



## Provost

Wheaton College invites nominations and applications for the position of Provost. Reporting directly to the President, the Provost will be a proven innovator serving as the principal academic officer and chief architect of the academic enterprise. A key member of the College's senior leadership team, the Provost is a lead advisor to the President and partner to the faculty, charged with the delivery of a strategic and differentiating academic vision for the College.

### Wheaton College, Massachusetts

[Wheaton](#) is a private, four-year residential college in Norton, Massachusetts, consistently ranking among the nation's best. Wheaton offers more than 100 career-connected majors and minors, providing guaranteed access to internship funding and highly personalized education in the liberal arts and sciences. The College's innovative [compass curriculum](#) encourages students to find academic paths that fit their interests and goals, with structured advising and mentorship to help guide that passion to career success.

Located halfway between Boston and Providence, Wheaton draws students and faculty from around the globe. The location in southeastern Massachusetts is advantageous, providing easy access to numerous businesses as well as cultural and educational resources in the greater Boston and Providence areas. At the intersection of Routes 128 and 495, central arteries of the Massachusetts high-technology economy, southeastern Massachusetts has become the fastest-growing residential area in a very prosperous state.

Consistently ranked among the most beautiful in New England, the Wheaton campus mixes traditional Georgian-style brick buildings with modern designs. The original design of the campus is organized around a central quadrangle with a circular declivity, affectionately known as the Dimple. The beautiful 400-acre campus is welcoming and walkable and contains many innovative spaces for students to enjoy—a sculpture studio, maker and fiber spaces, an idea lab, and much more.

### Wheaton's History

Wheaton College was founded as a female seminary in 1834 by U.S. congressman and local community leader Judge Laban Wheaton at the urging of his beloved daughter-in-law, Eliza Baylies Chapin Wheaton, who would nurture the school until her death in 1905. From its very first classes, Wheaton focused on rigorous liberal arts study, placing the institution at the forefront of a movement to offer women an equal education to men. It was the act of a changemaker, the first of many change-making acts the institution would take in the years ahead.

Chartered as a four-year liberal arts college in 1912, Eliza Wheaton championed rigorous education with practical benefits and intellectual satisfaction. These institutional traits still hold today. For example, in

1917, the College hosted the nation's first conference on professional development for women, organized by then-undergraduate Catherine Filene Shouse; when the College established a center in 1986 to promote experiential learning as central to the liberal arts, it named the organization the Filene Center for Work and Learning in Shouse's honor. Internships, community impact, and research continue to play a vital role in Wheaton's experiential nature, led by multiple centers on campus including the renamed Filene Center for Academic Advising and Career Services, which will be evolving into a larger Life and Career Design Institute.

The egalitarian impulse that established Wheaton as an educational institution for women has also shaped the College's development. In the late 1970s and 1980s, the College's faculty developed the influential Gender Balanced Curriculum Project, bringing scholarship by and about women from the margins to the mainstream of undergraduate education. And when Wheaton chose coeducation in 1987, it also instituted the first of a series of initiatives that has internationalized the College's curriculum and student body.

Throughout [Wheaton College's history](#), its reputation for academic excellence has been a direct result of pioneering leadership. Today, with the new Compass Curriculum, Wheaton shares with past generations the rich academic tradition of the liberal arts and sciences grounded in practical experiences. At the same time, it benefits from a host of curricular initiatives begun during the past few decades—new programs that help students explore ideas and concepts across academic disciplines, link academic study with learning outside the classroom, appreciate and celebrate [diversity in all its forms](#), and see themselves as active members of a [global community](#).

### **The Wheaton Community**

The College currently enrolls approximately 1,700 students, representing 40 states and more than 50 countries. Approximately 6 percent of Wheaton's students are international, and 27 percent are self-identified students of color, including Asian, Black, and Latinx students. First-generation students account for about 22 percent of enrolled students. Nearly one-third of Wheaton students participate in the College's [23 NCAA athletic teams](#). In addition to over a dozen club sports and seasonal intramurals, Wheaton athletics also houses one of the world's oldest-running artistic swimming programs.

Wheaton students take an active role in shaping campus life through their community engagement. The College's approach to education acknowledges that learning in a residential liberal arts college extends beyond the classroom; thus, students are empowered—and expected—to teach as well as learn from each other in residence halls, on the playing fields, and at meetings of clubs and organizations. This expectation has long been a critical aspect of Wheaton's culture. It reflects the College's honor code, established in 1921 by students to guide academic and social life on campus. In keeping with the College's character, Wheaton's admission process is holistic, considering the whole student. The College adopted an optional standardized test policy in 1990, among the first national liberal arts colleges to take this approach.

Wheaton faculty are celebrated artists, renowned researchers, and gifted instructors who take their experiences into the classroom and ask students to apply their own experiences to the world. Wheaton's student-faculty ratio is approximately 11 to 1, and the average class size is 15 to 20 students. Faculty members take an engaged and active interest in the Wheaton community, serving as formal advisors and informal mentors for students and as professional partners to staff, building relationships that last a lifetime. Faculty collaborate with their students on research projects and work with one another to build

truly interdisciplinary courses and programs, with the aid, resources, and support provided by the [Center for Collaborative Teaching and Learning](#) and the [Madeleine Clark Wallace Library](#), among others.

Staff members play a vital role in delivering the College's educational programs, contributing directly to student learning in their capacity as academic advisors, global study counselors, co-curricular programming directors, formal and informal mentors, and so much more. Staff members across the College also help sustain the vibrant living-learning environment by providing supervision for the 50 percent of students with on-campus jobs.

## **The Wheaton Edge**

[The Wheaton Edge](#) is a dynamic college experience that prepares students for success after graduation. It combines guaranteed access to internship funding with a flexible education in the liberal arts and sciences, an innovative and interdisciplinary curriculum, and abundant opportunities to engage in and shape the campus community.

The Wheaton Edge is our graduates' edge in a competitive global market. It's a foundation that helps them find a career path; understand how skills, practice and passion intersect; and develop a network of friends and colleagues who understand their strengths and help them build on them.

The Wheaton Edge is what the liberal arts and sciences are meant to be: fuel for growth.

## **The President**

[Michaele Whelan](#), an experienced and energetic higher education leader and a scholar of English literature, took office as the ninth president of Wheaton College on January 1, 2022. In her leadership roles, Whelan has excelled at collaboratively developing academic programs that address evolving curricular and student needs while strategically advancing the institutions she has served.

Throughout her career, she has developed a reputation for increasing academic and inclusive excellence and equity through a broad array of initiatives. She is credited with encouraging a culture of collaborative pedagogy, fostering innovation in teaching, supporting research and creative work, deepening connections of the liberal arts with the professions, and expanding opportunities for global education.

## **The Provost's Leadership Agenda**

### **Build the Future**

The Provost will build an academic master plan that clearly articulates the academic vision within the framework of the strategic priorities for the College, as well as the pathways to achieving that vision. They will foster collaborative conversations within a dynamic and evolving College, integrate curricula, create a culture of assessment, build new programs and degrees, and establish internal and external partnerships to foster program development that aligns with the academic vision. The Provost will lead with data that supports the direction of the Wheaton story, partnering with faculty to make and understand structural decisions that garner community buy-in and support, and ensuring thoughtful and strategic programmatic growth, redesign, and reach.

## **Student Success**

Wheaton has experienced record enrollments in recent years, enrolling its largest class in history in fall 2023. The Provost will inspire a culture where community is a priority, and where students are challenged, championed, supported, and seen. They will work to ensure the necessary academic and personal support of a diverse student body as they pursue their chosen paths, reducing and removing barriers that hinder program completion. They will seek to enhance student success initiatives, increase retention and graduation rates, and be an active participant in national conversations focused on mental health, access, affordability, programmatic innovation, and technology in higher education. They will engage the faculty, staff, and leadership in dialogue to ensure that programs remain competitive, relevant, and in demand, and have a broad reach to warrant the greatest access and potential success of participants. A student-centric approach is a key ingredient for success in the role.

## **Champion Diversity, Equity, Inclusion and Belonging**

At Wheaton, our commitment to equity is foundational, ensuring that every community member is supported in principle and in actionable practices. The Provost must embrace the belief that diversity leads to personal growth, intellectual enrichment, freedom, and social justice and that a transformative liberal arts education is predicated upon the collaborative and vibrant community that is at the heart of Wheaton's innovative spirit. The Provost will be an authentic champion of diverse values, experiences, and ideas that are essential to academic and inclusive excellence, with these priorities at the heart of all institutional decisions.

## **Faculty Support**

The Provost will partner closely with a dedicated team of faculty and academic affairs staff, fostering an environment that is supportive, inclusive, and accountable. Recognizing faculty and staff members' significant contributions to Wheaton with appropriate support, development opportunities, and competitive compensation structures is important. The Provost will support the development of faculty at every stage of their professional lifecycle. The Provost will listen first, invite dialogue that encourages all voices, and foster an environment of collegiality. They will model decision-making that is transparent and build trust across the Wheaton community as the academic vision takes shape.

## **Strategic Investment**

The Provost will ensure that Wheaton's resources are utilized strategically, including advocating for investment in infrastructure, technology, and processes that support the faculty in delivering exceptional learning opportunities. The Provost and their team will deliver data and research in support of future investment and advancement of the academic mission. In addition, they will partner with the broader community to assist in raising funds, resources, and support for the larger academic plan.

## **QUALIFICATIONS AND CHARACTERISTICS**

The ideal Provost will be an accomplished administrator able to build community and foster a modern academic vision rooted in the liberal arts and experiential traditions at Wheaton College. An earned doctorate or terminal degree commensurate with the rank of full professor, a successful record of teaching and scholarship, and demonstrated successful leadership as an academic administrator in higher

education are required. The anticipated salary range is \$190,000 to \$280,000 and will be commensurate with experience.

In addition, the next Provost will bring:

- A passion for liberal arts education;
- An unwavering commitment to supporting faculty, staff, and students as members of the Wheaton community;
- Dedication to making manifest the values of diversity, equity, inclusion, and belonging;
- A transparent approach to leadership that creatively addresses the challenges facing Wheaton College and small liberal arts colleges;
- An ability to lead and develop a talented faculty and staff;
- A collaborative spirit coupled with energy for the work ahead;
- Outstanding listening, communication, and interpersonal skills;
- An understanding of and respect for shared governance; and
- A sense of humor

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



Jim Sirianni, Managing Director, Education Practice  
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For more information about Wheaton College, please visit [wheatoncollege.edu](http://wheatoncollege.edu).

*Wheaton College is committed to providing equal opportunities to all employees and applicants as defined under federal and state law. Wheaton does not discriminate on the basis of race, color, mental or physical disability, national origin or ancestry, citizenship, age, religion, gender or sex, sexual orientation, gender identity or expression, genetic information, marital or familial status, veteran or military status, membership in the Uniformed Services, or any other characteristic protected by law.*