An Invitation to Apply
for the Position of
VICE PRESIDENT
for MISSION, VALUES
and INCLUSION
WWW.EDGEWOOD.EDU
Edgewood College is seeking an inaugural Vice President for Mission, Values and Inclusion (VPMVI) to align and extend the College’s Dominican mission with its diversity, equity, inclusion and antiracism efforts. The VPMVI will be a forward-looking and inclusive leader who possesses a deep commitment to Edgewood College’s Catholic and Dominican mission and its community of learners who seek a world of justice and compassion. As a Catholic institution of higher education, Edgewood College aspires to be both pluralistic and inclusive.
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Sponsored by the Dominican Sisters of Sinsinawa, Wisconsin, Edgewood College is committed to the values of truth, justice, compassion, partnership, and community. These Sinsinawa Dominican values recognize our interdependence with one another and with the world, while challenging all to build a community where contemplation and prayer lead to action in service to the world. With an array of academic programs in the liberal arts and pre-professional and professional fields, including a renowned nursing program, Edgewood College prepares its graduates for a life of meaningful service in all they pursue. Edgewood College welcomes persons of all faith traditions and those who do not practice a faith.

Edgewood College is a progressive institution with 2,000 students committed to a personalized education in Madison, Wisconsin, one of the nation’s best college towns. With opportunities to learn in and out of the classroom, Edgewood College students make meaningful connections for a rewarding career and a lifetime of learning. Edgewood College continuously strives to deliver on its promise to connect learning, beliefs, and action, all within a welcoming, close-knit community that feels like a home away from home. Edgewood College’s recent inclusion update outlines the College’s commitments and actions toward diversity and inclusion with clarity and a level of candor essential for forward progress. The update is linked here. In 2021, Edgewood College employs 104 full-time faculty and 111 part-time faculty. Fifty-nine percent of Edgewood College’s full-time faculty are in tenure-stream positions.
Edgewood College, rooted in the Dominican tradition, engages students within a community of learners committed to building a just and compassionate world. The College educates students for meaningful personal and professional lives of ethical leadership, service, and a lifelong search for truth. Hallmarks of the tradition include:

**A COMMITMENT**

to teaching in the DOMINICAN INTELLECTUAL TRADITION that places strong emphasis on listening, prayerful reflection, and engaged dialogue.

**ENGAGEMENT**
in an educational model that reflects a COMMUNITY of LEARNERS.

**ATTRACTION**
and retaining FACULTY and STAFF who encourage the discovery of the joy of learning and making connections.

**ENGAGEMENT**
in the College Mission and a commitment to the values of TRUTH, COMPASSION, JUSTICE, PARTNERSHIP, and COMMUNITY. These values recognize interdependence with one another and with the world, while challenging all to build a community where study and prayerful reflection lead to action.
EDGECWOOD COLLEGE IS A COMMUNITY OF LEARNERS

that affirms both its Catholic heritage and its respect for other religious traditions. The liberal arts are the foundation of the curricular offerings in the humanities, arts, sciences, and professional programs. Committed to excellence in teaching and learning, Edgewood College seeks to develop intellect, spirit, imagination, and heart. Edgewood College embraces and aspires to reflect the rich diversity of the world’s cultures and perspectives. Edgewood College fosters open, caring, thoughtful engagement with one another and an enduring commitment to service, all in an educational community that

SEeks TRUTH, COMPASSION, JUSTICE & PARTNERSHIP
Edgewood College offers an **INCLUSIVE MODEL of LEARNING, TEACHING, AND SCHOLARSHIP.**

Students, alumni, faculty, and staff are recognized for their pursuit of purposeful lives, vibrant and sustainable communities, and a just world.

Over the past several years, the **DOMINICAN HIGHER EDUCATION COUNCIL** (presidents of Dominican colleges and universities) convened a task force with the charge of developing a document that articulates clearly their shared commitments, illustrates common practices, and highlights examples of emerging practices on their campuses. [The document is linked here.](#)
A COMMITMENT TO DIVERSITY AND INCLUSION can be seen across Dominican institutions. This is evident at Edgewood College where one of the central tenets is to build an inclusive College where individuals across the rich spectrum of diversity succeed and belong. Edgewood College’s core value of justice recognizes an education for all is a foundation for living a full human life. Thus, the College advances this priority through deliberate recruitment and retention processes as well as educational experiences to develop knowledge, skills and awareness in students from privileged dimensions of diversity. In addition, Edgewood College is steadfast in its determination to ensure an environment where people are accountable for working effectively across multiple forms of diversity in pursuit of equitable outcomes for students, faculty, and staff of all backgrounds.
for intentionally diversifying the Edgewood College community, increasing support for greater diversity, enhancing coordination and communication for diversity and inclusion, developing clear metrics for increased accountability around progress toward diversity goals, and growing opportunities for diversity and inclusion initiatives are in process or on the horizon at Edgewood College because diversity and inclusion are interconnected with what it means to be a Dominican institution of higher education. This work is never done, and the inaugural position of Vice President for Mission, Values and Inclusion is an effort to fuse this work with even greater intentionality.
In 1881, Governor Cadwallader C. Washburn donated his Edgewood Villa and 55-acre wooded estate on the shore of Lake Wingra to the Dominican Sisters of Sinsinawa. In 1927, Edgewood College was founded as a junior college for women with a two-year liberal arts curriculum, housed in the same building as the high school. Male students began arriving on campus from Holy Name Seminary in the mid-1960s, and in 1970 the campus officially became coeducational.

In 1979, the College introduced the undergraduate Weekend Degree Program. In 2002, the Adult College Completion Program was launched. Accredited master’s degree programs were introduced in 1985. A doctoral program in education was added in 2001–02, and in 2011 Edgewood College began offering online courses in select graduate-level programs. The Doctor of Nursing Practice in Executive Leadership program was added in 2013-2014.

Edgewood College’s campus continues to grow. In the fall of 2000, the Center for Diversity & Inclusion (known today as the Multicultural Student Lounge) was established and currently serves as a space and resource hub for BIPOC students. In the fall of 2007, the first students moved into Dominican Hall, the largest residence hall on campus, which has received LEED certification for its design, construction, and operation. The start of the fall semester of 2012 saw the dedication of The Stream, Edgewood College’s visual and theatre arts center, which has also received LEED certification. During this same academic year, the Office of Diversity & Inclusion was created to enhance the College’s diversity efforts and currently assists in the recruitment, hiring, and retention of faculty and staff; works on policy and practices issues as they relate to diversity, equity and inclusion; and collaborates with many campus partners, The Performing Arts Center (PAC) is shared with Edgewood High School. It is among the newest facilities used by Edgewood College students, and its location on the campus of Edgewood High School highlights the collaborative nature of the College and the commitment to the arts. In the fall of 2019, the Queer Student Center was dedicated on campus and serves as a haven of liberation, solidarity and a space to share experiences among students.
Dr. Andrew P. Manion assumed the role of President of Edgewood College on June 1, 2020, bringing the experience of a distinguished career in higher education, including a successful four-year presidency at Marian University. Prior to his time at Marian University, he served for nearly 20 years in multiple academic and administrative roles at Aurora University. President Manion also was a faculty member at Saint Mary’s University of Minnesota and served as Director of the Institute of Interdisciplinary Studies and as Associate Dean of Humanities earlier in his career.

President Manion is supported by a very strong cabinet, including Vice President for Academic Affairs Dr. Angela Salas, who joined the team in December 2020. Other members of the cabinet include the Vice President for Business and Finance, Vice President for Student Development/Dean of Students, Vice President for Enrollment Management, Vice President for Institutional Advancement, the Chief Communications Officers, the Senior Advisor to the President, and the Executive Assistant to the President. The inaugural Vice President for Mission, Values, and Inclusion will complete the cabinet and join in their work to develop and implement a new strategic plan, which will prioritize student success, institutional growth, and quality of work life in the context of the college’s Catholic identity and commitment to equity and inclusion. The leadership team culture is collegial and collaborative, and they are working to extend that culture to the rest of the college.

President Manion established a task force to dismantle racism shortly after he started at the college and has made racial justice an immediate priority of his tenure. He also has been working to strengthen the Dominican Catholic identity of the college, which is particularly timely as there are no longer any Dominican sisters employed at the college. The creation of the Vice President for Mission, Values, and Inclusion is the result of these two priorities.
LOCATION

EDGEOWOOD COLLEGE’S BEAUTIFUL CAMPUS, encompassing over 55 acres on the shore of Lake Wingra, offers countless academic, cultural, and recreational opportunities. Only 80 miles from Milwaukee and 150 miles from Chicago, Edgewood College is located just blocks away from all the major resources of a big city: music, art, theatre, large sporting events, museums, restaurants and more. At the same time, Edgewood College’s idyllic and tranquil campus environment and caring community offers a more intimate college experience.

MADISON, a vibrant and progressive city with over 250,000 residents and the capital of Wisconsin, is consistently ranked as one of the best places to live in the country. The city of Madison was recently named as “One of the Best Small Cities in America” (National Geographic, 2018), “#1 Best City for an Active Lifestyle” (Business Insider, 2017), and “No. 1 city for jobs, social life and affordable living after college graduation” (USA Today, 2019), among other notable distinctions. It is also true that Madison has work to do to achieve racial equity. The College will support the new VPMVI’s efforts to achieve equity at the College, and in the wider community.
In fall 2020, Edgewood College’s total enrollment was 2,007 students, with 1,377 undergraduate and 630 graduate students. In 2020, Edgewood College saw significant improvement in graduation rates. Edgewood College’s six-year graduation rate is at an all-time high of 65%. The College’s first-year retention rate is 78%. The ALANA six-year graduation rate average is at 52% and the ALANA first-year retention rate average is 77%.

Twenty-two percent of Edgewood College’s students identify as Catholic. The College welcomes individuals of all religions and non-religious backgrounds and finds its Dominican values of truth, justice, compassion, partnership, and community to be universally embraced by the students, faculty, and staff.

In fall 2020, 84% of the undergraduate student body were residents of Wisconsin and 50 students were international, representing 22 countries. Approximately 70% of Edgewood College’s students identify as female. The most recent (fall 2020) first-year class also includes 16% first-generation students. Edgewood College classifies students of ethnic diversity by ALANA (American Indian/Alaskan Native, LatinX, Asian, Native Hawaiian/Pacific Islander and African American/Black). For 2020 Edgewood College’s percentage of ALANA students in the overall student population is 22%, reflecting a positive, upward trend over the last five years, and is the largest number of new full-time ALANA freshmen in the College’s history.

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The Dominican Life Office supports students in their exploration of identity, meaning and spirituality. Dominican Life programming is open to all students, wherever they are on their spiritual journey, and is here to assist students as they strive to better understand, express and integrate their spiritual values.

Rooted in the Dominican tradition, professional staff and student leaders offer a wide variety of programming, including local civic engagement, student-led prayer and discussion groups, Mass and other Chapel prayer opportunities, retreats, and interfaith worship site visits. The Dominican Life Office promotes respect and understanding of the diverse faith traditions represented in the Edgewood College community and within the human family. The Dominican Sisters of Sinsinawa model and promote respect for each individual’s spiritual “Search for Truth” in an inclusive, welcoming spirit.

Catholic Mass is celebrated on Sundays, and Midday Prayer is offered on Wednesdays, in St. Joseph Chapel when classes are in session. Discussion and prayer groups include students from varied religious and spiritual backgrounds. Student leaders are actively engaged in planning and leading Dominican Life programming.

The Greater Madison area provides a climate conducive to serious conversation and exploration with and from people representing a variety of spiritual and religious perspectives. The UW-Madison Hillel Jewish Center, Buddhist Temple and Hindu Temple are all within an easy drive from campus and are willing to engage in interfaith learning experiences with Edgewood College’s learning community.
The Office of Student Inclusion and Involvement (OSII) reports to the Vice President for Student Development and serves as an important source of social, leadership, co-curricular, and multicultural campus opportunities for all Edgewood College students. OSII cultivates a variety of opportunities for campus engagement to create well-rounded student experiences and to enhance the academic mission of Edgewood College. OSII engages in the areas of student equity and diversity, campus programming, leadership programs, off-campus and commuter student services, and new student orientation programs. The VPMVI and OSII will work collaboratively on an array of initiatives.

More than 20 active student organizations and the student senate are registered with OSII to provide opportunities for students to get involved and engage with their classmates and the broader community. The LatinX Student Union, Black Student Union, Asian Student Association, and SAFE (the LBGTQ student organization) are important parts of student organization life. OSII’s efforts to support Edgewood College’s students include the Queer Student Lounge and the Multicultural Student Lounge. The College also encourages students to form their own organizations if their passions are not fostered through the existing offerings.

Currently OSII promotes, facilitates, and advocates for a welcoming, socially just, and inclusive campus community by supporting the retention of diverse student populations and providing diversity education and multicultural programs for students, faculty, staff, and the surrounding community. Its efforts are designed to promote and encourage equal opportunity and campus diversity. These efforts are notable through the recently created “Bring It” campaign, which was designed in part to appreciate and celebrate the uniqueness of all members of the Edgewood College community.

Providing academic, financial, and personal support for all students from traditionally underrepresented groups will be the charge regardless of how individual roles, reporting relationships, and primary responsibilities are organized. While the OSII and VPMVI teams often will lead these changes, institutionally Edgewood College recognizes that creating this environment is everyone's responsibility. The VPMVI and their team will partner in many activities and take primary ownership of others as a new organizational model develops with the inaugural VPMVI.
Edgewood College’s strong commitment to diversity and inclusion is part of its holistic effort to engage and serve the internal and external community, build and sustain relationships, and promote social justice. Building an inclusive College, where individuals across the rich spectrum of diversity succeed and belong, is a goal for the College.

Established in 2012, the Office of Diversity & Inclusion began to address issues of diversity, equity & inclusion outside of student life. Professional development, bias reporting and investigations, management of the College’s diversity site, DEI policy review and development, implementation of campus climate surveying, support of hiring faculty/staff, employee resource group engagement, community engagement, scholarship program leadership, and annual inclusion reporting falls under the day-to-day operations of the Office of Diversity & Inclusion. Seventeen percent of Edgewood College’s employees identify as ALANA.
In June of 2020, President Manion created the President’s Taskforce to Dismantle Racism at Edgewood College. This effort aligns with the Sinsinawa Dominicans’ 2020 Corporate Stance for Anti-Racism. The taskforce’s charge is to develop a plan with actionable steps to identify, reduce, and ultimately eliminate racism at Edgewood College. Two members of the faculty co-chair the group, and their work has been productive in its first year. Activities included a campus read, How to Be an Antiracist by Ibram X. Kendi, and a workshop on the text during spring semester opening seminar. Taskforce members include members of the faculty and staff, and students.
THE ROLE of the VICE PRESIDENT for MISSION, VALUES and INCLUSION

The Vice President for Mission, Values and Inclusion will be entrusted to passionately embrace and promote the mission, identity, values, and heritage of Edgewood College as a Catholic and Dominican institution where Catholic Social Teaching, diversity, equity, and inclusion are in the institutional DNA. Through a personal and profound commitment to the Dominican values of truth, compassion, justice, partnership and community, the VPMVI will be able to support the community’s path toward living these values each day.

Reporting directly to the President, the Vice President for Mission, Values and Inclusion will work closely with students, faculty, staff, and other institutional leaders to strategically advance diversity and inclusion efforts across the College as essential to its part of its Dominican Catholic mission and vision. The Vice President will be a part of the President’s Cabinet and it is envisioned that the VPMVI will have direct reports that include the heads of the two areas of the college the vice president will oversee: mission and diversity, equity, and inclusion. The exact reporting structure of this new area will be determined by the vice president and the president in light of the vice president’s strengths and the needs of the college.
In addition to providing engaged and creative academic and administrative leadership, the Vice President for Mission, Values and Inclusion, whose responsibilities are a melding of the longstanding Vice President for Dominican Mission role with a renewed focus on diversity, equity, and inclusion work, will have the experience and spirit to embrace the following opportunities and challenges:

**Promote and integrate the Catholic and Dominican mission across the entire spectrum of the College, with students, faculty, staff, and the Board of Trustees.** The position’s primary focus is to build relationships that embed the Dominican mission and commitment to inclusion in all campus and community areas. While the position is new, this work has been done in the past and continues in the present. The VPMVI will have the charge of coordinating and organizing this important work by creating and leading a strong team. The VPMVI will be joining a talented community of professionals whose skills, experiences, and styles complement the mission of the institution. The VPMVI will convene and facilitate events, programs, and processes designed to explore what it means for Edgewood College to set the standard for an engaged, inclusive, Catholic college.

**Uphold and strengthen a campus community that welcomes, promotes, and celebrates diversity and inclusion.** Part of Edgewood College’s mission is to embrace and reflect the rich diversity of the world’s cultures and perspectives through fostering open, caring, thoughtful and inclusive engagement while continuously applying the Dominican values of truth, justice, compassion, partnership, and community. The VPMVI will play a central role in ensuring that the campus community maintains its commitment to a diverse student body, faculty, and staff and engages in behavior that supports this. This vice president will nurture a culture in which diverse values, beliefs, experiences, and ideas are welcomed and viewed as essential in the development of excellence. The vice president will work with the president to ensure that faculty, staff and students understand and share their responsibility to build a thriving Dominican Edgewood College community where all are welcomed, differences are explored openly and valued, and an ethos of care and belonging is cultivated.
Strategically influence and collaborate with the President’s Cabinet to ensure the College is functioning in a manner consistent with its mission, heritage, and values. The VPMVI will be a bold, visionary, and strategic thinker, someone who will rise to this moment and shape the future of diversity, equity, and inclusion in the Dominican tradition for Edgewood College. This position serves as a trusted advisor to the president and works closely with senior leadership to promote the Dominican Catholic mission and actively engage all members of the Edgewood College community in that effort. The VPMVI is responsible for the design, development, coordination, implementation, and evaluation of activities related to the task of embedding the mission within all facets of the institution. Engagement and collaboration with the Dominicans of Sinsinawa will aid the VPMVI and help to ensure effective promotion of mission and values.

Create, foster, and leverage connections on and off campus, including in the Madison area, to help Edgewood College be influential, valued, respected. As the Chief Mission Officer, the VPMVI plays a central role in communicating Edgewood College’s distinctive identity as an engaged, progressive Catholic college to a wide range of internal and external constituents. The VPMVI will promote mission integration and outreach and focus on forming relationships with colleagues in all departments to help identify opportunities (direct or indirect) for mission integration and assist with their implementation. In doing this important work, the VPMVI will bring the community together to heal from past injustices and move forward together.
The Vice President for Mission, Values and Inclusion of Edgewood College will be a highly engaged and collaborative leader with a deep understanding of the evolving challenges and opportunities facing higher education and society as a whole. The VPMVI will bring a highly relational approach, outstanding communication skills, authenticity, self-assurance balanced with humility, nimbleness, a strong work ethic, and a clear understanding and appreciation for Catholic higher education. In leading Edgewood College and inspiring its faculty, staff, students, alumni, and the Board of Trustees, the vice president will have many of the following characteristics and qualifications:

- Be a mission-driven person who understands and appreciates the interconnectedness among Edgewood College, the Dominican Sisters of Sinsinawa, the principles of Catholic Social Teaching, and other Dominican Catholic values and traditions;
- Hold an inclusive leadership style with a commitment to developing and mentoring others in alignment with the mission and vision of the College;
- Be an inspirational leader who builds momentum and encourages others toward action and the pursuit of excellence;
- Possess a global perspective with multicultural awareness and understanding as well as demonstrate a track record of celebrating diversity and creating inclusive and welcoming environments for individuals from all backgrounds;
- Be an engaged Catholic before and during tenure at the College;
QUALIFICATIONS & CHARACTERISTICS continued...

• Demonstrate an approachable presence, a listening ear, and an eagerness and ability to connect with students both one-on-one and in groups;

• Bring knowledge of and ability to apply the National Association of Diversity Officers in Higher Education (NADOHE) Standards of Professional Practice for Chief Diversity Officers;

• Engage and work collaboratively with the surrounding community to maintain and foster strong connections to the College;

• Possess high emotional intelligence, outstanding communication and interpersonal skills, persistence, and the highest personal and professional integrity;

• Demonstrate a genuine desire to be actively involved and visible on campus and personally engage with all constituencies, particularly students;

• Possess strong relationship and team-building skills and cultivate meaningful and respectful relationships with Edgewood College’s multifaceted stakeholders, including students, faculty, staff, alumni, donors, employers, and members of the surrounding community;

• Bring an open and friendly demeanor to interactions with all constituencies, with the capacity and willingness to listen and consider input from all campus stakeholders; and

• Be an energetic, authentic, compassionate, charismatic, and resilient student-centered leader.
for MORE INFORMATION:

Please visit Edgewood College’s home page at www.edgewood.edu. For best consideration, please send all nominations and applications to:

Jim Sirianni, Partner
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Edgewood College, an Equal Opportunity Employer, is committed to academic excellence through diversity in its faculty, staff, and students. Candidates must demonstrate multicultural competence — the awareness, knowledge, and skills needed to work with others who are culturally different from self in meaningful, relevant, and productive ways. Applicants from traditionally underrepresented populations including women and racial and ethnic minorities are especially encouraged to apply. The selected candidate must actively support the mission of the College by working with faculty, staff and students to share in our core values — truth, compassion, justice, partnership, and community.