



THE SEARCH FOR VICE PRESIDENT FOR INCLUSIVE EXCELLENCE



Rhodes College is an equal opportunity employer committed to diversity in the workforce.



ROLE OF THE VICE PRESIDENT FOR INCLUSIVE EXCELLENCE

Rhodes College seeks an experienced, strategic, and forward-looking leader for the position of Vice President for Inclusive Excellence. Reporting to President Jennifer M. Collins, the Vice President will partner with students, faculty, staff, and administrators to design and implement a holistic vision to promote diversity, equity, inclusion, and belonging at Rhodes that will inform both high-level strategy and day-to-day operations. Drawing upon a nuanced understanding of national best practices and deep experience working with student, faculty, and staff populations, the Vice President will lead the way in crafting policies, guidelines, and programs that are proactive, transparent, and thoughtfully tailored to Rhodes' mission and needs.

If possible, the Vice President will also serve as a convener and coordinator for the College's efforts to promote sustainability and environmental justice. Rhodes has faculty and student expertise in these areas. Campus groups, departments, programs, and divisions are active in cross-cutting efforts to address the climate crisis, promote environmentally conscious work, and make the college more resilient. Finally, there are outstanding community organizations working to promote environmental justice across our city and

region. Our efforts in these areas would benefit from coordinated leadership. This could include connecting efforts across campus; enhancing the College's reporting; connecting to other institutions on these issues; and forecasting and communicating how the College can benefit from investing in such initiatives. We will be interested in hearing from candidates about how they could include sustainability and environmental justice within their leadership portfolio.

As a residential liberal arts college in the heart of Memphis, Rhodes is defined by its talented students, dedicated teacher-scholar faculty, outstanding staff, rigorous curriculum, deep experience with civic engagement, and an abiding commitment to promoting diversity, equity, inclusion, belonging, and sustainability across all facets of the College. The Vice President for Inclusive Excellence must share these values and be eager to partner with students, faculty, staff, and community partners in ensuring that Rhodes delivers on its promise of cultivating within its graduates a lifelong passion for learning, a compassion for others, and the ability to translate academic study and personal concern into effective leadership and action in their communities and the world.





INTRODUCTION

Rhodes has a steadfast commitment to promoting diversity, equity, inclusion, and belonging across all facets of student life, and has built a unique place for itself among the nation's top liberal arts colleges by combining a powerful commitment to the liberal arts with unusually rich connections to the surrounding city of Memphis, Tennessee. Rhodes was twice named "The #1 Most Service-Oriented College in the United States" by *Newsweek*, and civic engagement is integrated into the curriculum for all students. Rhodes was also included in the Princeton Review college guide, *Colleges that Create Futures: 50 Colleges that Launch Careers by Going Beyond the Classroom* and is one of 40 institutions in the quintessential guidebook, *Colleges That Change Lives*. Recently named by *Architectural Digest* as one of America's most beautiful college campuses, Rhodes ranks #59 among the nation's top liberal arts colleges by *U.S. News & World Report* and ranks 28th for Undergraduate Teaching and #38 for Most Innovative Schools in the National Liberal Arts category. The College also holds the distinction of being a Carnegie Foundation Community Engaged Institution.

Rhodes enrolls approximately 1800 students and has an endowment of \$432 million. The Rhodes student experience is driven by intellectual engagement, service to others, and honor. The Honor System, one of the oldest student-run systems in the country, is a valued and vibrant tradition at Rhodes, and all incoming students sign a pledge affirming their commitment to the three components of the System—the Honor Code, the Social Regulations Code, and the Rhodes Commitment to Diversity.

HISTORY

Rhodes College was founded in 1848 in Clarksville, Tennessee, and, for many years, it was closely affiliated with the Presbyterian Church. In 1925, President Charles Diehl led the move to the present campus in Memphis, Tennessee, where, in 1945, the college became known as Southwestern at Memphis.

Since 1984, when the College adopted the name Rhodes College to honor former College president Peyton Nalle Rhodes, the institution has grown beyond regional recognition to a nationally ranked liberal arts college that attracts students and faculty from far beyond the Mid-South region, with students from 46 states and the District of Columbia, and from 58 countries.

THE RHODES VISION

Rhodes College aspires to graduate students with a lifelong passion for learning, a compassion for other, and the ability to translate academic study and personal concern into effective leadership and action in their communities and in the world.





THE CITY OF MEMPHIS

Rhodes sits in the heart of Memphis, a city with boundless creativity where passion, ideals, cultures, and opportunity converge in authentic ways.

The City of Memphis, on the Mississippi River, is filled with unexpected combinations: global commerce and local start-ups, high culture and outdoor adventure, soul food and haute cuisine, world-class infrastructure and spectacular parks, rich heritage and innovation, and, of course, the wholly original sound of Memphis music.

Anchored by three Fortune 500 companies (FedEx, AutoZone, and International Paper), Memphis is also a globally connected transportation hub. The Memphis International Airport serves as the world's largest cargo operation and is home to FedEx's shipping superhub.

The Rhodes community is deeply committed to ensuring continued growth and development in the

city of Memphis. Rhodes' unique position as one of the few liberal arts colleges in an urban setting provides an array of opportunities for students and alumni to engage with and make meaningful contributions to Memphis, including:

[St. Jude Children's Research Hospital Summer Plus Fellowship](#)

Offers qualified Rhodes students an exclusive intensive research experience that pairs students with St. Jude scientists and places them into the hospital's professional laboratories for a period of two summers and the intervening academic year. The internships frequently result in co-authored professional papers with St. Jude researchers.

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[The Lynne and Henry Turley Memphis Center for Community Engagement](#)

An umbrella for the community of faculty and student scholars who are researching and promoting the human experience of Memphis and the Mid-South region from the Civil War to the Civil Rights Movement and beyond. The Center builds upon the College's existing assets and academic strengths by providing support and resources for interdisciplinary scholarly activity and student research.

[Internships and Fellowships](#)

Rhodes students have a variety of academic interests and often connect theoretical study with practical application, thus enhancing their learning experience and contributing to the City of Memphis. Internship sites include FedEx, the National Civil Rights Museum, and Raymond James. Each year, 70% of Rhodes students complete internships and fellowships through organizations and corporations in Memphis.

Community Engagement

More than 80% of Rhodes students are engaged in community partnerships. The first collegiate chapter of Habitat for Humanity was founded at the College. [The Laurence F. Kinney Program](#) serves as a hub for Rhodes' campus-wide effort to engage all students in service and social action in Memphis and the broader community. Major programs include the 30-year-old Souper Contact, a soup kitchen for the homeless run entirely by students, and the Bonner Center for Community Engagement, which partners with more than 100 not-for-profit and governmental agencies in the greater Memphis area to provide in-depth service experiences for students. As a member of the [Bonner Scholarship Service Network](#), Rhodes provides service scholarships to 15 students each year. Additionally, the [Summer Service Fellowship](#) program, an intensive nine-week summer experience, challenges students to engage in significant community projects identified by a community organization or by the participating student. The fellowship provides academic credit and has a 40-hour-per-week commitment.

ALUMNI IN MEMPHIS

There are more than 3,500 Rhodes alumni living and working in Memphis, and that number continues to grow each year. Over the last several years, approximately 40% of Rhodes graduates have chosen to remain in the city to start their careers and continue contributing to making Memphis an even greater place to live.





STRATEGIC PLAN

The College approved its ambitious strategic plan, [Achieving Our Best: A Strategic Vision for Rhodes College, 2020-2030](#), in October 2019. The plan is the result of an 18-month planning process that included the voices of more than 5,000 students, faculty, staff, alumni, parents, Memphians, prospective students, and their families through qualitative and quantitative research.

The strategic plan outlines a commitment to align the College's business model with its mission so that Rhodes can pursue national excellence in residential liberal arts education while remaining a college of approximately 1800 students. In doing so, the College commits to the Rhodes Edge, an educational

and residential experience that ensures the College's graduates are:

- Intellectually ready to tackle the world's most pressing problems.
- Leadership ready to create equitable and prosperous communities.
- Career and graduate school ready to succeed in tomorrow's economy.

By honing the Rhodes Edge, the College will add value to the undergraduate experience so that talented students, faculty, staff, and alumni are increasingly willing to invest in Rhodes. Further, Rhodes will maximize other revenue streams through endowment growth and the development of new revenue-generating programs in order to reduce tuition pressure on Rhodes students.

FOUR FOCUS AREAS

highlighted in the plan are intended to guide decision-making and investments over the next decade:

Build academic and creative excellence | Foster a culture of belonging
Ensure a transformational student experience | Secure the future





DIVERSITY, EQUITY, AND INCLUSION

In April 2021, the Board of Trustees approved the [Rhodes Framework for Inclusion, Diversity, Equity, and Accessibility](#), also known as the IDEAS Framework. The IDEAS Framework follows directly from the College's strategic plan, which identifies as central priorities the following: adopting best practices for equity and inclusion; developing opportunities for cross-cultural engagement, interfaith dialogue, and inclusive excellence; and developing a more diverse workforce.

The IDEAS framework identifies viable short- and longer-term institutional goals and outlines specific steps Rhodes will take to accomplish its inclusive excellence goals over the next three years. The action plan focuses on seven priorities:

1. Commitment
2. Culture
3. Capacity
4. Curriculum, Pedagogy, and Faculty Development
5. Compensation and Employment
6. Climate
7. Campus Life and Community

The College just completed the three-year period of its first IDEAS framework and posted [a summary of the progress made and goals realized](#). Among other accomplishments, the College increased the diversity of both its faculty and student body; launched a

new Institute for Race and Social Transformation funded by the Mellon Foundation; developed new programs to support students, including a First Gen initiative, food pantry, and career closet; and created new multicultural gathering spaces, including a Unity Lodge and a National Panhellenic Council Plaza, the first in Memphis. The new Vice President for Inclusive Excellence will take the lead in helping the College craft its "IDEAS 2.0" framework to guide the College's strategy and initiatives in this area going forward.

THE HONOR SYSTEM

[The Rhodes Honor System](#), one of the longest-standing honor systems in the country, consists of the Honor Code, the Social Regulations Code, and the Rhodes Commitment to Diversity. The objective of the Honor System is to foster the spiritual growth, moral fortitude, and intellectual development of the individual student. All incoming students sign a pledge at the beginning of each school year affirming their commitment to the three components of the Honor System. Students are personally responsible for their work, their actions, and their word, and all students pledge to uphold the System in their daily lives and to report cases of violation to the appropriate student governing bodies.

The Honor System is a tradition which has been valued by the Rhodes community for more than a century. It allows the fullest possible expression of individual life in harmony with community life, and it is a principle that members of the Rhodes community believe to be fundamental in ethical life during and after college.





LEADERSHIP

Jennifer M. Collins became the 21st president of Rhodes College on July 1, 2022. A committed proponent of the value of the liberal arts, President Collins joined Rhodes after serving most recently as the Judge James Noel Dean and professor of law at Southern Methodist University, where she worked with more than 100 faculty members and supported more than 800 domestic and international students. Before her tenure there, she served as vice provost and professor of law at Wake Forest University for 10 years. Collins taught courses in criminal law, criminal procedure, family law, gender and the law, and career development and legal professionalism. She has received numerous awards for excellence in teaching.

Prior to her academic career, President Collins practiced law in Washington, DC, clerking for the Hon. Dorothy W. Nelson in the U.S. Court of Appeals for the 9th Circuit and worked in private practice before joining the U.S. Department of Justice Office of Legal Counsel as an attorney-adviser. She then served as Assistant United States Attorney in the U.S. Attorney's Office for the District of Columbia. She returned to private practice before moving to Wake Forest. She is the co-author of *Privilege or Punish? Criminal Justice and The Challenge of Family Ties* (Oxford University Press 2009). In addition, she has written many other law review articles and essays featured in *Yale Law Journal*, *Boston University Law Review*, *Northwestern*

University Law Review, and more. President Collins' scholarship is focused on issues involving families and the criminal justice system.

She received her B.A., cum laude with distinction, in history from Yale University and her J.D., magna cum laude from Harvard University, where she also served as an editor for the *Harvard Law Review*.

President Collins and her husband, Adam Charnes, an appellate attorney, are the parents of Jake, Lily, and Sam.

ACADEMICS

The classroom experience at Rhodes is intimate and rigorous. Rhodes values the engaging dialogue that arises when students and professors work together to investigate questions and problems they care about. In this environment, students are expected to formulate and articulate big ideas and contribute in major ways to the critical discussions and debates that take place in classrooms and laboratories, and the 9:1 student-to-faculty ratio makes this possible. Rhodes seamlessly integrates high-impact experiences such as internships, fellowships, study abroad, and faculty-mentored student research with a traditional liberal arts education, and the [Foundations Curriculum](#) gives students the freedom to pursue their academic interests while developing critical thinking skills that will serve them throughout their lives.

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Through 18 academic departments and 13 interdisciplinary programs, Rhodes offers more than 70 liberal arts and interdisciplinary majors and minors. The College provides pre-professional advising for students who plan to work in the health professions, law, engineering, accounting, business, architecture, clinical psychology, foreign service, ministry, public history, and education, and it has a partnership with St. Jude Children's Research Hospital that provides extraordinary research opportunities for qualified students. Rhodes offers one graduate degree program: the Master of Science in Accounting.

Rhodes is rare among liberal arts colleges in being academically strong not only in the social sciences and humanities but also in the physical and biological sciences. It is the sixth-leading liberal arts and sciences college in the number of applicants sent to medical school and is annually ranked in the top five of all colleges and universities in national Mock Trial.

Billboard Magazine has named Rhodes one of the top music business programs in the nation.

Students have been enormously successful garnishing national awards, including (since 2002):

- 61 Fulbright Scholarships
- 21 Goldwater Scholarships
- 16 Watson Fellowships
- 5 Truman Scholarships
- 10 National Science Foundation Fellowships
- 6 Emerson National Hunger Fellowships
- 6 Postgrad NCAA Scholarships
- 2 Luce Scholarships
- 2 Rhodes Scholars

STUDENTS AND ENROLLMENT

Rhodes is home to a diverse group of approximately 1800 students who represent 46 states (plus D.C.) and 58 countries. Within the current student body, 38% identify as students of color, and the class of 2028 boasts a record 45% who identify as students of color. Effective fall 2022, the College transitioned from a two-year residency requirement to a three-year residency requirement, and now approximately 74% percent of students live on campus.

Rhodes students are intellectually curious and deeply engaged in academic and extracurricular activities. Students with a personal commitment to service are drawn to Rhodes and to the many opportunities to integrate themselves into the greater Memphis community, and more than 80% of students participate in service activities. Rhodes actively recruits students who are excited to be part of the city, seeking opportunities to connect with Memphis in ways that are mutually beneficial and meaningful.

Rhodes has maintained strong enrollment success over the last five years, with a record 6,365 applications for the 2023-2024 admission cycle. Our incoming students have a mean ACT composite score of 29 (the College adopted a test optional policy in 2022) and 47% graduated in the top 10% of their high school class with a mean GPA of 3.79 (unweighted). The Class of 2028 is the most diverse in Rhodes' history with 45% identifying as students of color (including international students who identify as students of color), 12% international students, 22% Pell-eligible students, and 17% first-generation college students.



FACULTY

Rhodes faculty members represent the best of the scholar-teacher model that is essential to a liberal arts education. Scholarly and creative production across the board is unusually high for a liberal arts college, and engaging undergraduates in faculty research – in the humanities and social sciences as well as the sciences – is standard practice. Virtually all of the faculty hold the highest degrees in their respective fields and contribute regularly to the scholarship of their disciplines. Many have been recognized for their excellence with grants from the NSF, NIH, NEH, and the Mellon Foundation, Fulbright awards, and numerous other honors, including a recent faculty invitation to join the prestigious Council on Foreign Relations. Rhodes honors faculty accomplishment through institutional awards for teaching, scholarship, and service and supports the ongoing development of the faculty through such programs as the Hill Grant for curricular innovation, the Faculty Development Endowment Grants for faculty scholarship, and an extensive mentorship program for incoming faculty. Rhodes is committed to sustaining an environment in which faculty can thrive in their careers and make substantial contributions to the college community and their scholarly communities.

STAFF AND ADMINISTRATION

Rhodes employs just over 300 exceptionally dedicated administrators and staff who join the faculty in serving the educational mission of the college and cultivating the character of its students. Staff members are an integral part of the community. Continuing to value the contributions of staff members at all levels of the College is essential to maintaining a sense of common purpose, civility, and respect within the community.

Rhodes is proud to recognize particularly outstanding staff contributions at its annual Service Recognition program, which includes recognition for years of service and four awards for outstanding staff.

CAMPUS AND FACILITIES

Rhodes' Collegiate Gothic campus, identified by *The Princeton Review* as the one of the most beautiful campuses in the United States, sits on a 123-acre wooded site in the heart of historic Midtown Memphis. The walkways, quadrangles, residence halls, common areas, and classrooms are all intentionally designed to encourage intimate conversation, the exchange of ideas, and life-changing connections.

With each new expansion on its original 123-acre Memphis campus, Rhodes has maintained its Collegiate Gothic architecture. The Paul Barret, Jr. Library, completed in 2005, has been ranked among the nation's most beautiful libraries. In 2012, Rhodes opened two of its newest facilities, the expanded and renovated Catherine S. Burrow Refectory and the West Village Residence Hall. In 2014, the College completely renovated the Rhodes Tower science facility.

In 2017, Rhodes opened Robertson Hall, a \$34 million, 55,000-square-foot science facility that houses state-of-the-art research and features teaching labs and smart classrooms.

In 2023, the College opened the three-story, nearly 62,000-square-foot East Village C residence hall, which houses 150 students in both single rooms and suites and contains an adjoining lodge for multicultural student organizations. East Village C helps the college achieve its strategic goal of a three-year residency requirement and provides additional social and meeting space for diverse students.





FINANCES AND RESOURCES

Effective June 30, 2024, the College completed its 51st consecutive year of balanced budgets. For fiscal year 2025, the College's total operating budget is \$83 million, which is net of the financial aid budget of \$61 million. As of June 30, 2024, Rhodes had an endowment of \$432 million and a moderate debt level of \$75 million. Total assets were \$657 million and net assets were \$548 million at June 30, 2024, amounts which have not changed materially since the conclusion of the last fiscal year. The College maintains a debt rating of A+ from Standard and Poor's and a rating of A2 from Moody's Investors Service.

BOARD OF TRUSTEES

The Board of Trustees is composed of prominent citizens from all walks of life: business and finance, law, medicine, science, and civic engagement. The Board of approximately thirty individuals includes three elected faculty and three elected student representatives and meets thrice yearly. Trustees are organized into committees on Student Learning, Student Life, Finance and Investment, Audit and Enterprise Risk, Development, and Trusteeship. The Board's Agenda Committee functions inter-sessionally as an executive committee. Recently, the Board established an ad hoc committee on long-range planning to assess and address the challenges and opportunities that are just appearing on the horizon for liberal arts colleges.

Trustees may be elected for three consecutive three-year terms and may be re-elected after rotating off for a period of one year. Faculty trustees are elected by the faculty for a term of three years, and student trustees are elected by the student body for a term of one year.

ROLE OF THE VICE PRESIDENT FOR INCLUSIVE EXCELLENCE

The Vice President for Inclusive Excellence is the College's chief diversity officer and must be a highly visible and accessible leader on campus and in the local community. Reporting directly to President Jennifer Collins, the Vice President serves as a collaborative and

collegial member of her core Senior Leadership Team, which includes:

- Provost and Vice President for Academic Affairs
- Vice President for Enrollment
- Vice President for Development
- Vice President for Finance & Business Affairs
- Vice President for Student Life
- Vice President for Marketing and Communications
- Chief of Staff and Director of Strategic Initiatives
- Director of Athletics

The Vice President for Inclusive Excellence's portfolio includes responsibility for leading and coordinating the College's efforts to promote diversity, equity, inclusion, and belonging across campus. If possible, the Vice President will also coordinate the College's efforts to promote sustainability and environmental justice. The Director of Student Inclusion & Diversity, the Director of Institutional Equity/Title IX Coordinator, and an administrative assistant will all report to the Vice President. In addition to collaborating with the other Vice Presidents, the Vice President of Inclusive Excellence will chair the Inclusive Excellence Working Group and work closely with many individuals and units across campus, including Enrollment, the Lynne and Henry Turley Memphis Center for Community Engagement, the Dean of Belonging, Student Accessibility Services, the Dean for Faculty Development and the Faculty Diversity and Equity Committee, the Buckman Center for International Engagement, the LGBTQ Working Group, Human Resources, and alumni affinity groups, to give just a few examples.

The Vice President will also interact with the Board of Trustees, particularly as a liaison to the Trusteeship Committee. Given the close relationship between Rhodes College and the City of Memphis, the Vice President will also be expected to interact with city leaders, community members, and others in a variety of roles.



OPPORTUNITIES AND CHALLENGES

The Vice President for Inclusive Excellence will have the opportunity to address the following priorities:

- Develop a forward-looking strategic vision for diversity, equity, inclusion, and belonging, and if possible for sustainability and environmental justice, that harmonizes with the College's overall strategic plan: The Vice President will have the opportunity to develop the College's new strategic framework to promote diversity, equity, inclusion and belonging in every aspect of campus life, now that we have completed our initial three-year IDEAS framework. The Vice President will also bring together the faculty and student groups that have been promoting sustainability efforts across campus and work with them to develop a holistic vision for ensuring Rhodes is a national leader in its sustainability and environmental justice efforts.
- Align Rhodes' policies and practices with nationally recognized best practices: The Vice President will bring deep familiarity with current wisdom regarding developing programs, managing risk, building and sustaining an inclusive campus community, collaborating with faculty, promoting sustainability, and many other areas to their work. They will listen to and meet with constituencies around campus to identify current strengths as well as areas of growth. The Vice President will be responsible for transforming the College over time into a model operation that is based on nationally recognized and proven practices but thoughtfully adapted for the specific mission and needs of Rhodes.
- Serve as the key leader and partner in sustaining and enhancing the inclusiveness of the Rhodes campus community: The Vice President will be a leader and convenor in working with diversity and inclusion officers in Student Life and Academic Affairs and faculty and staff committees and working groups to proactively address the questions of climate that are currently at the forefront on campuses across the nation. The Vice President will develop new programming, training, and educational opportunities for all members of the community and support Rhodes' commitment to civil and compassionate dialogue across differences. The Vice President will also work closely with Enrollment Management in furthering the College's efforts to attract and retain a broadly diverse student body at Rhodes. The Vice President will model in both their personal and professional behavior support

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and advocacy for a campus that is welcoming and supportive of all members of its diverse community.

- Embrace the unique relationship between Rhodes College and the City of Memphis and expand upon it as a national model for civic engagement among liberal arts colleges: Rhodes College rightfully takes pride in its position as one of the few liberal arts colleges with deep and meaningful connections to its surrounding city. Memphis and Rhodes are woven together in ways that allow the College to serve as a national model for service learning and civic engagement in an urban setting, components that are essential to the Rhodes student experience. Memphis also has significant environmental justice challenges, and the Vice President has an opportunity to develop partnerships that will enhance the opportunities that our students and faculty have to engage in these critically important issues. During the past two decades, the connections between Rhodes and Memphis have become even stronger, and the next Vice President will continue to seek mutually beneficial ways to partner with community leaders throughout the greater Memphis area.
- Mentor, develop, and support the talented and committed faculty and staff at Rhodes College: The Vice President will build on the expertise of the talented faculty and staff at the College, creating opportunities for continued professional development and working to develop diverse and collaborative cultures within departments and staff units that allow each individual employee to flourish. In addition, the Vice President will serve on hiring committees as appropriate with a particular eye toward ensuring that the College's faculty and staff is broadly diverse and that students from underrepresented backgrounds at Rhodes continue to see in the College individuals with shared experiences.
- Partner enthusiastically and effectively with the Division of Academic Affairs: The Vice President will work closely with the Provost, Academic Affairs staff, and individual faculty to help ensure that all students are supported and thriving both inside and outside the classroom. The Vice President will be asked to serve as a resource and partner to faculty in helping to refine the First Year Experience course, which aims to unify students during their first semester on campus while also sparking dialogue on challenging topics. The Vice President will also work closely with the different academic departments on their efforts to recruit, support, and retain a broadly diverse faculty.
- Strengthen the College's ability to make data-driven decisions: Working collaboratively with the Provost, the Chief Information Officer, and others across campus, the Vice President will examine current practices for collecting data related to student, faculty, and staff climate, retention, and satisfaction and identify areas for improvement. Going forward, the Vice President will ensure that decision-making within the division will be based on data whenever possible to maximize the student, faculty, and staff experience and identify the best possible use of existing resources.



DESIRED QUALITIES AND CHARACTERISTICS

The new Vice President should be an experienced leader with deep subject matter expertise in diversity, equity, inclusion, and belonging, as well as have ease and genuine rapport with both students and faculty. The ideal candidate will hold a relevant advanced degree, with a terminal degree preferred. Ideally, the candidate will also have some familiarity with issues and challenges pertaining to sustainability and environmental justice. They will also bring many of the following complementary skills and experiences to their work:

- A sophisticated understanding of the climate and fiscal challenges facing residential liberal arts colleges in the 21st century and a broad sense of the most effective solutions to them;
- The ability to courageously and proactively lead through a time of significant change, including both an examination of high-level mission and strategy as well as a review and assessment of daily operations;
- Subject matter expertise and a high degree of personal comfort in leading difficult conversations related to diversity, equity, inclusion, belonging, race, ethnicity, gender identity, sexual orientation, national origin, religion, accessibility, and other topics;
- A willingness to be accessible and visible to students, and open to hearing their concerns, their priorities, and their aspirations, as well as a readiness to advocate for their needs as appropriate;
- An ability to work closely, credibly, and creatively with faculty and Academic Affairs staff as partners in the holistic learning enterprise, as befits a residential liberal arts college;
- The ability to build relationships of trust and shared purpose across a wide range of stakeholders including parents, alumni, city leaders, Memphis community members, trustees, and others;
- A strong sense of how to approach complex conversations and interactions with diplomacy, insight, and emotional intelligence;
- Outstanding communication skills, particularly in the areas of writing and public speaking;
- An understanding of the collaborative leadership structure within higher education, the nature of the academic enterprise, and a commitment to the mission, vision, and institutional priorities of Rhodes College.

CONTACT

Candidates should apply through the [Rhodes Career Website](#). If you have questions or need assistance, please email hr@rhodes.edu. The search committee will begin reviewing applications January 6, 2025.

Application materials will include a letter of interest, a resume or curriculum vitae, and a list of five professional references.