

Bucknell UNIVERSITY

Vice President for Equity and Inclusive Excellence

[Bucknell University](#) invites nominations and applications for the position of Vice President for Equity and Inclusive Excellence (VPEIE). Reporting directly to [Provost Elisabeth Mermann-Jozwiak](#) and [President John Bravman](#), the VPEIE serves as an institutional leader and bridgebuilder. The VPEIE will lead the University's work toward expanding community and implementing strategies that put the University's faculty, students, staff and other community members in the best position to accomplish Bucknell's institutional equity and inclusive excellence goals.

ABOUT THE UNIVERSITY

Originally established in 1846 as the University at Lewisburg, Bucknell University was renamed in 1886 in honor of William Bucknell, an institutional benefactor. Bucknell stewards more than 450 acres of campus property and maintains 150 buildings, the oldest of which dates back to 1840; the newest, [Holmes Hall](#), was completed in 2021. Students live on campus all four years, fostering a vibrant, close-knit living and learning community.

Bucknell is supported by 1,284 full-time employees (399 faculty and 885 staff) and has a dedicated network of more than 56,000 alumni. Over 3,700 undergraduates and 40 graduate students, representing most U.S. states and 65 countries, are enrolled across Bucknell's three colleges: the [College of Arts & Sciences](#), the [College of Engineering](#) and the [Freeman College of Management](#). Approximately 63 percent of Bucknell's students are enrolled in the College of Arts & Sciences, 19 percent in the College of Engineering and 18 percent in the Freeman College of Management. Bucknell awards [bachelor's degrees in more than 50 fields](#), including nine interdisciplinary programs. A small number of [master's degrees](#) are awarded in selected fields. Bucknell has an operating budget of \$236 million and an [endowment surpassing one billion in fiscal year 2021](#) for the first time. Bucknell's campus is among the most attractive in the country, and the University offers a competitive [benefits package](#), including tuition remission.

LEWISBURG

[Lewisburg, Pa.](#) (pop. 45,000) is centrally located in the state and features beautifully maintained Victorian homes; the restored art deco [Campus Theatre](#) (owned by the University); a variety of restaurants, shops and boutiques; and the [Barnes & Noble at Bucknell University Bookstore](#). The city of [Williamsport](#) is about a 30-minute drive from campus, and [Penn State University's](#) main campus in State College is a little more than an hour away, as is [Harrisburg](#), Pennsylvania's state capital. Bucknell is a three-hour drive from New York City, Philadelphia, Baltimore and Washington, DC.

As the leading University in the [Susquehanna Valley](#) and one of its largest employers, Bucknell regularly partners with other major institutions and local and state governments to improve the region. Bucknell's faculty and students collaborate on research with [Geisinger Health System](#) and take the lead in studying the [Susquehanna River](#). The institution also serves as a hub in a fiber-optic network that spans Pennsylvania.

The cost of living in Lewisburg is lower than that of major U.S. cities and suburbs. Bucknell's surroundings yield fresh produce, cultural activities and events, and outstanding opportunities for outdoor activity on the Susquehanna River and in the nearby state parks and forests. The [Lewisburg Area School District](#) receives excellent reviews for its schools at all grade levels, and [Lewisburg Area High School](#) consistently ranks among the top 50 high schools in Pennsylvania for SAT scores and statewide exams.

LEADERSHIP

The President

In addition to the Provost's Office, the VPEIE reports to [Dr. John C. Bravman](#), who became Bucknell's 17th president in 2010. President Bravman has built a foundation of support with Bucknellians around the world, and his leadership has helped foster an unprecedented period of expansion and improvement to the University's facilities and programs. President Bravman also led the campus through the pandemic without furloughs or layoffs, and Bucknell successfully operated with students on-campus and remotely for the entire 2020-21 academic year with many courses offered in a hybrid fashion. Instruction was exclusively on-campus for the 2021-22 academic year and continues.

During Dr. Bravman's presidency, the University has:

- [Increased the minimum wage to \\$15](#) for non-student employees to recognize the critical role staff play in the overall success of the institution;
- [Recognized Juneteeth as a campus holiday](#), commemorating the emancipation of enslaved African Americans in the United States;
- Put into action [The Plan for Bucknell 2025](#), which focuses on cultivating academic excellence, strengthening and sustaining a diverse community, improving the residential experience and enhancing sustainability across all University operations;
- Completed the largest comprehensive campaign in the University's history, the [2012-17 WE DO Campaign](#), which exceeded its \$500 million goal;
- Established the President's Diversity Council to create, coordinate and align the many DEI activities needed or already existing at Bucknell;
- Established the [President's Sustainability Council](#) to define, support and coordinate sustainability programs and activities across the University, and oversee the development and implementation of a sustainability plan for Bucknell;
- Established the [Bucknell Farm](#) in 2018: a five-acre farm offering an interdisciplinary space for learning, student life and wellness, community engagement and sustainable food production.
- Established the [Freeman College of Management](#);
- Opened Academic West and East, four new apartment residence halls, a student commons building and the [Graham Building](#), home to student health, wellness and counseling services as well as a state-of-the-art wrestling facility; and,
- Opened [Holmes Hall](#) in fall 2021 to house the Freeman College of Management and the Department of Art & Art History.

Operations & Management Group

The [Operations & Management Group](#) (OMG) is the University's senior administrative leadership team. In addition to the VPEIE, this group includes: the President; the Provost; the Vice Presidents of Advancement,

Communications, Enrollment Management, Finance & Administration, Human Resources, Library & Information Technology and Strategic Initiatives; the Associate Vice President for Facilities; the Deans of the three colleges; the Dean of Students; the Director of Athletics & Recreation; the General Counsel and Chief of Staff; and the Executive Director of the President's Office and University Secretary. The VPEIE also convenes regularly with the President's Direct Reports group (PDR) to advise the President collaboratively and strategically.

Board of Trustees

The University is governed by a volunteer [Board of Trustees](#), which meets three times per year. While the Board's bylaws allow for up to 50 voting trustees, it currently comprises 39 including President Bravman. The President, Provost and other senior administrators support various Board committees, with the VPEIE providing direct support to committees focused on diversity, equity and inclusion issues. Importantly, the Board strongly supported President Bravman's desire to elevate the University's DEI efforts to the VP level.

STRATEGIC PLANNING

In 2019, the Board of Trustees approved [The Plan for Bucknell 2025](#). As the University's first strategic plan in 13 years, it established institutional goals and four overarching commitments. The Plan ensures a sustainable, vibrant future amid the challenges confronting higher education, including demographic shifts in the college-age population, increased scrutiny of the value of a four-year degree and the rising costs of college.

The Plan commits Bucknell to:

- Cultivating academic excellence across the institution;
- Building and sustaining a diverse community in which all students, faculty and staff experience a sense of belonging supported by a foundation of inclusion, equity and access;
- Providing an integrated and exemplary residential student experience; and
- Creating a sustainable future through the responsible stewardship of the University's financial, natural, human and other resources.

FINANCES AND FUNDRAISING

Bucknell University operates with a \$264 million budget, of which 55 percent comes from tuition. The remainder of the budget comes primarily from fundraising and spending from the University's \$1.1 billion [endowment](#). The University believes passionately in the cause of access. Reflecting this commitment, \$72 million in grants were awarded to 53 percent of undergraduates enrolled in the 2021-22 fiscal year.

The [WE DO](#) campaign raised more than \$170 million for financial aid endowment, more than \$100 million for academic programs and support and more than \$60 million for facilities. The University has weathered the pandemic in [excellent financial standing](#), requiring no layoffs or furloughs of staff. Bucknell has operated with a budget surplus for the past three years and takes pride in its conversion to being [self-funded](#) for medical coverage.

FACULTY

The core of Bucknell's commitment to its students lies in its outstanding faculty. They are exceptional teacher-scholars who practice a direct, energetic and committed form of pedagogy, creating a rich variety of close intellectual engagement between faculty and students. Bucknell's [Teaching & Learning Center](#) offers a number of programs for faculty around course design and pedagogical innovation. The University employs roughly 400 full-time faculty, 98 percent of whom hold a Ph.D. or another terminal degree, and 17 percent of whom identify as Black, indigenous or persons of color. Bucknell is proud to employ many trailblazing scholars leading nationally and internationally acclaimed research, including receiving awards from the [National Science Foundation](#), among many others. Bucknell is a top producer of [Fulbright Scholars](#) and provides excellent and well-maintained facilities with

state-of-the-art equipment to support faculty research and teaching. For more information on the makeup of the Bucknell faculty, see the [Bucknell Fact Book 2021-22](#).

STAFF

Bucknell staff are the lifeblood of the University. Bucknell is a top employer in the region, and the average term of service for employees is 10 years, evidencing strong commitment from the institution to its people and vice versa. Over 900 staff serve in 21 occupational categories, and the vast majority are full-time, with most serving in exempt roles. The staff includes:

- 885 full-time and 23 part-time staff
- 79 staff members identify as Black, indigenous or persons of color
- 21 occupational categories, of which facilities is the largest department, with 200 staff members
- 4:3 ratio of women to men
- 515 exempt, 393 non-exempt

For more information on the makeup of the Bucknell staff, see the [Bucknell Fact Book 2021-22](#).

STUDENTS

Highly qualified and motivated students from diverse backgrounds vie for admission into Bucknell. The Class of 2026 was selected from over 11,000 applicants. The top 20 schools with which Bucknell competes for applicants include private research universities, large state universities, Ivy League institutions and several liberal arts colleges. Of the 3,811 students admitted to Bucknell's Class of 2026 (for a 32.6 percent admittance rate), 1,034 enrolled, of which 22 percent identify as students of color, 3.5 percent are international and 13.3 percent are first-generation students. Since 2005, Bucknell has partnered with the [Posse Foundation](#) and currently welcomes student cohorts from Washington, DC, Boston and Los Angeles. Approximately 50 percent of students study abroad during their time at Bucknell.

Bucknell students achieve recognition for their research, service, leadership and creative work during their time on campus. For instance, in the last few years, students have received [Fulbright Teaching Assistantships](#) and [Goldwater Scholarships](#), among other prestigious academic honors; organized and secured funding for international service projects; been listed as co-authors on peer-reviewed, published research papers across the disciplines; developed their own theatre productions; designed medical devices to improve emergency medicine; started their own companies to sell products they created; and much more.

Bucknell's retention and graduation rates are well above the national average. In the University's [annual survey of graduating classes](#), 94 percent of members of the Class of 2020 reported being either employed, in graduate school, preparing for graduate school, serving in the military or volunteering within nine months of graduation.

DIVERSITY, EQUITY, INCLUSION AND ANTI-RACISM

Bucknell is committed to improving its campus climate so that all who work, study and live on campus can thrive. Priorities set out in [The Plan for Bucknell 2025](#) commit the University to fostering a campus environment that recognizes the impact of power and privilege while addressing historical and emerging barriers to equity and inclusion. Bucknell intends to provide all students, faculty, administrators and staff the structures and programs to thrive in a diverse world. To do so, Bucknell commits to a comprehensive, coordinated approach to supporting underrepresented students, faculty, administrators and staff while continuing to build diverse communities.

Bucknell is home to a number of [diversity, equity, inclusion and inclusive excellence](#) offices and resources that support the University's critical work. These include [Accessibility Resources](#); [Anti-racism Resources](#);

[GenFirst!@Bucknell](#); [International Student and Scholar Services](#); [LGBTQ Resources](#); [Multicultural Student Services](#); [Religious and Spiritual Life](#); [Title IX](#); and the [Women's Resource Center](#). Specifically supporting this work in line with the academic program are several EIE-centered institutes and centers. These include [The Griot Institute for the Study of Black Lives and Cultures](#); [The Center for the Study of Race, Ethnicity and Gender](#); and [The China Institute](#). The University also hosts an annual [Diversity Summit](#). Each spring, the Diversity Summit positions the entire campus community to come together in various ways to learn and to teach about diversity and inclusion issues that impact the campus, local communities and beyond. Each year, the Diversity Summit focuses on a theme that allows for broadening and deepening the campus's capacity for excellence and inclusion, enriching engaged learning across all areas of the University and highlighting the expertise and valuing the lived experiences of Bucknell students, staff and faculty. Other programs that allow students to study and engage with diversity work more deeply include [Immersion Trips](#), [Civic Engagement](#) opportunities and the [T.E.A.M. Peer Mentor Program](#).

Across the University, division- and college-level [diversity, equity and inclusion councils](#) meet regularly to discuss opportunities for improvement and growth within their area. The 2022 DEI Councils include Athletics, College of Arts & Sciences, College of Engineering, Communications, Enrollment Management, Finance and Administration, Human Resources, Library and Information Technology and University Advancement. The chairs of these councils unite for monthly meetings as part of the University Equity & Inclusive Excellence Council.

ROLE OF THE VICE PRESIDENT FOR EQUITY & INCLUSIVE EXCELLENCE

The VPEIE is a valued and vital member of the University's leadership team who oversees a budget of \$1.2 million and four staff. As equity and inclusive excellence is one of the University's top priorities, the VPEIE will find a leadership team eager to support and contribute to this essential work. In this role, the successful candidate will be asked to take on the following opportunities and challenges:

OPPORTUNITIES AND CHALLENGES

- **Create an overarching, unified EIE vision that incorporates the needs and desires of all community members:** In recent years, the Bucknell community has invested in many EIE-related initiatives, including the development of support offices, symposia and DEI councils. While much of these efforts reflect a "grassroots" approach to EIE, the community is eager to come to consensus and clearly articulate an overarching framework to answer the question, "What does EIE mean at Bucknell, and where do we want to go from here?" The VPEIE will have the opportunity for deep engagement with all University communities, in partnership with campus leadership, in order to support an inclusive and collaborative process for developing a strategic plan focused specifically on EIE goals.
- **Support and create constituency-focused initiatives:** While the unified framework described above will be a top priority, the VPEIE will continue investment in constituency-focused initiatives. For example, in the past few years under the leadership of Nikki Young, Bucknell University saw many faculty- and curricula-focused EIE programs initiated. Working closely with the Provost and faculty, the VPEIE will maintain the momentum of these initiatives and foster the continued expansion of this work. Acknowledging that past efforts have had less staff focus, the VPEIE will bring renewed energy and strategies to devise programs and initiatives that best support a diverse and welcoming environment for staff. Further, the VPEIE will partner with students to create an equitable and inclusive community where all can thrive.
- **Serve Bucknell University as a caring, trustworthy and responsive member of the senior team:** The VPEIE will serve as a member of senior leadership at Bucknell. In this position, they will work with colleagues to tackle the most pressing challenges the University faces and to embrace exciting opportunities, ensuring that EIE remains at the forefront of all decision-making. Like Bucknell's other senior leaders, the VPEIE will

build credibility and trust across the Bucknell community to ensure that the needs and desires of all community members are considered during crucial decision-making.

- **Strengthen and build new relationships in Lewisburg and across the region:** Bucknell’s faculty, staff and students work with organizations, businesses and individuals across the Susquehanna Valley region on a range of projects that have mutually beneficial results. Some projects enhance learning at the University or in the community, while others support education, service, or other civic organizations, businesses, science or technology in the region. The VPEIE will build upon these existing relationships and seek further opportunities for mutual benefit that specifically ties into EIE initiatives.

DESIRED QUALIFICATIONS AND CHARACTERISTICS

The ideal candidate for the VPEIE position will be a seasoned higher-education professional who can bring a penchant for community building, strategic thinking and creativity working in the equity and inclusive excellence space. Additionally, they will possess many of the following qualifications and characteristics:

- Appreciation for or experience working within the residential liberal arts college environment;
- Awareness of best practices in EIE in higher education and specifically within residential liberal arts colleges;
- Credibility and rapport with faculty and staff that yields individual and community progression on EIE journeys;
- An ability to build relationships and consensus across and among various constituencies;
- Superb listening skills;
- A record of managing crises and demonstrating calm under pressure;
- Experience managing staff and a budget;
- Demonstrated leadership promoting a diverse and inclusive environment;
- Inclusive decision-making skills;
- Skill in moderating difficult discussions and an ability to communicate decisions quickly and clearly;
- Excitement for engaging with the University’s surrounding community; and,
- Integrity and trustworthiness.

For best consideration, please send all nominations and applications, which should include a résumé /CV and letter of interest, to:



Shelly Weiss Storbeck, Global Education Practice Lead and
Managing Director
Linda Chavers, Ph.D., Managing Associate
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For more information about Bucknell, please visit the University’s website at Bucknell.edu.

Bucknell University is committed to excellence through diversity in its faculty, staff, and students. An Equal Opportunity/Affirmative Action Employer, Bucknell University especially welcomes applications from candidates underrepresented in higher education.