



Invites Applications and Nominations for the
Position of:

Provost

Greenwood/Asher
& ASSOCIATES, LLC

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The Opportunity

Massachusetts Bay Community College (MassBay) seeks a dynamic, visionary leader and accomplished administrator who is a vital member of the College's leadership team who ensures that the College is a thriving academic community.

The Position

Reporting to the President, the Vice President for Academic Affairs and Provost serves as the College's Chief Academic Officer, providing leadership to the academic division of the College. The provost supervises the assistant provost, five academic deans, and the Directors of Grants Development and Grants Administration, and makes recommendations to the President regarding personnel in accordance with collective bargaining agreements and administrative personnel policies.

Specific responsibilities and duties include:

- › Provide vision and direction to the College's academic programs; academic planning; maintaining academic quality and standards; improving pedagogy and developing curriculum; the professional development of faculty and academic staff; evaluating faculty; recruiting and onboarding new faculty; program review and accreditation; academic policy; using technology in teaching and learning; library services; academic support programs; accessibility resources; and academic grants;
- › Advise the President on matters relating to Academic Affairs and other aspects of the College;
- › Promote student success, partnering with other vice presidents;
- › Oversee the Academic Affairs budget, including establishing budget priorities;
- › Participate on the President's Executive Team in the establishment of College policies and preparation of the annual College budget;
- › Participate on the President's Cabinet, the President's Council, and other committees as assigned;
- › Represent the President and the College internally and externally, as required;
- › Ensure compliance with all regulatory and accrediting agencies/associations;
- › Oversee the preparation of the College catalog, academic calendar, course schedules, and related publications;
- › Work cooperatively with counterparts in the Massachusetts system, post-secondary institutions, and community leaders;
- › Lead outreach initiatives for Academic Affairs, including articulation agreements; and
- › Align academic programs with the needs of citizens, business and industry, and communities.

Qualifications

Required qualifications:

- › Earned doctorate from an accredited institution;
- › At least five years of higher education administrative experience in a leadership role, including participation in academic planning;
- › Experience in higher education teaching;
- › Demonstrated commitment to inclusivity and diversity with regard to employing faculty and staff, developing curriculum, and building community;
- › Commitment to the goals of affirmative action and workforce diversity;
- › Experience working in a diverse environment;
- › Demonstrated commitment to working with underserved students;
- › A demonstrated ability to build a culture of cohesion, dialogue, civility, and academic excellence;
- › Experience in budget development and administration, personnel supervision and evaluation, academic program design and review, and professional development;
- › Demonstrated commitment to the philosophy of the community college and to student success;
- › Excellent ability to speak, write, and listen;
- › A leadership style that emphasizes collaboration, team building, accessibility, and open communication.

Preferred qualifications:

- › Community college experience, strongly preferred;
- › Full-time teaching at an institution of higher education;
- › Experience in a collective bargaining environment.

About MassBay Community College



MassBay is a comprehensive, open-access community college, offering associate degrees and certificate programs on three campuses in Wellesley Hills, Framingham, and Ashland, Massachusetts. The College is dedicated to student learning and achievement through academically rigorous courses and programs. MassBay provides its diverse student body with a strong foundation in the liberal arts and state-of-the-art career preparation.

The College enriches student experience and encourages civic engagement through academic and co-curricular activities, student services, and partnerships with local businesses, civic organizations, and schools.

We serve students from the greater Boston and the Metrowest region on our campuses in Wellesley Hills, Framingham, and Ashland. Our alumni/ae are teachers and college professors, entrepreneurs and business owners, lawyers and elected officials, and everything in between.

MassBay was ranked the No. 1 community college in Massachusetts by the Brookings Institution for value-added salary outcomes of our graduates – in short, our graduates pay less for their college education, but earn more, when compared to peer institutions and four-year institutions nationwide. Across all community colleges nationally, MassBay ranked No. 16 and ranked No. 2 among community colleges across New England.

Programs of study include:

- > Automotive Technology
- > Business
- > Education and Human Services
- > Health Sciences
- > Humanities and Social Sciences
- > Legal Studies
- > STEM- Science, Technology, Engineering, Mathematics



Fast Facts Fall 2019

Students:

- > Total enrollment: 4,048
- > Full time: 36%
- > Part time: 64%
- > Female: 51%
- > Male: 46%

Diversity:

- > White: 48%
- > African American: 14%
- > Hispanic: 20%
- > Asian: 5%
- > Other: 8%



Strategic Plan 2018-2022: *MassBay- A Catalyst for Transformation*

To better fulfill its mission, the College identifies five strategic directions to be addressed in the plan's five-year period. The College will: (1) improve student outcomes, (2) increase college participation, (3) strengthen workforce partnerships, (4) enhance professional growth of faculty and staff, and (5) optimize resources.

Within each category, the College aims to achieve a series of goals:

- › **Strategic Direction 1: Improving Student Outcomes**
 - Goal 1. Improve retention and degree completion rates.
 - Goal 2. Increase the percentage of students who have completed a college-level math course in two years.
 - Goal 3. Improve academic outcomes for underrepresented groups.
 - Goal 4. Improve the academic success of students who have experienced emotional distress and who are experiencing food insecurity.

- › **Strategic Direction 2: Increasing College Participation**
 - Goal 5. Maintain enrollment despite downward projections.
 - Goal 6. Increase online offerings.
 - Goal 7. Better prepare students for their role as citizens in a diverse environment.

- › **Strategic Direction 3: Strengthening Workforce Partnerships**
 - Goal 8. Refine the curriculum to meet employer needs and occupational projections.

- › **Strategic Direction 4: Enhancing Professional Growth of Faculty and Staff**
 - Goal 9. Improve the professional experience of faculty and staff.
 - Goal 10. Increase the racial and ethnic diversity of the faculty.

- › **Strategic Direction 5: Optimizing Resources**
 - Goal 11. Establish a long-term facility for the Health Science programs.
 - Goal 12. Build a Student Recreation and Fitness Center on the Wellesley campus to address students' athletic and recreational needs and to serve as a tool for recruitment and retention.
 - Goal 13. Improve the College's infrastructure.
 - Goal 14. Improve the College's readiness to respond to public safety emergencies.

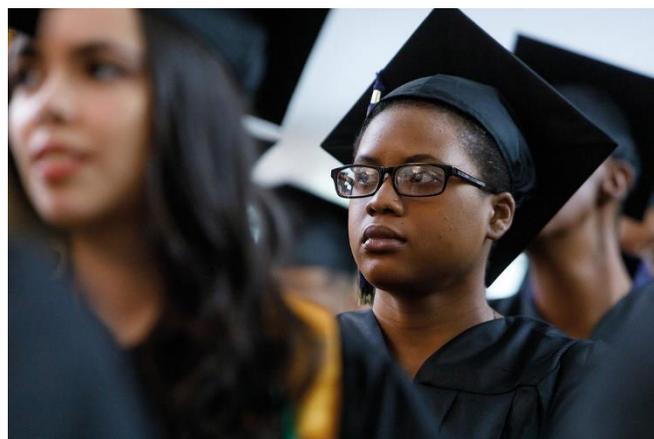
For more information about MassBay's strategic plan, visit [massbay strategic plan 2018-2022](#)

Accreditation, Mission, and Vision

MassBay Community College is accredited by the New England Commission of Higher Education (formerly the Commission on Institutions of Higher Education of the New England Association of Schools and Colleges, Inc.).



Mission Massachusetts Bay Community College fosters educational excellence and student success, prepares students for local and global citizenship, anticipates and responds to the needs of surrounding communities, and contributes to evolving regional economic development.



Vision Massachusetts Bay Community College aspires to be a catalyst for transformation — calling for the best in students, preparing them as engaged citizens, and enabling them to realize their dreams.

In support of the mission, they value:

› **Accessibility and Affordability**

- Massachusetts Bay Community College is an affordable, open-access public institution, which meets the immediate and long-term needs of diverse students and communities that the College serves.

› **Communication**

- Massachusetts Bay Community College is committed to a culture of open communication and transparency.

› **Diversity**

- Massachusetts Bay Community College values and pursues diversity and teaches students the importance of inclusion and collaboration in a global context.

› **Professional Development**

- Massachusetts Bay Community College invests in professional development for faculty and staff to ensure the excellence of its programs and services.

› **Respect**

- Massachusetts Bay Community College promotes mutual respect and creates a forum for vigorous questioning and debate among faculty, staff, and students.



Wellesley, Massachusetts

Wellesley is a town in Norfolk County, Massachusetts and part of Greater Boston. It has a feel and ethos distinct from the beautiful array of cities that make up the Greater Boston Area. There's an ambiance of natural comfort, aesthetics, and pride that has coursed down through generations beginning over 350 years ago. This gem of Boston is cultured, with tranquil natural beauty and a perceptible sense of family and community.

Wellesley occupies 10 square miles of quintessential Massachusetts suburban beauty in Norfolk County and was founded originally in the 1630s, later evolving as part of Dedham, Massachusetts.



Nomination and Application Process

Salary

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Greenwood/Asher & Associates, LLC is assisting MassBay in this search. Applications and nominations are now being accepted. Completed applications must include: a letter of application clearly addressing how the applicant's responsibilities and qualifications meet the position's requirements, a current curriculum vitae, and contact information for five current references. Please follow the link to submit applications: <https://mbcc-mass.csod.com/ux/ats/careersite/1/home/requisition/161?c=mbcc-mass> The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin on March 27, 2022 and will continue until an appointment is made.

Please direct confidential inquiries and nominations to:

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Massachusetts Bay Community College is an affirmative action/equal opportunity employer and does not discriminate on the basis of race, color, national origin, sex, disability, religion, age, veteran or military status, genetic information, gender identity, or sexual orientation in its programs and activities as required by Title IX of the Educational Amendments of 1972, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, and other applicable statutes and college policies.

MassBay College is an Affirmative Action/Equal Opportunity Employer. We seek to build a campus workforce that reflects the cultural diversity of our students.