



Provost and Dean of Faculty

ABOUT MOUNT HOLYOKE

[Mount Holyoke College](#) is a world-renowned women's college that is gender diverse, enrolling women, transgender, and non-binary students. Since 1837, it has offered an engaged and intellectually adventurous education, taught by an innovative faculty dedicated to their students and passionate about their disciplines. The first and oldest of the prestigious Seven Sisters, Mount Holyoke prepares students with the skills necessary to become confident leaders in a rapidly changing world. Mount Holyoke is ranked consistently as one of the top liberal arts colleges in the country by U.S. News & World Report, and the College's students go on to make a difference across a wide variety of professional and civic endeavors.

Mount Holyoke has a rich tradition of enrolling a remarkably diverse student body. Among the College's enrollment of 2,200 students, 25 percent identified as students of color (U.S. citizens), and 24 percent were international students. In the Fall of 2021 the College enrolled its largest entering class in several decades. Mount Holyoke students typically hail from 48 states and 82 countries. Approximately 17 percent of the students represent the first generation in their families to attend college; 22 percent are Pell Grant recipients. Mount Holyoke offers nearly 50 majors and the opportunity for students to design their own. Currently, 29 percent of Mount Holyoke students major in the humanities, 37 percent in social sciences, 33 percent in science and mathematics, and 1 percent in interdepartmental/special majors. The percentage of Mount Holyoke students in science and mathematics programs is a significantly higher proportion of women than at all gender institutions. After graduation, 90 percent of graduates are employed or attending graduate/professional school within six months.

Financial aid packages meet the full demonstrated need of every admitted student who applies for aid by the published deadlines. In fiscal year 2020, 61 percent of the College's students received need-based aid, with the average financial aid package totaling \$40,571 (of which on average \$36,262 was grant and scholarship). A total of \$63 million in financial aid was awarded, including \$48 million in need-based aid and \$8.2 million in non-need-based (merit) aid.

Mount Holyoke is a part of the [Five College Consortium](#), which provides a rich and collaborative environment for scholars and artists and enables students to choose from more than 5,000 classes and offers more than a dozen certificate programs including international relations; ethnomusicology; culture, health, and science; African, Latin American, Native American, or Asian studies; cognitive neuroscience; neuroscience and behavior; coastal and marine sciences; and reproductive health, rights, and justice. A free bus service connects the five colleges, which are within a 6-mile radius. The college community benefits from the consortium through cross-campus course registration, a shared library system, and meaningful and collaborative relationships between peers and other colleagues across the Consortium.

With a student-faculty ratio of 10 to 1 and most classes averaging 10 to 20 students, students can collaborate closely with faculty on academic coursework and research. Among nearly 400 colleges

nationwide, Mount Holyoke ranked in the top ten for its faculty, library, and classroom experience according to the 2020 Princeton Review. The College's faculty of 212 includes members who speak more than 50 languages in addition to English. Nearly 60 percent are women; a quarter are faculty of color. Mount Holyoke's faculty members ranked No. 1 by Princeton Review for "Professors Get High Marks."

Mount Holyoke's alums are distinguished not only by their academic and professional achievements, but also by significant contributions to their communities and strong sense of public engagement. Over 79 percent of the College's alums have enrolled in graduate or professional school within ten years of graduation. The College's [Career Development Center](#), with more than 1,000 employer connections, and the alum network of more than 30,000 individuals provide powerful resources for launching the next phase of students' lives, whether graduate school or work in business and nonprofit sectors.

The College enjoys a strong financial position. Nevertheless, the College's finances require careful stewardship and planning in order both to sustain and grow its resources. The College has a strong endowment, currently estimated at \$1.2 billion. This is a significant increase over the previous year and has been fueled by extraordinary investment returns and the largest single-year gift activity in support of endowed scholarships in the College's history.

The College's 700-acre campus includes superb facilities, such as:

- An 806,000+ volume [library](#), ranked No. 8 for "Best College Library" by Princeton Review;
- A [Community Center](#) with a newly-constructed, contemporary dining commons which has transformed the sense of place and community, and an expanded addition for a student art gallery, the [Weissman Leadership Commons](#), and multi-use performance and exhibit space;
- A [Science Center](#) that features interconnected classrooms and labs outfitted with advanced scientific instrumentation—such as spectrometers and DNA sequencing equipment—which, at other schools, is reserved only for graduate students;
- The [Mount Holyoke College Art Museum](#), ranked eleventh among the top 35 best college museums, which serves as a nexus for object-based learning across academic disciplines and as a resource for the broader community through direct engagement with its collection of 17,000 objects from around the world and across the centuries;
- The College's makerspace, the [Fimbel Maker & Innovation Lab](#), used by a wide variety of disciplines to enhance curricular learning, increase technical literacy, and help liberal arts students create, invent, and learn;
- A first-rate [Kendall Sports & Dance Complex](#); and,
- The [Campus Living Laboratory](#), a program of the [Miller Worley Center for the Environment](#), also used by students and faculty across disciplines. With more than 700 acres of natural and engineered ecosystems, a four-mile network of trails, an online database housing decades of student and faculty monitoring obtained from 15 permanent water sampling stations, five weather stations, and additional ecological field sites across campus, the Living Laboratory offers countless opportunities for independent student research and inspiration, all on the Mount Holyoke campus.

THE PROVOST AND DEAN OF FACULTY ROLE

As the chief academic officer, the Provost and Dean of Faculty (hereafter the Dean of Faculty) is responsible for advancing the academic mission of the College, including curricular vision and support, faculty research, faculty governance, and academic budgeting and infrastructure. The Dean of Faculty will oversee an operating budget of \$52 million spanning 35 academic departments and programs and work closely with divisions and staff across the College. The College's three academic centers, the [Miller Worley Center for the Environment](#), the [McCulloch Center for Global Initiatives](#), the [Weissman Center for Leadership](#) and the [College Art Museum](#), are also a part of Mount Holyoke's Academic Affairs division. Additional areas of responsibility include the Office of the Registrar, the Teaching and Learning Initiative and the of the Nexus programs; as well as shared responsibility for the leadership of Library, Information, and Technology Services, particularly in relation to support for teaching and scholarship.

Beyond Mount Holyoke's academic programs, the Dean of Faculty will collaborate with the Five College Consortium on shared initiatives, departments, programs, and faculty hiring.

The Dean of Faculty will enhance the reputation of the College and provide support for faculty development and scholarship as well as curricular innovation. With approximately 50 direct reports including [35 department chairs](#), two associate deans who also serve as the Director of the Science Center and the Director of the [Teaching and Learning Initiative](#), an academic budget manager, an academic policy and communication specialist, a faculty recruitment manager, and two administrative support professionals, the Dean of Faculty will inspire and champion Mount Holyoke's faculty and academic staff in providing transformative opportunities for learning, growth, and the creation of new knowledge that make Mount Holyoke a distinctive and nationally renowned liberal arts college.

OPPORTUNITIES AND CHALLENGES

As the College continues to embrace new initiatives and possibilities under President Stephens's leadership, the Dean of Faculty will be a strong partner to the president and be creative in pursuing the following priorities:

- **Strengthen the College's high standard of academic excellence and evolve curricular offerings:** In support of Mount Holyoke's commitment to demonstrate its value and distinctiveness, the next Dean of Faculty must lead the charge in developing a dynamic curriculum that embraces the highly interdisciplinary culture at the College, while considering student interests and societal needs. To achieve this goal, the Dean of Faculty must guide and support the College's faculty in leveraging their collective strengths, in prioritizing initiatives and efforts in order to conserve time and energy, and in supporting those projects that make a Mount Holyoke College education exceptional.

Additionally, the next Dean of Faculty will have a unique opportunity to join the ongoing strategic planning process and meaningfully shape the plan and its execution. Like other exceptional liberal arts colleges, Mount Holyoke has the resources and talent to excel in the areas of its choosing. However, the Dean of Faculty will recognize and communicate broadly the limits of how many simultaneous pursuits can be advanced, even with the College's resources base and a committed and remarkable faculty and staff.

- **Foster Innovation:** The Dean of Faculty serves a critical role in clearly articulating a vision for Academic Affairs and driving innovation and diversification at the College. An entrepreneurial spirit and capacity to manage intentional change, with a willingness to take measured risks are important to success in the role. Thinking critically about the academic model and administrative organization of the College, improving academic programs, inspiring teaching and scholarship, and enhancing the student academic experience at Mount Holyoke are important priorities for the next Dean of Faculty.

The Dean of Faculty will work to create an environment of support and innovation through thoughtful and strategic budget allocation and by pursuing external funding opportunities. Developing and sustaining institutional and faculty grant writing will be a priority.

- **Prioritize shared governance across the institution and champion a culture of cross-college collaboration:** Embracing a community of faculty who have rich ideas and are eager to participate, the next Dean of Faculty will prioritize strengthening shared governance within the faculty, between faculty and administration, and across campus divisions. Modeling a collaborative, engaging leadership style that emphasizes frequent and transparent communication, the Dean of Faculty will encourage a culture of asking thoughtful questions and working collaboratively to tackle the College's biggest challenges. The next Dean of Faculty will also maintain and enhance a strong partnership with the divisions of student success and student life, ensuring a seamless learning experience for students as they move in and out of the classroom.
- **Support and assist in creating an increasingly diverse and inclusive environment:** Mount Holyoke is intentionally building a diverse community of students, faculty, and staff and strives to strengthen the campus culture in which all forms of diversity are valued and empowered. In addition to supporting initiatives already in place for creating a more diverse and inclusive community, the next Dean of Faculty will have the opportunity to build upon this groundwork. For example, while the College has made significant strides in recruiting faculty from historically excluded backgrounds, the Dean will need to attend to supporting their careers and retaining them. The next Dean of Faculty will continue to invest in the recruitment of accomplished faculty and staff who will diversify these constituencies while creating an environment that will be more supportive of their professional growth and advancement. Furthermore, the Dean of Faculty will play a pivotal role in demonstrating the importance of the College's efforts in this area to the Mount Holyoke community and upholding a welcoming environment campus-wide.
- **Advocate for faculty and staff professional development and recognize faculty and staff contributions:** In addition to providing academic vision and leadership at the institutional level, the next Dean of Faculty will find joy in advocating for and supporting the needs of faculty members and academic staff members as they advance through all stages of their careers. The Dean of Faculty should have a deep understanding of differing needs across faculty, including pre-tenure, post-tenure, and non-tenure-track faculty and across different forms of teaching and scholarship. She/he/they will find creative ways to support faculty, including but not limited to, mentorship and professional development, and will recognize faculty for contributions to the College in the classroom, through service, and via research, scholarship, and creative activity. The Dean of Faculty will also recognize the need to find a healthy and sustainable set of responsibilities for faculty in an era when more good ideas and potential committees exist than there are hours in the day to pursue.

- **Increase financial resources in support of faculty research and programmatic growth:** The Dean of Faculty will strengthen support for Faculty scholarship and research. In addition to supporting faculty in the pursuit of foundation and academic grants, the next Dean of Faculty will work closely with the President, the advancement office, and volunteer leaders to identify the priorities and initiatives most likely to attract individual donor support.

DESIRED QUALIFICATIONS AND CHARACTERISTICS

Ideal candidates for Mount Holyoke's next Dean of Faculty will be curious, creative, and collaborative academic leaders with deep experience in the classroom, a record of extensive managerial oversight, and a scholarly portfolio that earned tenure and the rank of professor. The next Dean of Faculty will work well with faculty, staff, and students; collaborate closely with the president and other colleagues on the leadership team; and represent, with integrity, academic affairs and the faculty to the Board of Trustees, foundations, and other external bodies, and to the College's dedicated alums.

Candidates for this position will also possess many of the following experiences and characteristics:

- The ability to lead with a collegial, collaborative, and transparent style, with empathy, emotional intelligence, a positive outlook, and a strong work ethic;
- An outstanding record of encouraging and supporting intradisciplinary and cross-disciplinary collaboration with regards to both research opportunities and curricular development;
- Experience working in the traditional liberal arts and connecting them to life after college to create a holistic and modern curriculum;
- Deep listening skills and a strong belief in robust shared governance;
- Ability to be a champion and spokesperson for the value and relevance of a liberal arts education and a women's college that is gender-diverse;
- Commitment to a culture of frequent, clear, and honest communication as well as an inclusive, collaborative, and positive approach to decision-making;
- Excellent project and resource management skills conducive to managing a large and complex portfolio;
- Strong desire to work collaboratively with the full campus community, particularly prioritizing relationship building and encouraging connections between academic personnel and other members of the College;
- Facility with collecting and reviewing data and using data analysis to inform decision-making;
- Ability and willingness to articulate a vision for the future of the academic program at the College, to be developed in consultation with the faculty;
- Experience developing new curricular programs, as well as recombining existing expertise in ways that will resonate with emerging interests and societal needs;
- The ability to work effectively as a team member and lead with clear vision and purpose, combined with a commitment to liberal arts education in the 21st century;
- An astute understanding of the complexities of transitions particularly with the impact of the global pandemic and the needs of diverse community members;

- A strong internal sense of confidence as a leader committed to representing the multitude of diverse perspectives of the faculty and staff, particularly as a key member of the College's cabinet;
- An abundance of intellectual curiosity that translates to genuine interest in the faculty's areas of expertise, and the ability to, proudly and adroitly, communicate these to audiences within and beyond the College community;
- Unwavering commitment to creating an inclusive and welcoming environment for individuals of all backgrounds;
- A record of diversifying a workforce through thoughtful and creative hiring practices;
- Ability to work with faculty to secure financial support for their research and professional development; and,
- Experience supporting and promoting the appropriate role of technology and digital scholarship in the service of innovation and excellence in teaching and research.

LEADERSHIP

President Stephens came to Mount Holyoke in 2013 as vice president for academic affairs and dean of faculty, following a national search led by an all-faculty committee. The Board of Trustees named her acting president of the College on July 1, 2016, and president on July 1, 2018, both by unanimous votes.

[Sonya Stephens](#) is an internationally recognized scholar, educator, and leader. An ardent believer in women's colleges and liberal arts education, President Stephens has devoted her life to advancing academic and intellectual lives, as well as building community across cultures and identities, all in the context of higher education.

President Stephens is an expert in 19th-century French literature and its relation to visual culture and the author of "Baudelaire's Prose Poems: The Practice and Politics of Irony." She has also edited several books, including "A History of Women's Writing in France," and most recently, "Translation and the Arts in Modern France," which was published in July 2017.

President Stephens holds a doctorate in French from the University of Cambridge. Her master's degree in French studies is from the Université de Montréal, where she was a Commonwealth Scholar. Her deep commitment to women's colleges began with her undergraduate studies at New Hall, a college for women at the University of Cambridge that is now known as Murray Edwards College, where she earned a B.A. in modern and medieval languages.

MISSION

Mount Holyoke's mission is to provide an intellectually adventurous education in the liberal arts and sciences through academic programs recognized internationally for their excellence and range; to draw students from all backgrounds into an exceptionally diverse and inclusive learning community with a highly accomplished, committed, and responsive faculty and staff; to continue building on the College's historic legacy of leadership in the education of women; and to prepare students, through a liberal education integrating curriculum and careers, for lives of thoughtful, effective, and purposeful engagement in the world.

STRATEGIC PLANNING AND STRATEGIC CHANGES

Responsibility for planning lies in the President's Office but involves a range of constituents on both the [Strategic Planning Committee](#) and its appointed working groups – faculty, staff, students, the College leadership, trustees, and alum stakeholders. This work also connects in significant ways to that of the [Board of Trustees](#), which ultimately approves the strategic plan. Mount Holyoke embarked on a collaborative strategic planning process in the fall of 2021 in order to position the College for long-term success. The next Dean of Faculty will join the College at a time when planning is well underway, but at a point when there will still be important opportunities to influence the development of the plan and its strategic directions. The Dean will play a critical role in leading and implementing the vision for the academic program. This is an exciting moment to be joining the leadership and the College as Mount Holyoke builds upon the [last strategic plan](#) and the College's 185-year legacy of excellence to create both a 15-year framework to guide the College through its bicentennial in 2037 and a more detailed plan for the next four years. Planning themes will explore an outstanding academic experience that resonates with the needs and desires of the students of the future; a culture of collaboration and relentless exploration; individual and collective growth and success; and demonstrated impact of the College's programs, of a Mount Holyoke education, and of the College's extensive network of global alums. The College's next plan will further enhance and promote the connections that make the community and curriculum so vibrant and continue to incentivize innovation.

ACADEMIC LIFE AND FACULTY

The oldest of the Seven Sister colleges, Mount Holyoke is a noted leader in liberal arts education with a mission grounded in the conviction that students can — and should — make a difference in the world. The learning landscape at Mount Holyoke is shaped as much by curiosity and intensity as it is by collaboration and guidance. The faculty, students, and staff at the College brim with passion.

Mount Holyoke faculty have won Pulitzer and Guggenheim awards, NASA grants, and Carnegie Fellowships. They receive millions in funding from the National Science Foundation, leading to unique research opportunities for students. Each year they publish approximately 30 books, write more than 150 articles and scientific papers, many with undergraduate coauthors, and receive many major grants, the majority for work with students. More can be learned about the faculty's recent accomplishments by visiting [this link](#). Ninety-six percent have a doctorate or other terminal degree.

Across all of Mount Holyoke's disciplines and interdisciplinary subjects, the faculty are passionate about their areas of study and their teaching. In small classes they lead students to debate and discuss, challenging their thinking and their classmates. Students are pushed to think critically and become fearless advocates for themselves and their beliefs.

The College's [212 faculty](#) includes 110 tenured and 51 tenure-track faculty, 33 continuing non-tenure-track faculty, and 18 faculty who serve on a periodic basis. In *The Princeton Review's* 2020 guidebook "The Best 386 Colleges," Mount Holyoke was ranked No. 1 for "Professors Get High Marks." This accolade isn't new news to the College's students and alums who consistently praise the faculty for their engagement, accessibility, and caring disposition—the faculty care for the students as learners and independently as people whose value is not tethered to their academic performance. This ethos and

orientation to faculty-student interaction is a major asset in the College's efforts to attract and retain exceptional teacher-scholars.

The College offers a number of different programming opportunities for faculty to connect with colleagues and to support their professional development. The [Teaching and Learning Initiative regular workshops](#), Faculty Fridays, the College's institutional membership to the [National Center for Faculty Development and Diversity](#), and grant writing workshops are just a few examples. The Office of the Dean of Faculty supports the mentoring of faculty through a diverse set of initiatives. The College's strategy is based on the idea that mentoring is best accomplished using a multi-situated approach to faculty development. This model places the faculty member at the center of their career and supports their ability to build an effective mentoring network that aligns with their personal goals.

New tenure-track faculty can elect to join in a faculty seminar on life at the College. This seminar is coordinated by the Dean of Faculty's office and the [Teaching and Learning Initiative](#). Faculty are also encouraged to engage in mentorship cohorts organized by the Teaching and Learning Initiative. These cohorts, available for new, visiting, and non-tenure track faculty, mid-career, and Black, Indigenous and People of Color (BIPOC) faculty are intended as a starting point from which faculty members can work in partnership to develop a network of mentors.

Mount Holyoke believes that a liberal education is the best preparation for success in all fields. To keep the liberal arts relevant in the twenty-first-century, faculty routinely introduce curricular innovations to equip students with the tools they need to thrive after they graduate.

[The Lynk](#) connects each Mount Holyoke student's academic work with practical applications of the liberal arts and sciences. It draws upon many of the resources that Mount Holyoke regards as essential components of a liberal arts education in the twenty-first century while also offering new curriculum-to-career opportunities.

[Nexus](#) is an interdisciplinary academic program that enables students to bridge coursework with experiential learning in the following [tracks](#): development studies; educational policy and practice; engineering; data analytics and society; global business; journalism, media, and public discourse; law, public policy, and human rights; and nonprofit organizations.

[Entrepreneurship programming](#) is a campus initiative aimed at supporting and encouraging entrepreneurial activity on campus. It provides students and interested participants with the opportunity to mingle and develop collaboratively with other students, mentors, and professors while working towards engaging the hands and minds towards entrepreneurship.

Mount Holyoke is member of the [Five College Consortium](#) that enhances the educational opportunities for students at Mount Holyoke, Amherst, Hampshire, and Smith Colleges, and the University of Massachusetts at Amherst. The consortium's members are located within a 6-mile radius and connected via a free bus service.

Five College students who come to Mount Holyoke add perspectives, ideas, and energy. Just as Mount Holyoke students visit the campuses of other consortium members, Five College students come to Mount Holyoke for classes, organizations, athletic events, symposiums, library access, and cultural events such as Korea Night, Himalayan Night, Mushaira, and Mooncake Showcase. Five College students also organize events together, including [HackHolyoke](#), the Five College Poetry Slam, the [Five College Faculty Dance](#)

[Department Faculty Concert](#), [West African Music concerts](#), and the Five College Model United Nations Conference. Additionally, the [Five College Women's Studies Research Center](#), located on Hampshire College's campus, hosts internationally recognized feminist scholars and activists in the field of women, gender, and sexuality studies.

The table linked [here](#) enumerates the majors, minors, Five College certificates, Nexus pathways, dual-degree programs, and preparatory programs offered to Mount Holyoke students.

STUDENTS AND STUDENT LIFE

There are more than 100 student organizations for Mount Holyoke students to dive into, plus concerts, exhibits, special events, and lectures, many of them open to the public. The five majors most frequently pursued by students are psychology, biological sciences, politics, economics, and computer science, which account for one third of the [declared majors](#) at the College.

The College has a 91 percent first-year retention rate and an 85 percent six-year graduation rate. With a 22 percent Pell Grant recipient student population and graduation rate for Pell-eligible students that exceeds other students, *The New York Times'* College Access Index places Mount Holyoke in the top 70 higher education institutions in the nation for providing a high-quality education that advances the lives of all of its students. Notably, there is no discernable equity gap in the graduation rates by students' reported racial/ethnic background—students identifying as BIPOC graduate at [a higher rate](#) than White students.

Twenty five percent of the College's students identify as persons of color, 24 percent are international students. Approximately 17 percent of the students represent the first generation in their families to attend college.

Mount Holyoke believes that preparation for life after college is an important part of a student's education. As such, the College offers programming through Nexus and the Career Development Center to support students' transition to their lives beyond South Hadley. Additionally, the College tracks [student employment and education outcomes](#) to better understand the common trajectories and array of fields where alums are leading around the world.

Ten years after graduation, nearly 80 percent of the College's alumnae have enrolled in graduate or professional school. In addition, Mount Holyoke ranks among the top producers of STEM PhD graduates per capita, exceeding in this dimension the performance of nearly every liberal arts college, Columbia University, UC Berkeley, and UC San Diego.

DIVERSITY, EQUITY, AND INCLUSION

Mount Holyoke College strives to build and maintain a campus environment that is inclusive, pluralistic, and free of discrimination. Diversity, equity, and inclusion efforts extend beyond specific departments and are embedded in all areas of the College. Diversity and inclusion efforts focus on understanding the Mount Holyoke community's multiple identities through the lens of social justice education, ally development, and identity development.

The College established an [Office of Diversity, Equity and Inclusion](#) in 2019 which provides campus-wide support for specific strategic goals identified in the Strategic Plan of 2021. The College's leadership initiated an anti-racism action plan as the bridge between the strategic plan and institutional efforts to respond to the national climate of race relations in the United States in August of 2020. Simultaneous to the College's plan, the Board of Trustees also launched an anti-racism action plan and created the first DEI Task Force of the Trustees.

The DEI Office works in tandem with departments across the College providing training, key programming and other strategic efforts led in collaboration with the Office of Community and Belonging within the Division of Student Life.

These efforts include but are not limited to:

A collection of [cultural centers](#) on campus operate as constant safe places for the purposes of support, education, networking, and sanctuary. They host programming and provide resources to increase cultural awareness and inter-connectedness. These spaces are important because each supports identities that are historically marginalized at Mount Holyoke College and beyond.

[MoZone](#) is a social justice peer education program led by trained students who provide hands on training and facilitate interactive dialogues. Through the efforts of its peer educators, MoZone helps to create a shared understanding of difference and diversity of experience at Mount Holyoke by providing a space where students can engage in difficult conversations about issues of diversity and social justice.

The [Diversity, Equity, and Inclusion Advisory Committee](#) serves as a body of diverse representatives at Mount Holyoke that provide perspective, context, and recommendations in response to ongoing actions taken by the College to ensure all members of the community are valued, respected, and supported. The Committee is charged with promoting and supporting the efforts of the Office of Diversity, Equity, and Inclusion aimed at improving the campus's climate, sense of belonging, and education of anti-racism, anti-bias, and anti-discriminatory practices.

The Faculty Equity in Hiring Committee serves as a key resource in the faculty hiring process, with particular attention to historically underrepresented communities. The committee provides departments and interdisciplinary programs with guidelines and training to fulfill the College's best practices for inclusive and equitable hiring of continuing and multi-year faculty, advises departments and the administration in requests for additional hiring authority when such hires would enhance the diversification of the faculty, participates in and oversees faculty hiring to ensure the fulfillment of the College's DEI goals and procedures, and meets with faculty candidates during the interview process. Each year, the committee is expected to submit an annual report of its activities and the College's progress towards its DEI goals.

[BOOM: Building on our Momentum](#) is an annual Diversity, Equity, and Inclusion (DEI) learning symposium featuring a series of events. The event incorporates the voices and experiences of students, faculty, staff, and alumnae. Sessions are designed by members of the community for the entire community and will meet participants where they are in their learning and comfort in engaging in sessions on diversity, equity, and inclusion.

SOUTH HADLEY

Recognized as one of the most beautiful campuses in the United States by the *Princeton Review*, Mount Holyoke is in [South Hadley within the Pioneer Valley](#) of Western Massachusetts. The valley is a social, cultural, and academic hub, home to the [Five College Consortium](#) community. South Hadley, a charming New England town, offers spectacular views of the valley and the Connecticut River, as well as extensive outdoor opportunities.

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



Jim Sirianni, Managing Director
Sara Swisher-Anderson, Associate
Storbeck Search
MHCdeanoffaculty@storbecksearch.com

Mount Holyoke College is a women's college that is gender diverse. The College is committed to providing equal access and opportunity in employment and education to all employees and students. In compliance with state and federal law, Mount Holyoke College does not discriminate on the basis of race, ethnicity, color, genetic information, sex, national or ethnic origin, religion, age, physical or mental disability, marital status, sexual orientation, pregnancy, gender identity or expression, ancestry, veteran or military status, or any other legally protected status under federal, state or local law. The College does not discriminate on the basis of gender in the recruitment and admission of students to its graduate program.