



PROVIDENCE
COLLEGE

Vice President for Diversity, Equity & Inclusion

Leadership Profile

Winter 2022



WittKieffer

Executive Summary

Providence College (PC), a Catholic and Dominican liberal arts institution of higher education, invites nominations and applications for the College's inaugural vice president for diversity, equity and inclusion.

Providence College is a close-knit community committed to academic excellence, growth in virtue and service of God and neighbor. The college was established in 1917 and represents a distinctive identity and mission as the only college or university in the United States founded by, and conducted under the auspices of, the Dominican Friars.

The College is located on a picturesque, 105-acre campus two miles from downtown Providence. With an undergraduate population of approximately 4,600 students, 342 full-time and 207 part-time faculty members, PC boasts a 12:1 student-faculty ratio, ensuring a highly personalized education. Providence College employs more than 1,000 employees and is among the top 30 employers in the State of Rhode Island. The college competes in eight men's and 11 women's varsity sports, all at the Division I level, with membership in the NCAA, the BIG EAST Conference and the Hockey East Association.

The vice president serves as a member of the President's Cabinet and is responsible for spearheading the College's development and implementation of a robust, strategic diversity and inclusion agenda across all divisions with the purpose of advancing a campus climate and a common vision that respects, values and supports the academic, social and personal development of diverse students, faculty and staff. Working across campus constituencies, the vice president ensures the successful accomplishment of [diversity and equity-related goals within the College's strategic plan](#).

This is an exciting opportunity for a transformative and courageous leader to build upon the many assets of the College and support a campus environment where all are welcome and invited to participate meaningfully. [Rev. Kenneth R. Sicard](#), O.P. '78, '82G, President of Providence College, has set a vision for the College to work towards becoming a Beloved Community as articulated by Martin Luther King, Jr. Reporting to the president, the vice president will advance efforts towards this end and challenge the community in ways that are not confrontational but unify its members and promote the dignity of all people.

The successful candidate will be a relational and strategic leader who has a deep grasp of and passion for the mission of Providence College and Catholic Social Teaching who uses the mission as the motive, guide and goal for advancing diversity, equity and inclusion for the institution. Candidates should also have exceptional communication and relational skills with an ability to find common ground with people from diverse backgrounds. A minimum of seven years of experience in successfully advancing diversity initiatives in a college, university or professional setting or equivalent combination of experience and training and a master's degree are required.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy at the end of this document.

Role of the Vice President for Diversity, Equity & Inclusion

The vice president for diversity, equity and inclusion reports to the president and is a key member of the President's Cabinet. The vice president is responsible for spearheading the College's development and implementation of a robust, strategic diversity and inclusion agenda across all divisions with the purpose of advancing a campus climate and a common vision that respects, values and supports the academic, social and personal development of diverse students, faculty and staff.

The vice president leads the [Office of Institutional Diversity, Equity and Inclusion](#). The office advances Providence College's commitment to developing purposeful collaborations across all areas of the College and the greater community to foster an environment where people of all backgrounds, cultures, identities and perspectives can flourish. Providence College seeks to reflect the rich diversity of the human family. Following the example of St. Dominic, who extended a loving embrace to all, it welcomes qualified men and women of every background and affirms the God-given dignity, freedom and equality of each person.

The vice president oversees a budget of approximately \$1.3 million (inclusive of salaries). The following roles report to the vice president:

- Assistant Vice President for Institutional Diversity & Title VI Coordinator
- Assistant Director of Diversity, Equity & Inclusion for Student Success
- Director of Diversity, Equity & Inclusion Education and Professional Development
- Faculty in Residence
- Director for the Center at Moore Hall
- Faculty in Residence — Center at Moore Hall
- Campus Immigration Liaison
- Executive Assistant

Essential Duties

- Serve as the primary advisor to the president and members of the cabinet on all matters related to diversity and inclusion, including campus climate and the recruitment and retention of faculty, staff, administrators and students. Ensure that the pursuit of diversity and inclusion are considered at the highest levels of institutional governance, established as a core institutional competence and a central component in decision making by the administration.
- Partner with the Office of Mission & Ministry to ensure the mission of the College is at the forefront of the vision, deliberations, recommendations, initiatives and decisions regarding inclusion and diversity. Partner with the vice president for Mission & Ministry to articulate a vision for the campus community that roots the College's commitment to diversity, equity and inclusion within its Catholic and Dominican identity.
- Drive the achievement of the College's diversity and inclusion initiatives. Provide expertise on diversity issues facing the College. Provide strategic direction for conceptualizing, defining, assessing, nurturing and leveraging diversity as an institutional and educational resource. Create opportunities to engage diverse ideas inside and outside the classroom. Establish effective policies, practices and communications strategies to address identified concerns.

- Provide leadership and engage constituents (faculty, staff, students, community) to create and sustain a climate of structural diversity, equity and inclusion across the College.
- Partner with the Office of Admissions, Academic Affairs and Student Affairs to support the recruitment and retention of historically underrepresented students.
- Partner with Academic Affairs to develop targeted recruitment and retention strategies to increase the number of underrepresented faculty. Ensure that hiring practices emphasize competencies in working with diverse populations.
- Partner with Human Resources to develop targeted recruitment and retention strategies to increase the number of historically underrepresented staff and ensure that hiring practices emphasize competencies in working with diverse populations.
- Work in partnership with College leadership to seek internal resources and cultivate external funding to support diversity and inclusion initiatives.
- Promote diversity awareness, appreciation and understanding on campus and in the community working collaboratively with others to provide ongoing professional development activities for all campus constituencies. Provide consultation, assistance, training and resources for climate surveys, campus programming, seminars and workshops for faculty, staff and students.
- Support academic departments and programs as consultant, advisor and resource in their efforts to integrate diversity into the College's curriculum and promote inclusive pedagogical practices. Collaborate with campus partners in Academic Affairs, such as the Committee for Teaching Excellence and the Committee on Core Curriculum, to identify needs and create faculty development initiatives that support diversity and inclusivity with an emphasis on inclusive classroom dynamics.
- In concert with the senior associate vice president for academic affairs/chief institutional effectiveness officer, develop and implement a measurable assessment plan identifying criteria, goals, incorporation strategies and an evaluation process to determine the efficacy of strategic diversity and inclusion initiatives.
- Collaboratively engage College divisions and offices in implementing components of the diversity strategic plan in their respective areas and incorporate assessment strategies that measure effectiveness.
- Collaboratively engage the off-campus neighboring communities (partnering with Moore Hall) and alumni groups (partnering with Institutional Advancement) to identify activities, events and educational forums that foster a greater on-campus welcoming environment and stronger partnerships to promote a stronger, inclusive environment for campus constituencies.
- Serve as a consultant, advisor, resource and partner to all divisions and departments of the College.

Opportunities and Expectations for Leadership

The vice president for diversity, equity and inclusion will be responsible for addressing the following critical leadership issues, among others:

Articulate a vision for DEI that is grounded in the mission of the college and the teachings of the Catholic Church

Providence College's commitment to diversity and inclusion is articulated clearly in the College's mission statement, and advancing diversity, equity and inclusion is core to Catholic Social Teaching. With guidance from the College community, Father Sicard has drafted comprehensive statements on equity and inclusion and about the College's commitment to these values. It will be imperative that the vice president be able to effectively articulate a vision for DEI that unambiguously embraces the Catholic and Dominican identity of the College and advance initiatives that honor the life and dignity of every person within the community.

Build upon the College's assets and infrastructure for DEI

In partnership with the staff in the [Office of Institutional Diversity, Equity and Inclusion](#), the vice president will be expected to build upon current efforts to address diversity, equity and inclusion in programming and policies across the campus. There have been significant investments in DEI initiatives made by the College, and the office has both human and financial resources to achieve its goals. The College administered the [HEDS Climate Survey in 2017 and 2020](#), and the College will administer another survey in 2023. The College has adopted a framework with [five focus areas for institutional diversity](#), and a [two-year action plan](#) has been developed that will serve as a springboard for the vice president to do an assessment of current efforts while determining next steps. More information about the College's current infrastructure and assets can be found [here](#). Motivating and unifying people around a vision and nurturing positive and cooperative partnerships will enable the vice president to harness the energy of those already engaged in this work, leverage their successes and enhance efforts to bring about true change.

Work collaboratively to build the Beloved Community

As a collaborative leader, the vice president will develop positive and productive working relationships across campus to engage in diversity, equity and inclusion efforts that make progress towards PC becoming the Beloved Community. The new leader must build relationships and speak up in ways that advocate for the marginalized and build friendship and collaborative partnerships with multiple constituencies. Some areas of focus include:

- **Faculty:** The College is committed to providing educational experiences for students that increase their level of commitment to the values and mission of the institution. Further engagement of the faculty at PC around faculty development, academic support and curricular issues around DEI topics would be welcomed. An important goal of the College is to improve hiring, retention and success for diverse faculty, and the vice president, along with the vice president of mission and ministry, currently participates in all faculty search processes. The vice president will be a key partner with the provost, the associate provost of diversity, equity and inclusion and the Division of Academic Affairs in these efforts.

- **Students:** It will be important for the vice president to be accessible to students, in tune with their needs and willing to communicate effectively when incidents arise that impact them. The vice president must also seek to understand students' perspectives and be able to communicate that to others at the College.
- **Professional Development:** The Office of Institutional Diversity, Equity and Inclusion has a record of partnering with Human Resources to provide professional development opportunities. In April 2022, a multi-day professional development workshop entitled [Moving Toward Action and Fostering Change. What Can You Do?](#) was hosted on the campus. The vice president will continue to work to provide professional development opportunities for the community and find additional ways to further the DEI knowledge and skills of the PC community.
- **Mission and Ministry:** The College understands its commitment to building a more diverse, equitable and just community as an indispensable component of its Catholic and Dominican identity. The Offices of Mission and Ministry and Institutional Diversity, Equity and Inclusion collaborate regularly, and the vice president will be expected to further enhance this relationship to ensure the mission of the College is at the forefront of all decisions regarding inclusion and diversity.

Professional Qualifications and Personal Qualities

The successful candidate will be a relational and strategic leader who has a deep grasp of and passion for the mission of Providence College who uses the mission as the motive, guide and goal for advancing diversity, equity and inclusion for the institution. Candidates should also have exceptional communication and relational skills with an ability to find common ground with people from diverse backgrounds. A minimum of seven years of experience in successfully advancing diversity initiatives in a college, university or professional setting or equivalent combination of experience and training and a master's degree are required.

In addition, PC seeks a leader with the following qualifications:

- Ability to endorse and support the mission of the College as a Catholic and Dominican liberal arts institution;
- Strong leadership and organizational skills;
- Proven ability to connect multiple groups, build collaborative relationships and reconcile competing interests;
- In-depth knowledge of the dynamics and leadership required to effect organizational change;
- Proven ability to initiate and lead large-scale programs and projects;
- Record of success in obtaining grants and external funding for equity, diversity and inclusivity initiatives;

- Demonstrated experience in working with a variety of internal and external groups toward consensus and support for innovative plans and solutions;
- Knowledge of federal and state laws and regulations related to equity, including Title VI, Title VII, Title IX and the Americans with Disabilities Act.

About Providence College

Overview

Providence College is a vibrant Catholic, Dominican institution of higher learning in which the community is committed to academic excellence and fostering a loving, diverse and inclusive living and learning environment. Now in its second century, the college is poised to step boldly into the future, guided by an ambitious strategic plan, [PC200](#). The plan illuminates a path that will distinguish Providence College as a nationally recognized, residential, primarily undergraduate-focused, premier Catholic college, with an expanded national recruiting presence and an ever-increasing academic reputation.

Mission

Providence College is a Catholic, Dominican, liberal arts institution of higher education and a community committed to academic excellence in pursuit of the truth, growth in virtue and service of God and neighbor.

Faith and Reason

Providence College is confident in the appeal of reason, believes that human beings are disposed to know the truth and trusts in the power of grace to enlighten minds, open hearts and transform lives. Providence College maintains that the pursuit of truth has intrinsic value, that faith and reason are compatible and complementary means to its discovery and that the search for truth is the basis for dialogue with others and critical engagement with the world.

Academic Excellence

Providence College is committed to academic excellence, and holds itself to the highest standards in teaching, learning and scholarship. Its [core curriculum](#) addresses key questions of human existence, including life's meaning and purpose and stresses the importance of moral and ethical reasoning, aesthetic appreciation and understanding the natural world, other cultures and diverse traditions. Providence College honors academic freedom, promotes critical thinking and engaged learning and encourages a pedagogy of disputed questions.

Community and Diversity

Providence College seeks to reflect the rich diversity of the human family. Following the example of St. Dominic, who extended a loving embrace to all, it welcomes qualified men and women of every background and affirms the God-given dignity, freedom and equality of each person. Providence College

promotes the common good, the human flourishing of each member of the campus community and service of neighbors near and far.

Veritas and Providence

Providence College brings the eight-hundred-year-old Dominican ideal of *veritas* to the issues and challenges of today. It seeks to share the fruits of contemplation in an increasingly global and diverse society, and to praise and bless all that is good and vital in human endeavors. Providence College supports the Dominican mission of preaching the gospel of Jesus Christ to a new generation of students and helping them discover God's providence in their lives.

Governance

In 1994, Providence College restructured its governing body to a two-tier structure: a Corporation and a Board of Trustees. The 12-member Corporation is the body that has the ultimate authority to exercise control over ownership of property, to promulgate and amend the by-laws, to accept or reject the recommendation for election to the presidency of the College by the board of trustees and to elect members of the Corporation and of the board of trustees. The Corporation is comprised of four ex-officio members and eight other individuals elected by the Corporation, four Dominican friars and four laypersons. The ex officio members are the Provincial of the Province of St. Joseph, the elected leader of the Dominican Order for the eastern region of the United States; the Roman Catholic Bishop of the Diocese of Providence; the president of the College; and the chair of the board of trustees.

The board of trustees is charged with complete governance of the affairs of the College not reserved to the Corporation. The board of trustees establishes major institutional goals; engages in long-range planning and policy-making; oversees the annual operating budget of the College; and oversees the review process, and recommends a Dominican friar for election to the presidency of the College. The board of trustees is comprised of not less than 25 and not more than 40 members. Each member of the Corporation and the executive vice president of the College shall be ex-officio members of the board. The remaining members shall be elected by the Corporation from among a list of candidates proposed by the board of trustees. A board member is elected to a three-year term and is eligible to serve three full consecutive terms. Currently, there are 38 members serving on the board. The board meets three times a year.

Schools and Programs

Providence College is a primarily undergraduate, liberal arts, Catholic institution of higher education. Committed to fostering academic excellence through the sciences and humanities, the College provides a variety of opportunities for intellectual, social, moral and spiritual growth in a supportive environment. The College's academic organization centers around five schools: Arts & Sciences, Business, Nursing and Health Sciences, Professional Studies and Continuing Education.

The Providence College [School of Continuing Education \(SCE\)](#) affords individuals the opportunity to pursue an undergraduate education on a part-time or full-time basis as a degree candidate enrolled in an associate, bachelor or certificate program; as a non-degree candidate, taking courses to be applied to a

degree candidacy at a later time; for personal enrichment; or as an auditor, attending solely for personal enjoyment. Classes are offered evenings, weekends and online in accelerated and full-semester terms.

As the home of the arts and sciences programs, the [School of Arts & Sciences](#) is central to the Providence College mission and identity as a liberal arts institution. Programs of study offered through the School of Arts & Sciences support the College's mission of fostering academic excellence through the humanities, fine arts, social sciences and natural sciences, while cultivating intellectual, spiritual, ethical and aesthetic values within the context of the Catholic and Dominican tradition. The School of Arts & Sciences includes 18 academic departments that offer [undergraduate majors](#), minors and/or certificates. [Graduate degree programs](#) also are available.

Providence College graduates in the fields of education and social work are thoroughly prepared for future endeavors in their chosen field, which is why the College's [School of Professional Studies](#) has earned a reputation among employers for excellent career preparation. Extensive internship and fieldwork opportunities are an integral part of the Providence College curriculum—providing students with the hands-on experience necessary to excel in the workplace.

The Providence College School of Business includes undergraduate programs in accountancy, finance, management and marketing, and the Master of Business Administration (MBA) and Master of Science in Business Analytics programs. Completion of the curriculum leads to a Bachelor of Science (B.S.) degree for undergraduate students and the MBA degree for graduate students. Minors are offered in accountancy and finance. The College also offers a minor in business and innovation, open to students in the School of Arts and Sciences and the School of Professional Studies.

Creation of the School of Nursing and Health Sciences was approved by the College faculty and board of trustees in the spring of 2022. It will include new baccalaureate programs in nursing and health sciences, in addition to the current program in health policy and management. Students will begin studies in the new programs in the fall of 2023.

Faculty

Providence College's faculty consists of the Ordinary Faculty, the Term Faculty, the *emeriti* and the provost. Faculty governance is vested in the Faculty Senate of Providence College, an elective assembly representing the faculty in the process of determining academic policy. The Faculty Senate has the authority to initiate, revise and regulate organization of the faculty educational policies of the College. More information can be found in PC's [Faculty Handbook](#).

Full-time faculty = 342

Part-time faculty = 207

Male = 203 (59%)

Female = 139 (41%)

Tenured/Tenure-track = 280 (82%)

With terminal degrees = 320 (94%)

Dominican faculty = 18 (5%)

Faculty of color = 71 (21%)

Student Body

Total student population = 4,665
Female = 2,576 (55%)
Male = 2,079 (45%)
Undergraduate day students, Class of 2024

The 1,032 new first-year students who enrolled in the Class of 2025 represent continued academic excellence and extracurricular involvement, with an average grade point average of 3.48 on a 4.0 scale. The average SAT score was 652 for EBR&W (critical thinking) and 650 for math. 17% of the class are students of color.

Some 1,956 of the College's 4,104 undergraduate day students (47%) were enrolled in the School of Arts and Sciences.

Staff

Total Staff = 588
Male = 264
Female = 324
Dominican staff = 12
% of staff of color = 16.5%

The Dominican Community

Providence College enjoys a robust level of religious presence and engagement. Alumni and students have benefited greatly from the engagement of Dominican Friars and Sisters in the life of the community, and many have established lifelong relationships with Dominicans. Most of the 39 Dominican Friars assigned to Providence College live in St. Thomas Aquinas Priory, although several live in residence facilities.

Dominicans serve as faculty in numerous academic departments and programs, including economics, English, finance, history, mathematics, philosophy, political science, psychology, theatre/dance/film, theology and the Development of Western Civilization. Others serve as college chaplains and in key administrative positions. Individual friars also serve as chaplains in each residence hall, and a chaplain has been assigned to each varsity athletic team.

The engagement of Dominicans in teaching, scholarship and service at Providence College reflects the 800-year-old Dominican commitment to the pursuit of truth in the conviction that all truths find their ultimate aim and unity in the one Truth that is God. This pursuit of truth has marked the lives and contributions of Dominican philosophers and theologians such as Thomas Aquinas, scientists like Albert the Great and artists like Fra Angelico. This same pursuit can be seen in the mysticism of Catherine of Siena, the defense of indigenous peoples by Bartolomeo de Las Casas and the contributions of Yves Congar and Dominique Chenu to the reforms of the Second Vatican Council. It is a rich legacy that has been bequeathed to us, and one we humbly seek to honor and continue at Providence College.

Honoring and advancing this legacy at Providence College is the shared responsibility of the whole College community: friars, sisters and laity; faculty and students; administrators and staff; and alumni and

trustees. Each is called to participate in the College's mission and each makes a specific and important contribution to the common good. It is through study and scholarship, prayer and contemplation and a deep and abiding respect for one another that, together, we will ensure that Providence College will be faithful to its mission as it engages the promises and challenges of this new century.

Providence, Rhode Island

Providence is a city of neighborhoods, each with a distinct character and feel that ranges from the European charm of Federal Hill; the history and beauty of College Hill; and the hip, trendy shops and cafes along Thayer Street and Wickenden Street.

Downtown, it is possible to take in a Friar men's basketball game or a Providence Bruins hockey game at the Amica Mutual Pavilion, see a touring Broadway show at the Providence Performing Arts Center, shop at Providence Place mall, visit many fine museums and the fourth oldest library in the nation and dine in some of the best restaurants in the Northeast.

Providence is a major industrial, commercial, medical and financial center for New England with an economy based on manufacturing and service enterprises. The city is a major supplier of jewelry and silverware to the United States and Europe. Providence is home to four multibillion-dollar financial companies and many smaller ones. Tourism and conventions are emerging industries. As the capital of Rhode Island, Providence supports a number of government-related jobs.

<http://www.city-data.com/us-cities/The-Northeast/Providence-Economy.html>
www.goprovidence.com



Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting Providence College in this search. For fullest consideration, candidate materials should be received by **March 1, 2023**.

Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Christine J. Pendleton, Lucy Leske and Sarah Seavey at:
ProvidenceVPDEI@wittkieffer.com

Providence College, a primarily undergraduate, liberal arts, Catholic institution of higher education conducted under the auspices of the Dominican Friars, seeks candidates who can affirm and contribute to its mission. The College is committed to creating a diverse, inclusive environment that supports all of its students, faculty, and staff. All members of the community share a responsibility for creating, maintaining, and developing a learning experience valuing differences and practicing inclusion. We invite applications from qualified individuals who possess the experience, knowledge, and commitment to work within a diverse learning environment. Women and minority candidates are strongly encouraged to apply. Providence College is an equal opportunity employer.

Anti-Harassment and Discrimination Policy and Grievance Procedures

Providence College is committed to maintaining educational, working, and living environments in which all students, staff, and faculty are treated with dignity and respect, as created in the image and likeness of God. Discriminatory harassment based on a person's (or group's) race, color, national or ethnic origin, sex, gender, sexual orientation, gender identity, religion, disability, age, veteran status, or genetic information is prohibited. This Policy applies to all Providence College students and employees (i.e., faculty, staff, administrators), and to all "third parties" (defined for this Policy as visitors, guests, contractors, vendors, and other third parties).