



DEERFIELD ACADEMY

Deerfield Academy invites nominations and applications for the position of:

Associate Dean of Faculty

About Deerfield Academy

Chartered in 1797, Deerfield Academy is an independent secondary school that is home to 648 students in grades 9-12. Located in Western Massachusetts, Deerfield is committed to high standards of scholarship, citizenship, and personal responsibility. Through a rigorous liberal arts curriculum, extensive co-curricular program, and supportive residential environment, the Academy encourages each student to develop an inquisitive and creative mind, sound body, and strong moral character. This deep commitment to the student experience is exemplified by Deerfield's 136 faculty, most of whom live on campus. The student-to-faculty ratio is 5:1.

Set in a historic village bounded by river, hills, and farms, Deerfield inspires reflection, study and play, abiding friendships, and a defining school spirit. A vibrant, ethical community that embraces diversity, the Academy prepares students for leadership in a rapidly changing world that requires global understanding, environmental stewardship, and dedication to service.

Reporting to the Dean of Faculty, the Associate Dean of Faculty will work closely with the Academy's academic leadership to improve all aspects of our recruitment, hiring, and retention strategy, including outreach and recruitment of faculty of color, faculty development and appraisal, and supporting standards and practices. As a member of Deerfield's leadership team, this Associate Dean will influence the strategic direction of the school for years to come.

Deerfield Students

"Deerfield's commitment to affordability and access in the form of need-based financial aid is historic, deep, and central to its educational mission. It is founded on the idea—beautifully articulated over a century ago when Frank L. Boyden asked families to 'pay what you can'—that the Deerfield Experience should be accessible to all young people of promise, regardless of means."

—Head of School Dr. John P.N. Austin

Each year, Deerfield receives more than 2,000 applications and enrolls fewer than 700 students. The majority of students are boarded, while a smaller percentage are day students. They hail from 45 countries and 37 states. With over \$12M available, 37% of students receive some form of financial aid. The current class make-up is 51% girls, 49% boys, 14% foreign nationals, and 42% who self-identify as people of color.

The student experience is underscored by a profound sense of [history and tradition](#). Seven days a week, the students gather in the dining hall for a family-style meal. Nine students and one faculty member eat

at each round table, which creates the opportunity for deeper connections between members of the community.

Alumni and Engagement

The Deerfield experience solidifies lifelong bonds among the students and to the institution. More than 12,000 alumni reside in over 25 countries, and many are at the top of their respective industries. Click [here for a brief sample of noteworthy alumni](#). Participation is one measure of how alumni view the school. This past year, Deerfield reached 45.5% alumni participation, placing it first in participation among the Eight Schools for the third time in the past four years.

About the Role

The [Deerfield Academy "Vision" statement](#) on inclusion recognizes that "diverse perspectives fuel creative and innovative thinking." The Associate Dean of Faculty will report to the Dean of Faculty and work with the school's leadership to recruit, hire, and retain faculty from diverse backgrounds in order to help to build a culture of inclusive excellence – one that prepares students for college and career; citizenship in a diverse, dynamic, and interconnected world; and life-long learning.

Primary Duties and Responsibilities:

- Oversee and manage the recruiting, hiring, and retention of highly qualified teaching faculty.
 - Develop a long-term strategy to attract highly qualified teaching faculty
 - Establish partnerships with other educational institutions and organizations to increase the pool of candidates of color who may choose to apply to the school
 - Attend hiring conferences and meet with candidates in other educational institutions and organizations to yield a strong pool of candidates
 - Develop effective job postings and carefully select advertising sources for specific disciplines to attract qualified candidates
 - Leverage the use of technology to attract a diverse group of candidates and develop processes and systems to identify and yield the strongest candidates
 - Prepare committee members to engage candidates in a high-quality interview process
 - Develop, manage and report key metrics and indicators regarding recruiting, sourcing, and retention
 - Ensure compliance with legal obligations and institutional alignment in the school's hiring and retention practices to reflect our commitment to inclusion and diversity
 - Meet regularly with faculty to identify their needs and develop appropriate support and growth strategies
 - Teach one class
 - Serve on the Professional Learning Committee tasked with developing an annual calendar of professional learning for faculty
 - Work with academic leadership to refine elements of faculty appraisal that support deep student learning, authentic assessment, and inclusive instructional practice

Job Specifications

- An exceptional ability to connect with people, work in teams, and establish partnerships with third parties
- Excellent leadership and communication skills
- A demonstrated capacity to engage in strategic work
- Willingness to travel at least one-third of the time
- Ability to manage and sensitivity to highly confidential information
- Ability to work independently as well as part of a team
- Possesses a high degree of energy and flexibility
- Works effectively with all levels of a socially and diverse independent school, serving as a role model to promote a positive and productive work climate
- An understanding of Deerfield's distinctive history as one of the nation's leading residential boarding schools
- Demonstrated commitment to diversity, inclusion, and civic education that invites multiple viewpoints
Master's Degree preferred
- 5+ years' experience teaching and coordinating hiring efforts in an educational institution

The ideal candidate will have a demonstrated track record of successful recruitment, hiring, and retention of outstanding faculty of diverse backgrounds. The Associate Dean must possess an appreciation for inquiry-based student-centered learning, a willingness to collaborate, and a positive outlook. Although not required, familiarity with or experience in a boarding school environment as a student and/or faculty and staff member would be a plus.

For best consideration, please send all nominations and applications to:



Sherry Coleman, Partner
Nishant Mehta, Partner
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Storbeck Search
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For more information, please visit Deerfield Academy's home page at <https://deerfield.edu/>

Deerfield Academy is committed to a policy of Equal Opportunity Employment and nondiscrimination against any individual on the basis of race, color, religion, sex, sexual orientation, transgender status, marital status, national origin, ancestry, genetic information, age, disability, status as a veteran or being a member of the Reserves or National Guard, or any other classification protected under state or federal law.