

MASSART

MASSACHUSETTS COLLEGE
OF ART AND DESIGN

MASSART
DESIGN AND
MEDIA CENTER

821 HUNTINGTON AVENUE

**PRESIDENT LEADERSHIP
PROFILE 2020**

EXECUTIVE
SEARCH FIRM **WittKieffer**



TABLE OF CONTENTS

| | |
|--|----|
| EXECUTIVE SUMMARY | 3 |
| ROLE OF THE PRESIDENT | 4 |
| OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP | 6 |
| PROFESSIONAL QUALIFICATIONS AND PERSONAL QUALITIES | 10 |
| ABOUT MASSART | 12 |
| PROCEDURE FOR CANDIDACY | 20 |

EXECUTIVE SUMMARY

Massachusetts College of Art and Design (MassArt) seeks nominations of, and applications from, exceptional leaders for consideration as candidates for president.

In 1873, the Massachusetts Normal School opened its doors in response to the Massachusetts Drawing Act, a progressive 1870 mandate requiring all cities in the Commonwealth of over 10,000 residents to include drawing in their public school curricula (“normal schools” were the precursors to teachers’ colleges). The Industrial Revolution was changing the way the world functioned, and mid-19th Century Bostonians believed that industry wasn’t the only way to build a stronger nation. Art, they felt certain, was also essential to growing a powerful country, a vital economy, and improving and advancing the well-being of citizens. London and Paris - thriving cities with grand museums and galleries - were compelling examples.

MassArt has held close to its original mission of providing an inclusive, academically excellent, rigorous curriculum that turns students into practicing professionals in their chosen fields. MassArt is grounded in history, creativity, and foresight. Every era requires vision as part of its progress, and MassArt was founded on a vision of the future that included all citizens in its gaze. Started as a revolutionary idea, MassArt continues to look toward what is extraordinary and cutting-edge – and who will lead the way – in art, design, and education. MassArt students engage deeply with the world outside their studios and classrooms, and our community is broad, influential, and encompassing. MassArt is the Commonwealth’s art and design school, and is designated as a university by Commonwealth of Massachusetts statute. It is a place with wide reach, where the hardest, most important, and most rewarding work of our students, staff, and affiliates, is to keep our eyes open and continue expanding our vision.

As MassArt approaches its 150th anniversary in 2023, it continues to look to the future. The college seeks a new president to lead the community in this effort, building on its strategic plan and strong trajectory to set a course for sustainability and success. We seek leaders who are both independent and collaborative, and who recognize the importance of both. The college also expects its next president to embrace its vision to be an international leader in integrating the principles of justice, equity, diversity and inclusion throughout its educational practices.

The next president will join MassArt at an extraordinary time in higher education. The qualities and qualifications the college seeks in its next leader include traits that will enable them to lead through significant opportunities, challenges, and disruption while maintaining focus on strategic objectives. The next president will demonstrate passion, commitment, energy, creativity and resilience; an understanding of and ability to advocate for the value of art and design education in a modern, diverse society; evidence of commitment to creating just, compassionate and equitable learning environments; the capacity to lead successful fundraising efforts; and outstanding interpersonal, communication, and relationship building skills. An earned terminal degree (including but not limited to a Ph.D., J.D., Ed.D. or M.F.A.), coupled with substantial experience relevant to MassArt’s mission and needs and significant, impactful administrative experience in a complex organization 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 PRESIDENT

The president of MassArt reports to the MassArt Board of Trustees, serves as the college's chief executive officer, and is responsible for ensuring the mission, academic and financial integrity of the institution. The president serves as a leader within the community and across the state, working cooperatively and collaboratively to achieve the broad objectives of public higher education. The president provides vision, strategic leadership, and strong financial stewardship to the college, and carries out the policies of the Board of Trustees and the Massachusetts Board of Higher Education.

THE PRESIDENT IS SUPPORTED BY A CABINET THAT INCLUDES THE FOLLOWING ROLES:

- Vice President for Academic Affairs and Provost
- Vice President of Administration and Finance
- Vice President of Student Development
- Vice President of Advancement/Executive Director, MassArt Foundation
- Dean of Admissions and Enrollment Management
- Dean of Graduate Programs and Professional & Continuing Education
- Dean of Justice, Equity, and Transformation
- Chief of Staff/Secretary to the Board of Trustees
- Executive Director, Center for Art and Community Partnerships
- General Counsel
- Executive Director, Marketing and Communications

DUTIES AND RESPONSIBILITIES

- Accountable for implementing policies approved by trustees. Keeps the Board of Trustees informed of all academic and fiscal matters.
- Serves as principal ambassador to the college's key external constituents: the Massachusetts Board of Higher Education, parents, alumni, the MassArt Foundation, state and local political constituents, and the City of Boston.
- Provides clear leadership to the MassArt community and promotes the creation of an environment that fosters safety, respect, communication, transparency, integrity, diversity, equity, inclusion, innovation, efficiency, professionalism and teamwork across the institution.
- Recommends and supports prudent financial and managerial decisions to ensure the fiscal strength of the institution and provides active leadership in securing private support.
- Fosters private philanthropy to support the institution and provide scholarships for students, leads the college's fundraising efforts, builds relationships with alumni and prospective donors, and demonstrates financial stewardship and responsibility for the taxes contributed by the people of the Commonwealth of Massachusetts.

The president oversees an annual operating budget of approximately \$80 million. Campus construction is funded through the Massachusetts Division of Capital Asset Management and Maintenance/DCAMM (academic buildings) and the Massachusetts State College Building Authority/MSCBA (residential buildings). Total long-term debt is \$25.8 million.

The president represents the college in various external organizations, including the Massachusetts Council of State University Presidents (COP), the Association of Independent Colleges of Art and Design (AICAD), the National Association of Schools of Art and Design (NASAD), the New England Commission of Higher Education (NECHE), the ProArts Consortium (ProArts), and the Colleges of the Fenway (COF). The president may also represent the college on committees outside the college, including the state and federal legislatures, corporate relations, and within regional, local, and neighborhood associations.

BOARD OF TRUSTEES

The governing board of the college as defined by Massachusetts General Laws is composed of eleven trustees, appointed by the Governor. The board includes one trustee who must be a current student and one who must be an alumna or alumnus. It also includes an alumna/us who is elected from the alumni body. This board grants degrees, sets budgets, and approves recommended policies. The Board of Trustees appoints and regularly evaluates the president, subject to approval by the Board of Higher Education, and works closely with the president and the Commonwealth to implement its directives.



OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP

One of the nation's leading institutions of higher learning for art, design, and art education, MassArt has always believed that art and design are an igniting force for positive change. From its earliest days, MassArt has offered a bright gate where access to a world-class art education isn't defined by economics or privilege. The college is committed to providing an education and the promise of a future based on talent, ambition, and drive. MassArt takes great pride in its ability to nurture and support students with extraordinary creative promise, regardless of limitations in their PK-12th grade educational opportunities, or financial status.

The college's reach is great. Through dynamic community partnerships in and around Boston, students gain real-world experience, and in return MassArt brings art and design into the public sphere for multi-generational audiences. The college has held close to its original mission of providing an inclusive, academically excellent, rigorous curriculum that turns students into practicing professionals in their chosen fields.

In 2018, MassArt unveiled its [MassArt Strategic Plan: 2018-2023](#) crafted through the widespread engagement of the entire MassArt community. Built toward achieving a ten-year horizon, the plan included five-year priorities that outlined key areas for attention and focus. The unprecedented worldwide events of 2020 have impacted all profoundly, including MassArt and its plan; yet the institution remains committed to moving forward with resolve and purpose. If anything, the confluence of forces rocking society, exacerbated by economic and demographic challenges, has illuminated the pressing need for public higher education, and specifically for MassArt and its compelling mission. The next president will join MassArt as it starts to celebrate its 150th anniversary and seeks to capitalize on this transformative moment in its history, recommit to its horizon, and achieve its aspiration to be a leading art and design school that is accessible to all for now and the future.



REFINE THE VISION AND STRATEGY

DRAWING ON ITS ENDURING LEGACY AND PROVEN STRENGTHS, MASSART SEEKS THE FOLLOWING, AS ARTICULATED IN ITS STRATEGIC PLAN:

- Recognition as a leading cultural institution with an international reputation for excellence.
- To serve as a national resource for learning and teaching methods and practices.
- To serve the Commonwealth as a leader for cultural inquiry and new ways of seeing, thinking, and doing.
- To be an exemplary organization in which makers, educators, scholars, and entrepreneurs thrive.
- To develop a significant focus on research, innovation, and creative practices.
- Effective and sustainable use of a growing array of resources.
- Integration of just and equitable practices for the good of everyone in our community.

The next president will be expected to build on this agenda and lead MassArt forward in its mission of educating the next generation of artists, makers, designers, creators, educators, citizens and thought leaders. At the core of this work, the president will work together with all members of the MassArt community to advance the Commonwealth of Massachusetts' [Equity Agenda](#) to enhance economic and social mobility for all citizens, but particularly for those who have historically been underserved and underrepresented, especially students of color and international students.



LEAD CHANGE TOGETHER

The MassArt community is bound together by a strong set of shared values and a highly relational culture rooted in its tightly knit, diverse community of makers, students, designers, teachers, staff administrators and alumni. A large number of faculty and staff are graduates of MassArt. While today's MassArt has grown considerably larger and more complex than its beginnings, it retains a strong sense of community and accessibility to leadership. Within this growth and development, the college has made progress adapting its structure, processes and policies to fit the needs of a leading public arts university, but the community recognizes it must quicken the pace. The strategic plan serves as a guide for mapping organizational, structural, curricular, and pedagogical change and priorities the community will need to implement in the coming years.

The college seeks a president who will provide stable, focused, transparent leadership while garnering trust by modeling MassArt's inclusive roots and culture. For instance, the college strongly values its town hall meeting format for engaging and communicating with community members. Expanding this approach while effectively including shared governance and union leadership will be critical in the years ahead, as public higher education faces budget and demographic challenges. The president will want to tap the collective creativity of the entire community in developing solutions, promoting internal leadership, and distributing responsibility for implementation. In particular, the community seeks to evolve practices across the board to ensure a balance between traditional and cutting-edge teaching and learning methods, capitalize on the program developments in transitioning to online education, and ensure its curriculum is not only a model for academic and artistic excellence in art education and fosters transdisciplinary activity, but also fully integrates the values of diversity, equity and inclusion.



INCREASE VISIBILITY AND RECOGNITION

MassArt benefits from a distinguished history, influential and impactful faculty and alumni, a beautiful new museum, and a unique mission. Among the international community of artists and art educators, the college has a very strong reputation, yet its brand is less well known among prospective students, families, prospective donors, businesses, and government. While MassArt's location places it in the center of a thriving, diverse arts, cultural and educational center in the city of Boston, the college suffers from competition for attention. The next president will want to work closely with MassArt's leadership team and staff to devise narratives, strategies and tactics for building knowledge, familiarity, and currency with key constituents, the larger public, and especially with city officials, the state legislature, and other Commonwealth officials.

ENGAGE AND BUILD A DIVERSE, EQUITABLE AND INCLUSIVE COMMUNITY

As a public, independent, urban college of art and design, MassArt has a history of preparing artists, designers and educators from diverse backgrounds. A model of shared governance offers a structure for faculty, staff and students to contribute to an environment in which their voices are heard. The college was recently awarded a \$1.2 million grant from the Surdna Foundation to support Boston-connected artists of color through the development of a new, three-year re-granting program titled Radical Imagination for Racial Justice ([RIRJ](#)). The next president will be expected to enhance, model, and ensure a commitment to the principles of justice to advance racial equity in tandem with the Commonwealth of Massachusetts' [Equity Agenda](#). The college was also awarded a \$100,000 grant from the Lumina Foundation to reinforce and expand its work on racial equity. The next president has a responsibility to steward this momentum and uphold MassArt's public mission and values of pursuing a just, compassionate, and equitable learning community.

MAINTAIN FINANCIAL SUSTAINABILITY

MassArt will be challenged in the coming years by the economic realities facing all of public higher education. Significant budget limitations due to reduced state funding, an unpredictable economy and families' ability to pay tuition will require creative and entrepreneurial solutions. The next president will be expected to engage the entire community in concerted efforts to examine its budget model, implement new approaches to teaching and learning designed to improve access and affordability, develop a new campus master plan that takes full advantage of available resources while managing cost, and identify new sources of revenue. Fundraising will be an essential component of financial sustainability. Notwithstanding the Commonwealth's budget challenges, continuing to work with the COP, the BHE, related labor unions, and others to make the case for investment in public higher education is critical. The staff and faculty of MassArt also recognize that reinforcing measures to increase recruitment, retention and persistence of its students is a top priority.



PROFESSIONAL QUALIFICATIONS AND PERSONAL QUALITIES

The next president of MassArt shall reflect the education and experience that represent the highest levels of qualifications for a leading institution of higher learning in art, design, and art education. A well-documented history of organizational leadership and proven success in meeting specific performance goals and objectives is required.

THE MINIMUM QUALIFICATIONS FOR A PRESIDENT SHALL THEREFORE BE AS FOLLOWS:

EDUCATION

An earned terminal degree (including but not limited to a Ph.D, J.D., Ed.D or M.F.A.), coupled with substantial experience relevant to MassArt's mission and needs. In exceptional circumstances, an earned master's degree coupled with substantial relevant experience may satisfy minimum educational requirements.

IN ADDITION, THE NEXT PRESIDENT WILL DEMONSTRATE THE FOLLOWING SKILLS AND COMPETENCIES:

LEADERSHIP

- Significant administrative experience at a complex, multi-layered organization, preferably in higher education.
- Commitment to the purpose and promise of public higher education.
- Demonstrable experience leading change.
- Ability to make informed, and sometimes difficult, decisions with transparency and integrity.
- Proven record of leadership, action and impact on issues related to diversity, equity, inclusion and justice.
- Appreciation for and ability to work effectively in a collective bargaining environment.
- A collaborative, welcoming, accessible leadership style.

ACADEMIC VALUES

- Considerable experience, knowledge or education in an artistic field and the ability to communicate its value.
- Broad, global, and progressive view of art, design, art education, and the liberal arts.

EXTERNAL ADVOCACY AND RESOURCE DEVELOPMENT

- Enthusiasm for and evidence of the ability to lead successful fundraising efforts.
- Comfort engaging with the philanthropic community.
- Experience building a network of supportive relationships with elected officials, municipal and regional leaders, governing boards and/or system leadership, the business community and alumni.
- Ability to work successfully within a statewide system of higher education and to advocate for MassArt.

PERSONAL CHARACTERISTICS

- Dedication to the primacy of the student experience.
- Inclination and ability toward building community while breaking down perceived hierarchies of class and privilege.
- Dedication to social justice and equity and full commitment to supporting MassArt's diverse community.
- Ability to be bold while behaving with transparency and authenticity.
- Ability to, and an enthusiasm for, listening carefully and well.
- Thoughtfulness in planning and action.



Joana Vasconcelos

Valkyrie Mumbet

ABOUT MASSART

MASSART TODAY

With a legacy and an enduring commitment to excellence in teaching, MassArt today is energized by a dedicated faculty of professionals and artists whose work is widely recognized with exhibitions, awards, speaking invitations, and press coverage. And today, true to its history, MassArt continues to foster and educate new generations of artists, designers, and visionaries dedicated to making a difference in their communities and around the world.

[MassArt History Timeline](#)

\$80M
Annual
Operating
Budget

\$25.8M
Total
Long-Term
Debt

MISSION

Massachusetts College of Art and Design is a public, independent institution that prepares artists, designers, and educators from diverse backgrounds to shape communities, economies, and cultures for the common good.

VALUES

- We pursue a just, compassionate, and equitable learning environment
- We cultivate rigorous creative practices by observing, questioning, making and remaking
- We honor courage, honesty, mutual respect, and self-expression
- We believe in the power of art and design to transform our world



POINTS OF PRIDE

- **People of MassArt** – MassArt’s faculty are internationally respected makers of art and practitioners of design. Community members exhibit their work in major galleries and art institutions, including the Art Institute of Chicago, the Museum of Modern Art, the Metropolitan Museum of Art, the National Gallery of Art, the Whitney Biennial, and the Institute of Contemporary Art in Boston. A large portion of MassArt faculty and staff are also alumni of the college and exemplify the excellent education MassArt provides.
- **Recognition as a longtime advocate for social and racial justice and equity.** In spring 2020 MassArt, in partnership with the Mayor’s Office of Arts and Culture, announced it received a \$1.2 million grant from the Surdna Foundation to launch a new regranting program titled [Radical Imagination for Racial Justice](#). Over the next three years MassArt and the City will offer grants to artists of color working or living in Boston.
- **Community Engagement** – With equity, social justice, and community engagement at the heart of the MassArt mission, the college offers a range of public programs that serve more than 10,000 residents of the Commonwealth each year. Programming includes innovative gallery exhibitions, lectures, and events; youth art programs for hundreds of Boston Public Schools and Greater Boston students, ages elementary through high school; community arts partnerships and civic engagement initiatives; and professional development opportunities for educators, artists, designers, and the general public. In recognition of its key role in this work, MassArt received a Community Engagement Classification from the Carnegie Foundation for the Advancement of Teaching in 2015.
- **[MassArt Art Museum \(MAAM\)](#)** – MAAM launched in February 2020 as Boston’s newest and free contemporary art museum. A *kunsthalle*, or non-collecting museum, MAAM shows temporary exhibitions that feature the work of emerging and established artists to bring fresh, diverse perspectives to Boston. As MassArt’s teaching museum, MAAM is a resource for our students and faculty, educating students about contemporary art, partnering with faculty to support the curriculum, and preparing students for careers in the museum field. As an extension of the college’s public mission, the Museum is also a vital resource to the community, offering a pathway to education in the arts and free, unique educational programming to Boston-area public schools and community groups.
- **[MassArt Auction](#)** – Produced by the MassArt Foundation, the annual Auction is one of the largest fundraisers of its kind in the city. This event has raised over \$1 million for the past six years, and all proceeds go directly to provide vital scholarship aid and academic program support for MassArt students.



STUDENT PROFILE

MassArt takes great pride in its ability to provide a welcoming and supportive learning environment to a diverse group of students. MassArt is committed to being an accessible educational, cultural, and economic resource for the diverse range of Massachusetts citizens. The college believes that diversity – in background, status, culture, and viewpoint – is essential to a vital and creative community. The college respects the roles and views of all members of the college community and operates the institution in a spirit of collegiality and transparent communication.

Traditional measures of diversity show the MassArt BFA student population with 73% female, 27% male, 4% international, and 34% ALANA students. But the school's embrace of diversity goes much deeper than these numbers indicate. For example, in a recent survey nearly 100% of students, faculty and staff agreed that the campus climate was positive for people who identify as lesbian, gay, or bisexual and nine in ten classified MassArt as positive for people who identify as transgender. In addition, a substantial number of students are non-traditionally aged; returning to school after years spent earning the money to pay for their education.

1,894

TOTAL ENROLLED – FALL 2020

| | |
|-------|---|
| 1,635 | UNDERGRADUATE |
| 115 | GRADUATE |
| 144 | BALANCE (Certificate & Continuing Ed Students) |

RESIDENCY

| | |
|-----|----------------------------|
| 77% | MASSACHUSETTS |
| 10% | NEW ENGLAND STATE (non-MA) |
| 13% | OUT OF STATE |

84%
First Year to
Sophomore
retention rate
(Fall 2019)*

71%
Six-year
graduation
rate
(2019)**

92%
Percentage of
BFA students who
receive financial
aid (2019)

34%
Percentage of
BFA students who
self-identify as
ALANA (2020)^

* Entering cohort year 2018.

** Entering cohort year 2013.

^ U.S. Resident students who self-identify as Asian, Black or African American, Cape Verdean, Hawaiian/Pacific Islander, Hispanic/Latinx, Multiracial, or Native American.



ACADEMIC PROGRAM

MassArt offers bachelor of fine arts (BFA) degrees in 18 disciplines spanning the fine arts, design, art education, and art history, as well as graduate degrees in the fine arts, design innovation, dynamic media, architecture, and art education.

- [Undergraduate Programs](#)
- [Graduate Programs](#)
- [Certificate Programs](#)

ACADEMIC CONSORTIA

MassArt maintains consortium arrangements with other colleges that provide cross-registration, performing arts, athletic, and social opportunities for students. Students may also cross-register for courses through the Massachusetts Institute of Technology, local community colleges, and Massachusetts state universities.

The [Colleges of the Fenway](#) (Emmanuel College, MassArt, Massachusetts College of Pharmacy and Health Sciences, Simmons University, and Wentworth Institute of Technology) are committed to providing students with the largest array of academic, artistic, and social experiences possible.

The [Professional Arts Consortium](#) (Berklee College of Music, Boston Architectural College, The Boston Conservatory, MassArt, Emerson College, and the School of the Museum of Fine Arts) promotes the interconnectivity of the arts through expanded opportunities for its members and the community.

Through the [Association of Independent Colleges of Art and Design \(AICAD\)](#), students may participate in semester-long exchange programs with 42 similarly structured and accredited art schools across the U.S. and Canada that work to mutually develop their schools and programs through collaborative exchanges and shared resources.

PEERS

MassArt is unique in being the only publicly supported college among its peer group of freestanding colleges of art and design in the United States. MassArt's AICAD peers include professional colleges of visual arts, among them Maryland Institute College of Art, Rhode Island School of Design, University of the Arts, Columbus College of Art and Design, School of the Art Institute of Chicago, California College of the Arts, Art Center College of Design, California Institute of the Arts, Ringling College of Art and Design, and the College for Creative Studies.

CORPORATE COLLABORATION

The college has many partnerships with corporations that support the educational process through such means as a robust internship program. Through internships arranged by the [Career Development Office](#), students can apply their skills and experience in a professional environment, acquire business skills, explore potential career paths, and start building a professional network for their future careers in the creative economy.

MASSART FOUNDATION

The Massachusetts College of Art and Design Foundation board is a committed group of approximately 40 directors – including MassArt faculty, staff and trustees – who volunteer their time to advance the mission of MassArt. In concert with the president, trustees, and vice president for institutional advancement, they recommend and support fundraising priorities that help the college and its community flourish. The MassArt Foundation is a charitable corporation exempt from taxation.

\$13M
Endowment

\$12.5M
RAISED
UNBOUND
Campaign
Goal \$12M

\$4.8M
Six-year
average annual
fundraising
total

4.8%
Alumni giving
rate



FACILITIES

In 2008, the college completed a master plan with the Commonwealth's Division of Capital Asset Management and Maintenance (DCAMM). Since then, the college has completed all of the series of new capital projects anticipated by that plan. These include the renovation of the Kennedy Campus Center, with a renovated bookstore, dining hall, and student development center; a renovated Photography Department; a relocated Office of Public Safety; a new 500-bed Residence Hall Tower, named by our students "The Tree House," which has won acclaim and national awards for its design and environmental integrity; a new Design and Media Center; and the renovation of our professional galleries into the MassArt Art Museum. In addition to sharing some facilities with neighboring institutions, the Tree House has doubled MassArt's housing capacity, guaranteeing all first-year and sophomore students an on-campus home.



THE COLLEGE'S RELATIONSHIP TO THE BOARD OF HIGHER EDUCATION

MassArt is part of the state university system, which is part of the Massachusetts Public Higher Education System. The system includes 15 community colleges, nine state universities, and the University of Massachusetts system of five campuses. A statewide Board of Higher Education (BHE) has broad oversight responsibility for all of public higher education and a particular responsibility for the community colleges and state universities (M.G.L. c. 15A § 9).

The mission of the Board of Higher Education is to ensure that Massachusetts residents have the opportunity to benefit from a higher education that enriches their lives and advances their contributions to the civic life, economic development, and social progress of the Commonwealth. To that end, the programs and services of Massachusetts higher education must meet standards of quality commensurate with the benefits it promises and must be truly accessible to the people of the Commonwealth in all their diversity.

The Department of Higher Education (DHE), headed by Commissioner Carlos Santiago, is the executive arm of the Board of Higher Education (BHE). The Board has a seat in the search and selection of college presidents, approves recommended presidential appointments, and sets the compensation of presidents. [Presidential performance](#) is also evaluated annually by trustees through a process that is executed under BHE policy and includes Commissioner involvement.

During the September 2018 BHE retreat, Commissioner Santiago and BHE Chairman Chris Gabrieli proposed to members a new direction for public higher education that called for BHE and DHE in partnership with Massachusetts public higher education institutions to develop a statewide strategic plan focused on equity. This work was codified in a December 2018 vote of the BHE, in which the BHE recognized equity as the top statewide [policy and performance priority](#) for the public higher education system.

The expectation of [The Equity Agenda](#) is that, by focusing on equity in its policies, programs, and initiatives, the Massachusetts system of public higher education will enhance economic and social mobility for all citizens, but particularly for those who have historically been underserved and underrepresented, especially students of color, throughout all levels of education.



COLLECTIVE BARGAINING

The Board of Higher Education represents the nine state universities as the collective bargaining agent for four collective bargaining agreements. The unions include the Massachusetts State College Association (MSCA), representing faculty and librarians; the Association of Professional Administrators (APA), representing professional staff; the American Federation of State, County, and Municipal Employees (AFSCME), representing administrative assistants, facilities, and public safety; and the MSCA/DGCE, representing faculty and adjuncts in graduate and continuing studies. The MassArt administration and union leadership have good working relationships and the next president will be expected to build on that solid foundation.

ACCREDITATIONS

MASSACHUSETTS COLLEGE OF ART AND DESIGN IS ACCREDITED BY THREE ENTITIES:

- New England Commission of Higher Education ([NECHE](#))
- National Association of Schools of Art and Design ([NASAD](#))
- National Architectural Accrediting Board ([NAAB](#))

MassArt also has MA Department of Education (DESE) educator preparation program approval for licensure in the visual arts.



PROCEDURE FOR CANDIDACY

Interested candidates should review the [Massachusetts Board of Higher Education Guidelines and Procedures for the Search, Selection, Appointment and Removal of State University and Community College Presidents](#).

The Presidential Search Committee will preliminarily screen all applicants and recommend three to five finalists for further vetting by the MassArt Board of Trustees and the Massachusetts Department of Higher Education.

At this point, finalists become part of a public process, and would be asked to participate in open campus meetings around March 2021. Final appointment is subject to background check and approval by the Massachusetts Board of Higher Education. The president is expected to begin on or around July 1, 2021.

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

WittKieffer is assisting MassArt in this search. For fullest consideration, candidate materials should be received by **February 1, 2021**.

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

NOMINATIONS AND INQUIRIES CAN BE DIRECTED TO:

Lucy Leske, Sheila Murphy and
Christine Pendleton

MassArtPresident@wittkieffer.com
630.575.6122

WittKieffer
2015 Spring Road, Suite 510
Oakbrook IL 60523

POLICY STATEMENT OF NON-DISCRIMINATION AND DIVERSITY

As one of the nine state universities, MassArt's non-discrimination and diversity policy has been proscribed and approved by the MassArt Board of Trustees and Massachusetts Board of Education as part of the systemwide [EQUAL OPPORTUNITY, DIVERSITY AND AFFIRMATIVE ACTION PLAN](#). The Universities are committed to a policy of non-discrimination, equal opportunity, diversity and affirmative action. The Universities are dedicated to providing educational, working and living environments that value the diverse backgrounds of all people. The Universities do not unlawfully discriminate in admission or access to, or treatment or employment in, its educational programs and activities on the basis of race, color, religion, national origin, age, disability, gender, sexual orientation, gender identity, gender expression, genetic information, marital or parental status, or veteran status. The Universities prohibit unlawful discrimination or discriminatory harassment on all of those bases. Such behaviors violate the Universities' Non-Discrimination, Harassment and Retaliation Policy, will not be tolerated, and may result in disciplinary action up to and including termination or expulsion.

MASSART

MASSACHUSETTS COLLEGE
OF ART AND DESIGN

621 Huntington Avenue
Boston, MA 02115

MASSART.EDU

