



**INVITATION TO APPLY:
PROVOST,
MASSACHUSETTS COLLEGE
OF ART AND DESIGN**

TABLE OF CONTENTS

INVITATION TO APPLY 3

ROLE OF THE PROVOST 5

PROFESSIONAL QUALIFICATIONS AND PERSONAL QUALITIES 8

ABOUT MASSART 9

PROCEDURE FOR CANDIDACY 18

INVITATION TO APPLY

Massachusetts College of Art and Design (MassArt) invites nominations and applications for the position of Provost. Reporting to MassArt's newly appointed President and working with a talented leadership team, dedicated faculty, committed staff, loyal alumni, and an exceptional student body, the next Provost will join MassArt at an extraordinary time in higher education. We have emerged from the unprecedented events of the past 18 months with an even deeper appreciation for our community's immense creativity, resilience, and agility. We stand together, ready to achieve our aspiration to be the leading public art and design school, empowering change makers committed to the critical issues of our time.



Here is our invitation:

As the next Provost of MassArt, you will have the OPPORTUNITY to:

Lead, listen, collaborate, create, and continue to amplify our imprint as the only independent, public arts college in the U.S. that prepares artists, designers, and educators from diverse backgrounds to shape communities, cultures, and economies for the common good.

Embrace, advance, and lean into [our values](#), which center justice, rigor, courage, and compassion in all that we do.

Support and empower a talented faculty and recruit new faculty members who will add to the diversity and vibrancy of the academic community at MassArt.

Empower students to be change makers, engaging deeply in their artistic practice as well as with the world outside their studios and classrooms.

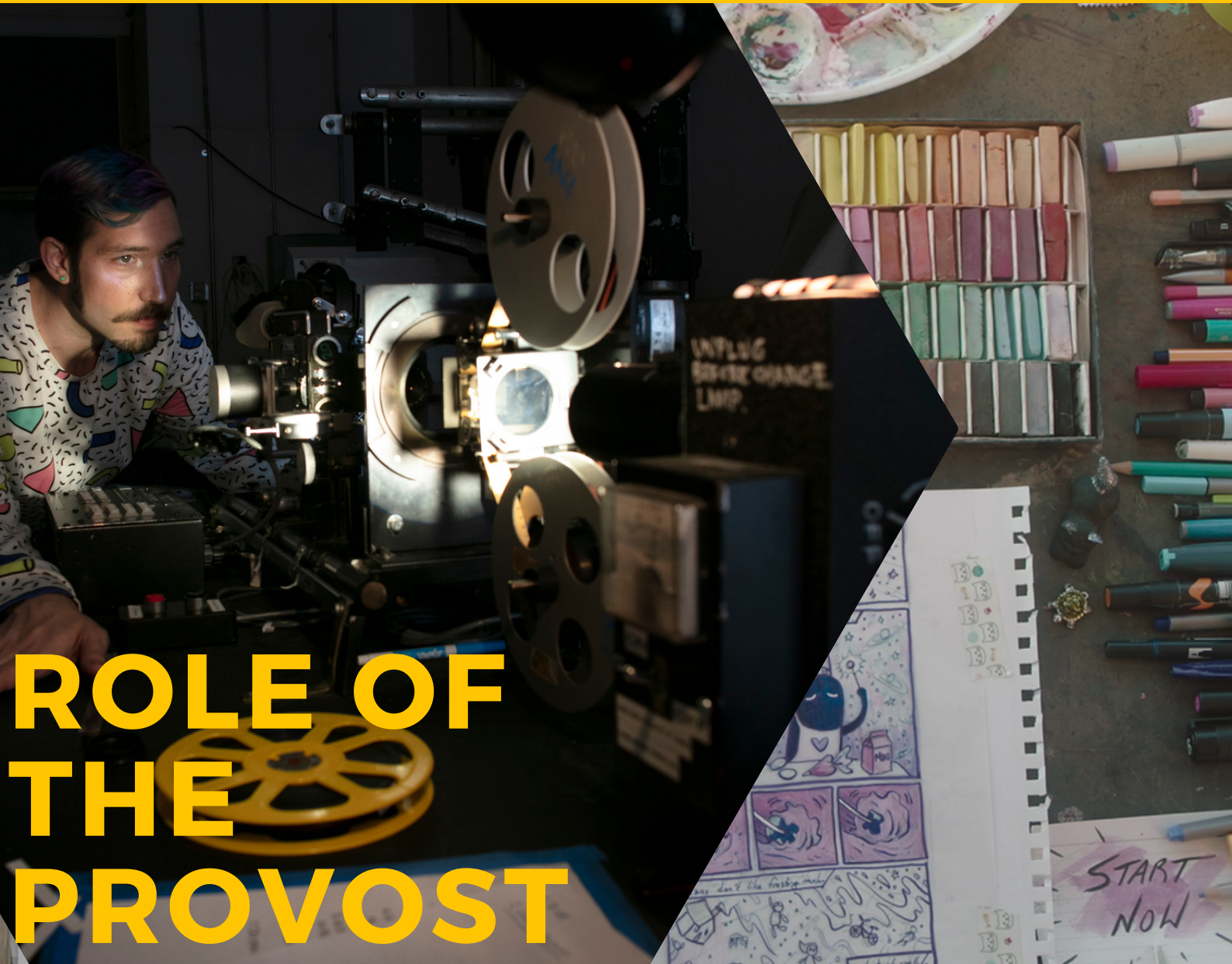
Impact the creative economy of Boston, the Commonwealth, and the world, advocating for the value of art and design education in a modern, diverse society through the support of programs that engage with external audiences in the Greater Boston area and beyond.

Advance our commitment to being an international leader in integrating the principles of justice, equity, diversity, and inclusion throughout our educational practices.

Promote the programs, investments, and academic innovation to advance sustainability in the curriculum and community, with a focus on addressing the climate crisis through art and design practice.

Collaborate with administrators and consult with faculty to allocate resources thoughtfully, strategically, and transparently, with a laser focus on enhancing resources that support the academic mission and the facilities where students learn and make.

Join the entire MassArt community in realizing the goals of the [Strategic Plan](#) in anticipation of our 150th anniversary in 2023.



ROLE OF THE PROVOST

As the chief academic officer of MassArt, the Provost leads and ensures the excellence of the academic programs and is responsible for the academic mission, the curriculum, and the entire learning experience for each student. The Provost serves as a key resource and advocate for the faculty as well as academic affairs, studio managers, and other offices, ensuring that the resources, facilities, and professional development opportunities are in place to maintain the level of excellence in teaching, scholarship, artistic practice, and community engagement that are hallmarks of a MassArt education. The Provost works closely with full-time and part-time faculty, department chairs, and academic and operations staff to manage academic resources, consider curriculum development, improve existing programs and facilities, and recruit, retain, and develop new faculty. The Provost is responsible for administering the faculty and staff collective bargaining agreements and will participate in negotiations and mediations.



Guided by a collaborative spirit and a commitment to transparency, the Provost will initiate conversations about:

- Exploring different modes of teaching and learning;
- Integrating new technology and tools into courses;
- Building stronger bridges among offices/areas and;
- Increasing opportunities for interdisciplinary teaching and research, ensuring that students are accessing an education that is relevant, representative and rigorous.

As articulated in its Strategic Plan, MassArt seeks:

- 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 the community.

MassArt's next Provost will contribute to the progress already made towards achieving these goals and will help to refine and prioritize the work ahead.



The following positions report directly to the Provost:

Dean of Faculty;

Associate Provost and Dean of Graduate, Professional, and Continuing Education;

Associate Dean of Academic Affairs;

Staff Associate/Assistant to the Provost & Associate Dean, Academic Administration;

Registrar;

Director of the Library;

Director of Institutional Research and Effectiveness;

Director of Academic Operations;

Director, International Education Center;

Director, Center for Art and Community Partnerships; and

Director, MassArt Museum (MAAM).

As a member of senior leadership, the Provost will collaborate with colleagues in finance, enrollment management, student affairs, institutional advancement, and the MassArt Foundation, cultivating a sense of community and shared vision. As the second-ranking officer in the administrative hierarchy, the Provost will serve as a vital partner and an extension of the President, setting overall academic priorities and allocating resources to carry these priorities forward.

PROFESSIONAL QUALIFICATIONS AND PERSONAL QUALITIES

EDUCATION

- Earned terminal degree (including but not limited to a Ph.D., Ed.D., or M.F.A.) in an art and design discipline.

LEADERSHIP

- Significant academic administrative experience in a complex, multilayered art and design college or organization.
- Commitment to the purpose and promise of public higher education.
- Experience working within and promoting systems that foster collaboration and transparency across departments and between academic and administrative units of the college.
- Proven record of leadership, action, and impact on issues related to diversity, equity, inclusion, and justice, most importantly as it relates to curricular transformation, pedagogical innovation, and faculty hiring.
- Broad, global, and progressive view of art, design, art education, and the liberal arts, and the ability to bring those insights and knowledge to MassArt to inform innovation in the academic programs.
- Demonstrated experience in planning, budgeting, and financial management.
- Exceptional communication skills and the personal confidence to lead with humility.
- Experience working in a collective-bargaining environment is a plus.





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](#)

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

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.



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.
- **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.



ABOUT MASSART SUSTAINABILITY

The Massachusetts College of Art and Design is committed to leadership in designing solutions to one of the defining social, economic, and ecological challenges of the twenty-first century: climate change.

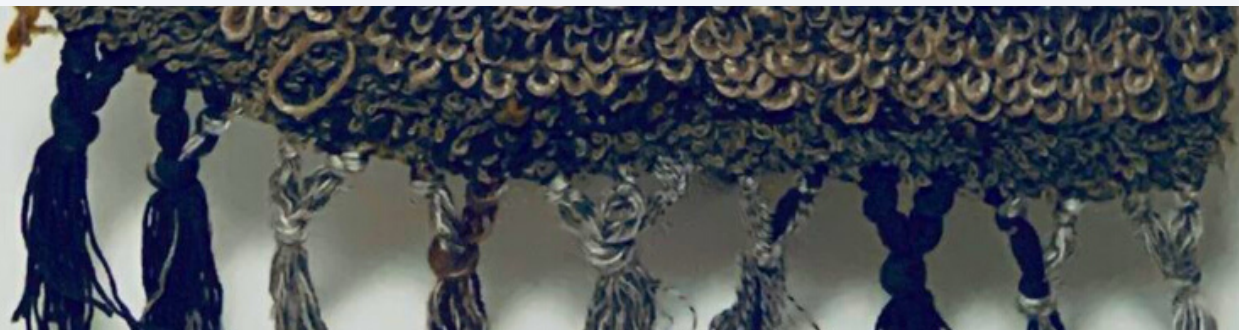
The College supports the [Sustainability Initiative](#), a group of faculty, staff, and students who are dedicated to leading the college towards a carbon neutral future as well as creating innovative curriculum. The recently created Minor in Sustainability currently has about 45 students and is growing. A lecture series offering talks by leading artists and designers working in sustainability was founded in fall 2020 and will be offered every semester. An interdisciplinary lab space for projects and curriculum dedicated to sustainability has been running in the new DMC for 5 years.

In the classroom, members of the faculty are incorporating sustainability into the curriculum through projects such as creating a visual campaign for a cafeteria compost/recycling/waste facility change, designing a five year process of cleaning the courtyard of heavy metals through mobile phytoremediating plant beds, creating new fashion designs with recycled fabrics and clothing, and much more.

As evidence of the college's dedication to environmental stewardship, Kay Sloan, President emerita, was among the first to sign the American College and University Presidents Climate Commitment.

The Sustainable MassArt Initiative defines MassArt as an ecosystem in which everything we do is part of an interconnected web of economic, environmental, and human resources. Sustainable practice addresses the complex systemic challenges at the intersection of justice, health, and the environment. The Sustainable MassArt Initiative works to define, develop, support, and communicate visionary work in the field of sustainable art and design by students, faculty, and staff. The primary goal of the Sustainable MassArt Initiative is to foster and support sustainable curriculum throughout the college.

The College and the Commonwealth have invested over \$70 million in facility improvements and new buildings that are LEED Gold. The College has changed water fixtures to consume less water and switched from fuel oil to biofuel comprising diesel and a 10 percent soy mix.



#MYMASSART: ERIN ROBERTSON '16 BFA FASHION DESIGN & FIBERS



YouTube Video: Erin Robertson never envisioned herself at art school, but when she discovered MassArt, she knew she had to enroll. Shortly after graduation, Erin went on to win Project Runway Season 15 and open her own studio and shop in Boston.



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 at Berklee, MassArt, Emerson College, New England Conservatory, 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.

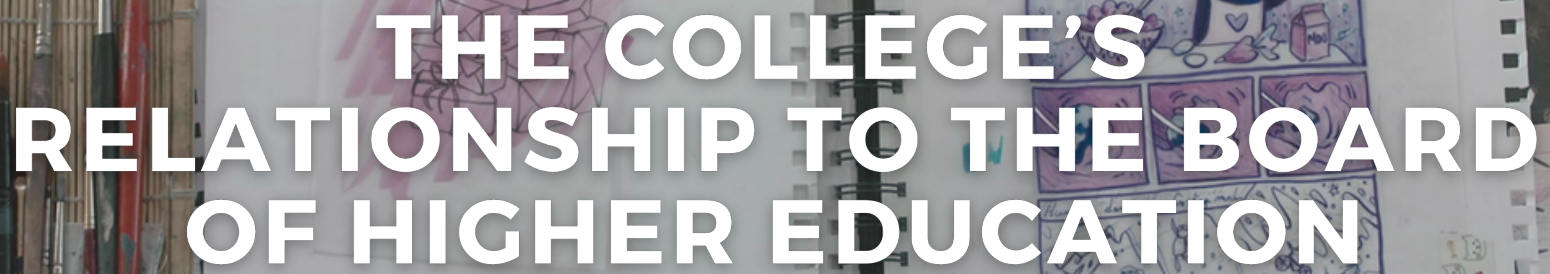
MASSART FOUNDATION

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.

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.

ACCREDITATIONS

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

- New England Commission of Higher Education (NECHE)
- 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

MassArt has retained Lindauer Global in collaboration with Paula Fazli, Founding Partner of Sage Search Partners, to assist with this search. Confidential nominations, inquiries, and applications (CV, letter of interest) should be forwarded to MassArt@lindauerglobal.com.



MASSART

MASSACHUSETTS COLLEGE
OF **ART AND DESIGN**

621 Huntington Avenue
Boston, MA 02115

[MASSART.EDU](https://www.massart.edu)