

# WAGNER COLLEGE

## Provost & Vice President for Academic Affairs

Wagner College announces the search for a catalytic leader, a visionary thinker, and a proven strategic partner to serve as its next Provost & Vice President for Academic Affairs. The Provost will demonstrate strength in building and supporting a diverse academic community, a nimble and creative approach to evolving academic programs, and a passion for empowering students to become independent, responsible thinkers who are well prepared for careers or further study. Partnering with President Joel W. Martin, the Provost will exercise stewardship for the College and revitalize the strong foundation already in place at Wagner. The Provost will champion Wagner's commitment to the practical liberal arts and grow and transform the College's national profile by way of innovative approaches to teaching and learning. Wagner welcomes nominations and applications for this key leadership role.

### About Wagner College

Wagner College is a private liberal arts institution with professional programs in New York City. The College's beautiful 105-acre campus on Staten Island is home to a close-knit community of 2,200 bright undergraduate and graduate students. Manhattan, with access to high-profile internships and urban adventures, is just a ferry ride away. The College's nationally recognized academic program, the Wagner Plan for the Practical Liberal Arts, combines learning communities with experiential learning, internships, and research and spans liberal arts disciplines and professional programs. Students graduate with the skills employers value. More information on the Wagner College Difference can be found [here](#).

### Accolades and Honors

- The *New York Times* ranked Wagner #6 on a list of the highest "value added" colleges in the nation. "Common Sense" columnist James B. Stewart worked with Brookings Institution Fellow Jonathan Rockwell on a scale measuring the value added by a college to what its students bring with them to campus.
- Wagner was one of only 50 colleges in the country that was included in an exclusive new guide to best-value schools published by Princeton Review, "Colleges That Create Futures: 50 Schools That Launch Careers by Going Beyond the Classroom."
- Wagner was ranked among the top 15 percent of northern regional universities in *U.S. News & World Report's* 2021 Best Colleges rankings. Wagner was also called a "Best Value" among the 176 top-tier schools in its region.
- Wagner was listed among the top 8% of American colleges and universities for public service in the 2020 *Washington Monthly* magazine rankings of master's schools "based on their contribution to the public good."
- Wagner has been certified as a 2021-22 Military Friendly School for its commitment to serving veteran and active military servicemen. From its participation in the Yellow Ribbon program, G.I Bill, and additional scholarships, Wagner has become an affordable option for many veterans, active service members, and their families.
- Wagner's College Theater Program is consistently ranked in the top 5 by Princeton Review and ranked #3 in 2021.

## **Mission and Vision of the College**

### *Mission*

Wagner College prepares students for life, as well as for careers, by emphasizing scholarship, achievement, leadership, and citizenship. Wagner offers a comprehensive educational program that is anchored in the liberal arts, experiential, and co-curricular learning, interculturalism, interdisciplinary studies, and service to society and that is cultivated by a faculty dedicated to promoting individual expression, reflective practice, and integrative learning.

### *Vision*

Wagner College achieves this mission through the integration of practical liberal arts, graduate, and professional programs anchored on a signature undergraduate curriculum. Wagner's approach combines liberal arts and focused professional programs, coupled with a unique location and the requirement of experiential learning for all students. The goal has been, and continues to be, to provide a transformative college experience which best prepares students for positions of effective and responsible leadership and citizenship in their chosen professions, and in their personal and public lives. From the outset, Wagner faculty have eagerly led this learning-centered endeavor. Preparing students for such leadership requires a coherent, efficient, effective, and universal educational program and a focused faculty and administration, supported by an equally committed Board of Trustees.

### *Strategic Plan*

Wagner College is in the early stages of a strategic planning process in which the incoming Provost will be a key partner setting a fresh vision for a future-focused curriculum. The College's Middle States Self-Study, which will be completed in fall of 2021, will form an important foundation for this planning process.

## **Academics**

Wagner College offers both undergraduate and graduate education. Academic departments offer over 30 undergraduate majors and six graduate areas of study and span the following: Humanities, Performing and Visual Arts, Professional Programs, Interdisciplinary Programs, Sciences, and Social Sciences. The College's Performing Arts majors rank among its most competitive, with a nationally recognized program that connects students to Broadway and draws the Staten Island community to the College through live performances.

### *The Wagner Plan*

Wagner College's undergraduate curriculum unites deep learning and practical application. The Wagner Plan incorporates the College's longstanding commitment to the liberal arts, experiential learning, and interdisciplinary education with the geographical location and enduring bond with New York City. The Wagner Plan includes a liberal arts core program and a major, totaling 36 units/courses.

### *Honors Program*

The Honors Program is designed to stimulate and challenge students intellectually and to give them exceptional academic and co-curricular opportunities to work at a very high level of accomplishment throughout their undergraduate years. The Program is affiliated with the National Collegiate Honors Council.

### *Graduate Programs*

The College also offers a growing list of graduate programs in six areas: business administration, education, microbiology, nursing, physician assistant, and media management. The College's Spiro School of Nursing offers graduate and undergraduate programs including a Doctor of Nursing Practice (DNP) and advanced post-master's certificates including Family Nurse Practitioner (FNP). The Nicolais School of Business offers a Master of Business Administration (MBA) and Master of Science in Accounting. These exclusive programs strive to foster core competencies, cutting-edge technologies, and critical thinking. They remain responsive to the needs of the

external community, and in turn provide the most innovative and highest-caliber graduate education in the region.

### *Lifelong Learning*

Lifelong Learning's mission is to provide a welcoming, collaborative, culturally sensitive, and customer-focused environment for all college guests. It is committed to the enrichment, diversity, and self-empowerment of students from ages four and up in vocational and avocational programs of study that promote personal, academic, and social growth. Lifelong Learning, which is currently housed within the Division of Campus Life, will likely return to the portfolio of the Division of Academic Affairs under the new Provost.

### *Academic Centers*

Academic and Cultural Enrichment Programs offer the Wagner College community, as well as the broader Staten Island and New York City communities, a diverse array of lectures, symposia, workshops, performances, and concerts in various intellectual and creative arenas. Designed to expand the classroom experience, these programs have become a forum in which faculty, students, visiting scholars, activists, and artists engage the Wagner community in public conversation. Students, scholars, and the public are invited to discover common ground across disciplines, thereby cultivating a greater appreciation for a diverse world.

Center for Academic and Career Engagement (CACE) serves students as the primary locus of support and advisement services, whether that advisement comes in the form of academic, career, or disability services. CACE advisors facilitate a student's transition to Wagner, selection of the major, organization of their individual Wagner Plan, and the development of their skills and resources in pursuit of personal and professional goals. Students who utilize CACE can connect to career and graduate school resources including job and internship listings, employer literature, mentorship programs and events with Wagner alumni, and networking and skill-building workshops offered on a regular basis. CACE is also the hub of the College's signature civic engagement programs and efforts on campus and in the community.

Center For Intercultural Advancement supports and promotes Wagner College's mission by creating opportunities for intercultural dialogue, sharing information about different cultures, and assisting with strategic initiatives to internationalize and diversify the campus. The Center also provides support for international students and students of color and serves as a resource for information about internationalization and diversity, a gathering location for formal and informal dialogues, and the hub for education abroad and advisement.

The Holocaust Center aims to empower future generations in empathy, courage, and ethical decision-making to combat anti-Semitism, racism, and all forms of prejudice. The Holocaust Center leads campus programs, community outreach, and scholarly symposia that draw international scholars of the Holocaust, engage local Holocaust survivors, and provide educational programming to Wagner students, faculty, and staff as well as K-12 students on Staten Island.

Carey Institute for Government Reform is a non-partisan institute generating answers to some of the most critical issues tearing at the fabric of our democracy, such as homelessness, jobs creation, corruption, public safety, and more. The Institute seeks to stimulate thought, debate issues, and develop achievable solutions to current issues that Americans struggle with every day.

The Writing Center provides support for undergraduate and graduate writers of all abilities, in all disciplines, as they cultivate academic and professional writing skills that will serve them for a lifetime. Good writing reflects the work of Wagner College's community of thinkers, readers, and researchers. The Center's mission is to foster individual growth as a writer through interaction with friendly, highly trained Writing Intensive Tutors (WITs) in convenient tutoring locales.

### *Registrar*

The Registrar's Office assists students and faculty members with academic requirements, policies, course registration, enrollment verification, and related matters.

#### *Assessment*

Student learning assessment at Wagner College is a campus-wide effort which collectively engages and organizes the assessment activities of the campus community.

#### *Accreditation*

Wagner College is fully accredited by the Regents of the University of the State of New York and by the Middle States Commission on Higher Education. Every eight years, Wagner College is subject to a re-accreditation to assess where the institution stands as to fulfilling its mission. The organization of this self-study mirrors the seven standards for accreditation. The next on-campus self-study will take place in fall 2021. The College further holds several program-specific accreditations in education (Association for Advancing Quality in Education Preparation, AAQEP), nursing (Accreditation Commission in Education in Nursing, ACEN), business (Accreditation Council for Business Schools and Programs, ACBSP), and physician assistant (Accreditation Review Commission on Education for the Physician Assistant, ARC-PA.)

#### *Memberships*

The College maintains institutional membership and significant involvement in a number of national associations and consortia including the American Council on Education (ACE), New American Colleges & Universities (NACU), Coalition of Urban & Metropolitan Universities (CUMU), Anchor Institute Task Force (AITF), the Council of Independent Colleges (CIC), Association of American Colleges & Universities (AAC&U), and the Commission on Independent Colleges & Universities in New York (CICU).

#### **Faculty**

Education at Wagner is more than a series of classes and requirements. It is made up of dedicated professors who help students solve real-world problems. Wagner College faculty members also garner outstanding accolades in their fields, ranging from Tony Awards to Fulbright Fellowships to Mellon Periclean awards for Faculty Leaders, among others. They guide students in the lab and the studio, then onto the streets of New York City and the world. The faculty's learn-by-doing approach gives students a sense of social responsibility as well as strong intellectual and practical skills that lead to successful and satisfying careers.

Wagner has 95 full-time faculty, 64 of whom are tenured, and 210 adjuncts with a student-to-faculty ratio of 14:1.

#### **Students**

Wagner College enrolls 1,750 undergraduate and 450 graduate students from 44 states and 30 foreign countries. Sixty-seven percent of all students and 71% of first-year students live on campus, with 15% participating in Greek life. The one-year retention rate is 86% and the six-year graduation rate is 64%.

Students participate in over 60 different clubs and organizations on campus, including honors societies, sororities and fraternities, student government, and intramurals. The Wagner Seahawks are a NCAA Division I athletics program offering 25 intercollegiate athletic teams, which compete in the Northeast Conference (NEC) and Metro Atlantic Athletic Conference (MAAC), among others. Wagner College Theatre (WCT), the production arm of the performing arts department, produces eight shows a year, with student-run theatre, dance, and vocal performance groups producing many more.

#### **Diversity, Equity, and Inclusion:**

Wagner College commits to fostering greater diversity, equity, and inclusion at every level of the institution. This requires the building of a community of students, faculty, administration, and staff who reflect the diversity of the College's society. The College recognizes the educational benefits for all its members that flow from such a

community. Wagner acknowledges past and present social inequities and seeks to address them. The College encourages inquiry and reasoned dialogue in a climate of mutual respect and openness that enables genuine liberal arts and professional education. Wagner's full diversity and inclusion statement can be viewed [here](#).

### **Location**

New York City is one of the most vibrant and exciting cities in the world, and Wagner students and visitors get to explore the rich diversity of museums, cultures, arts, sports, and attractions in all five boroughs. From campus, a free shuttle is available to the world-famous Staten Island ferry, a well-recognized icon of New York City transportation that provides a free ride into the heart of New York City.

While most people think of Manhattan when they think of New York City, four other boroughs—The Bronx, Queens, Brooklyn and Staten Island—help form the richness of the City. Staten Island's attractions include a fantastic boardwalk along the beach, delicious cuisine, and interesting cultural institutions. Find information about attractions and events on Staten Island through [Staten Island Live](#) and visit [NYC Go](#) for official information on the City.

### **About the President**

Joel W. Martin, Ph.D., is the 19th president of Wagner College. He also holds the rank of Professor of Religious Studies. Dr. Martin has a distinguished record of teaching, service, and leadership at colleges and universities large and small. He has a particular interest in connecting scholarly work with current social problems and needs. Most recently, he served as Provost and Dean of the Faculty at Franklin and Marshall College in Lancaster, PA, from 2014 until 2019.

Martin earned his bachelor's degree at a liberal arts college, Birmingham-Southern. He holds a master's in Theological Studies from Harvard University and a Ph.D. in the History of Religions from Duke University. He began his academic career at Franklin and Marshall in 1988 as a professor and, later, chair of the Religious Studies department.

A noted expert on Native American religions, he is the author and editor of several books in this field, including *Sacred Revolt: The Muskogees' Struggle for a New World* (Beacon Press, 1991), *The Land Looks After Us: A History of Native American Religion* (Oxford University Press, 2001), and *Native Americans, Christianity, and the Reshaping of the American Religious Landscape*, co-edited with Mark A. Nicholas (University of North Carolina Press, 2010).

In 2000, he was named the Costo Endowed Chairholder in American Indian Affairs and professor at the University of California Riverside, one of the most ethnically diverse research universities in the nation. He served as Interim Dean of UC Riverside's College of Humanities, Arts, and Social Sciences from 2004 to 2006, where he led successful efforts to recruit diverse faculty and improve student retention.

From 2006 to 2014, he held academic leadership positions at the University of Massachusetts Amherst, a flagship research university. He served as Dean of the College of Humanities and Fine Arts, then as Vice Provost for Academic Personnel and Dean of the Faculty for the University.

### **The Role of the Provost**

Reporting to the President, the Provost serves as the chief academic officer for the College and a key member of the President's close-knit, collaborative executive management team. The Provost is responsible for ensuring that academic programs and faculty are student-centered and of the highest quality. The Provost administers and strengthens the College's degree and curricular programs and is responsible for working closely with faculty to determine their needs, overseeing tenure and promotion decisions, projecting long-range curricular plans, preparing and controlling academic budgets, promoting Wagner to external audiences, securing grants to

support academic innovation, and managing educational technologies. Additionally, the Provost oversees the following direct reports:

- Vice Provost, Academic Affairs
- Dean of Academic and Career Engagement
- Dean of Integrated Learning
- Director of the Library
- Registrar
- Assistant Provost for the Health Sciences Initiative (Termed Appointment, February 2021-January 2023)

The Provost also works closely with the leaders of the College's 17 academic departments:

- Dean of the Nicolais School of Business
- Dean of the Spiro School of Nursing
- Director of the Physician Assistant program
- (14) academic department chairs

An organizational chart can be viewed [here](#).

### **Opportunities and Challenges**

Under the dynamic leadership of President Martin, the College has entered an exciting period of positive change and momentum. The Provost will help to catalyze this momentum around cultural change and contribute to the College's forward impetus through addressing the following priorities:

**Supporting faculty.** Like faculty everywhere, Wagner faculty have faced a year of unknowns and concerns about virtual teaching and a safe return to the classroom. The Provost will work closely with faculty to ensure a smooth transition into the "new normal" of a post-Covid world with an eye toward building trust and rapport via transparent communication, collaborative decision making, and inclusive processes that build on Wagner's deep sense of community. The Provost will examine faculty compensation models, as well as the appropriate balance between full-time and part-time faculty, while leading innovative visioning and reinvention of teaching and learning. The Provost will direct and oversee the hiring, development, mentoring, and evaluation of a diverse and thriving faculty, and will provide enhanced assessment and feedback models for faculty. Additionally, the Provost will be a strong advocate for faculty and look for creative ways to support their work and ideas that benefit students in a resource-constrained environment.

**Collaboratively assessing, building, and reimagining Wagner's academic programs.** Building from a strong commitment to the practical liberal arts that flourishes at Wagner and following a Middle States review that will take place in fall 2021, the Provost will launch a major review of the curriculum. In collaboration with Wagner's faculty, the Provost will embrace innovative approaches and introduce new perspectives that transform and reinvigorate the curriculum and, in the process, enhance the student experience and raise Wagner's national profile. This will include enhancing the vibrancy and relevance of liberal arts programs and building additional strength into graduate and professional programs. In addition, the Provost will continue to foster the culture of interdisciplinary collaboration that thrives at Wagner.

**Encouraging the continued evolution of teaching and learning by embedding technology into the curriculum in innovative and appropriate ways.** Wagner aims to integrate technology into its future-focused curriculum as both a *means* of learning and as a *core competency* for students across all disciplines. The Provost will engage the faculty community in analyzing the overall program with the aim of increasing the use of technology that emerged from the pandemic in meaningful and appropriate ways. The Provost will further work to ensure the

College's curricula reflect the skills students will need to thrive across disciplines in the late 21<sup>st</sup> century, integrating technological skill development in areas such as complex data analysis and artificial intelligence.

***Cultivating and effectively positioning the College's nationally recognized performing arts programs and burgeoning programs in the health sciences.*** Wagner College has a strong foundation as a liberal arts institution with important contributions coming from professional studies. Under the leadership of the Provost, the College will invest in the health sciences, building out new programs and expanding hires. These new offerings will enable the College to distinguish itself in ways that are both mission-centered and market-smart. In addition, the Provost will find innovative ways to strengthen and capitalize on Wagner's competitive performing arts programs.

***Fostering the College's presence, visibility, and positive impact within New York City and the surrounding community and developing vibrant partnerships with area foundations, businesses, and organizations.*** Numerous opportunities exist for the Provost to build reciprocal partnerships with local industries, businesses, arts organizations, and communities that enhance the quality of education, exposure, and service that Wagner provides to its students and other constituencies. In particular, the Provost can help deepen the College's connection to the wide business and artistic sectors that exist within New York City. Additionally, the Provost can help to expand the College's visibility and footprint by enhancing relationships with funding organizations, conveying Wagner's excellence and distinction, and attracting new sources of funding to support new and innovative academic programs. In addition to capitalizing on Wagner's prime New York City location, the Provost will work with faculty to revitalize international relationships and study abroad programming.

***Fostering a safe, inclusive collegiate community and leading critical campus discourse around inclusion, diversity, equity, and access.*** The Provost will work collaboratively across the institution to reaffirm the safety and wellbeing of all members of the community with a particular focus on Wagner's BIPOC community members. In addition, the Provost will lead the campus commitment to gender equity and to confronting all forms of sexual discrimination and misconduct through continued vigilance and training.

#### **Desired Qualities, Qualifications, and Experience**

The ideal candidate will be a visionary leader and a savvy academic innovator with strong interpersonal skills, a deep understanding of and commitment to the mission and values of Wagner College, a terminal degree within a department or program offered by the College, and a thorough understanding and appreciation of the College's community-centered culture. The ideal candidate will have a diverse and long-established track record of proven success within an academic environment. In addition, the ideal candidate will:

- Possess the enthusiasm and ability to engage and inspire the academic community, to spark and nurture innovative thinking, and to mobilize faculty creativity;
- Lead in a collegial, collaborative, inclusive, and transparent style with empathy, passion, a positive outlook, a growth mindset, and a strong work ethic;
- Possess a robust record of teaching, scholarship, and service that resulted in tenure and success with progressively advanced academic administrative responsibilities;
- Exhibit high emotional intelligence, outstanding active listening skills, and strong interpersonal and communication skills;
- Possess the ability to manage up and down and delegate as needed;
- Use data meaningfully and regularly to inform decisions and communicate decisions with clarity and transparency;
- Demonstrate success and innovation in growing and leading academic programs and curricular development and assessment;
- Value shared governance and demonstrate a natural ability and desire to build trusting and collaborative relationships with faculty;

- Foster interdisciplinary and cross-campus collaboration and appreciate the contribution of undergraduate, graduate, and professional programs;
- Be capable of clearly and persuasively communicating Wagner’s distinctive identity and mission to faculty, staff, students, and external constituencies;
- Possess hands-on experience in overseeing, promoting, and assessing faculty teaching, research, advising, and service;
- Exhibit a strong commitment to student success, not only inside the classroom, but also through activities such as experiential learning and career exploration;
- Be skilled at hiring, promoting, supporting, and retaining a talented and diverse faculty and administrators;
- Possess a record of and personal interest in fostering multi-cultural competence and growing diversity and inclusion among faculty, staff, and students, as well as closing equity gaps in student outcomes;
- Actively engage and partner with surrounding communities, funding organizations, and businesses, building partnerships, fostering good will, and promoting the College;
- Support and promote the appropriate role of technology and digital scholarship in the service of innovation and excellence in teaching and research;
- Exhibit sound judgment and accountability with respect, courage, and integrity;
- Possess the ability to be decisive, timely, persuasive, and tolerant of ambiguity;
- Partner with advancement in securing funding to support the academic portfolio and vision of the College;
- Have knowledge of and experience with strategic resource planning and allocation, including budgets;
- Demonstrate an entrepreneurial spirit and willingness to take hold of opportunities and to foster creativity and innovation in others; and
- Possess knowledge of trends and best practices in higher education.

Please send all inquiries, nominations, and expressions of interest electronically and in confidence to:



**Ruth Shoemaker Wood, Managing Director**  
**Lindsay Allison, Senior Associate**  
**Storbeck Search**  
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