commitment to undergraduate liberal arts education. The ideal candidate will demonstrate success operating within a robust shared governance environment and a deep experience in the classroom. They will demonstrate an ability to reinforce values of collaboration, inclusion, and civility in all aspects of leadership and community engagement, while simultaneously taking decisive action and making decisions in an increasingly challenging higher education landscape. Additionally, the next Provost should possess many of the following qualities and qualifications:

- Deep commitment to the teacher-scholar model that creates a meaningful, hands-on, research-rich learning environment for faculty and undergraduate students;
- Unwavering dedication to student and faculty success and an unyielding passion for the transformative quality of a residential liberal arts education;
- Ability to thrive in a small and intellectually diverse liberal arts institution;
- Tireless commitment to knowledge creation and discovery;
- Inspirational leadership qualities that encourage others toward action and lead to a shared academic vision amongst faculty and academic staff;

- Desire to innovate curricula while maintaining support of traditional departments to ensure the college is offering programs that students want and employers need;
- Dedication to creating a diverse, equitable, and inclusive academic community;
- Demonstrated commitment to recruit, support, and retain talented faculty across a variety of fields in order to create and maintain a diverse and dedicated faculty environment;
- Commitment to sustainability and the reduction of environmental impact;
- An open and approachable demeanor and the capacity to listen, receive, and incorporate input from all campus constituencies effectively;
- Ability to speak clearly publicly, both in prepared remarks and off the cuff;
- Facility with communicating clearly to the media and external organizations on the value of the academic offerings at Allegheny;
- Ability to prioritize transparency and communication around consequential institutional decisions;
- An entrepreneurial mindset;
- Relevant experience managing budgets;
- History of embracing change management and helping others succeed during change;
- Strength in developing external networks and providing the capacity to help faculty identify and secure support for their research and teaching; and,
- Ability to support cross-disciplinary research and cross-departmental curricular development.

Consideration of candidate materials will begin immediately. We welcome academic candidates from a nontraditional path. Nominations and letters of interest with a curriculum vitae may be sent in confidence to:



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For more information, please visit Allegheny College's home page at [allegheny.edu](http://allegheny.edu).

*Allegheny College is an Equal Opportunity Employer with a strong commitment to diversity, inclusion, and equity. Women, veterans, individuals with disabilities, and members of other underrepresented groups are highly encouraged to apply. Allegheny does not discriminate on the basis of race, color, religion, gender, gender identity, gender expression, sexual orientation, age, or national origin.*