



DEPAUW
UNIVERSITY

**VICE PRESIDENT FOR
INSTITUTIONAL EQUITY**

LEADERSHIP PROFILE



EXECUTIVE SUMMARY

DePauw University, consistently ranked one of the country's top 50 liberal arts colleges, seeks an exceptional leader for its next Vice President for Institutional Equity and Inclusion (VPIE). A strategic partner to university president [Lori S. White](#), students, faculty, staff, alumni, and trustees, this accomplished professional will be a significant institution-wide leader and a critical member of the president's highly collaborative and collegial Cabinet.

Set in the idyllic town of Greencastle, Indiana (pop. 10,300), DePauw University provides what few American universities can offer: the quintessential college experience. Centered around broad green spaces and populated with both historic buildings reflecting its 184-year history and new structures meeting the needs of today's students and faculty, DePauw offers a close-knit, supportive and intellectually-invigorating experience for students from Indiana and around the world.

Thirty-nine miles from Indianapolis, DePauw is the leading liberal arts college in Indiana, enrolling 1,726 undergraduates on its 655-acre campus that is 99% residential. DePauw has a student-faculty ratio of 8-1 and a \$812 million endowment. Providing higher education focused on the future, DePauw has historically attracted future civic, business and cultural leaders in the state, while also drawing national and international enrollment. During the past decade, DePauw has significantly diversified its student body – 19% are domestic students of color, 17% are international students, and 19% are first-generation college goers. A high priority of the new strategic plan is to enhance student satisfaction and success, ensuring that **every** student at DePauw feels a sense of belonging and thrives.

This is an exciting time at DePauw; in conversations with constituents both on and off campus, there is tremendous enthusiasm for Dr. White, who joined the university as the 21st President on July 1, 2020, her leadership style and the impact her tenure is certain to make as she, working mutually with faculty, students, staff, board members and alumni, charts the roadmap toward the future for a university that continues to thrive.

"I believe that liberal arts colleges like DePauw are crucial, now more than ever, to our ability to create a better, more just and more humane world ... We will rise by standing true to this noble purpose and keeping our mission to contribute to the betterment of society at the very core of who we are."

– Lori S. White, DePauw's 21st President, October 2021



Central to this impact will be the partnership between the president and the vice president for institutional equity (VPIE). A member of the president's Cabinet, the VPIE reports directly to the president and will serve as a vibrant, visible and connected campus and community leader who brings experience, purpose and intention to advance equity, diversity and inclusion. The new vice president will build upon the recent accomplishments and momentum around equity and inclusion at DePauw while identifying and implementing strategies to address areas where opportunities for growth exist. The vice president will help create and lead an organizational structure that embeds DEI work in every area of the campus and will also serve as the university's Title IX coordinator.

In close partnership with the president, the VPIE will skillfully balance and prioritize creating a highly collegial and supportive campus environment in which students, staff and faculty can thrive. The vice president will also develop and advance an innovative, inclusive and unifying strategic vision for institutional equity in alignment with DePauw's strategic direction. A builder for a culture of collaboration, the VPIE will create opportunities for a broad campus community to live its values as a liberal arts institution as it fully embraces equity, inclusion and diversity.

The successful candidate will be a dynamic, strategic and entrepreneurial leader who is skilled in understanding and utilizing best practices to navigate and assess complex organizational structures. They will be a powerful advocate and spokesperson, a self-starter and an expert who demonstrates a deep commitment to advancing equity and inclusion as a strategic priority. The vice president will possess excellent communication skills, written, oral, and verbal, bring a global perspective, and be a builder and nurturer of collaborative relationships. Further, the vice president will display integrity and transparency in decisions. A Master's degree is required, a doctoral degree, along with a proven record of broad and progressive senior-level, higher education administrative management and leadership experience in the context of a liberal arts environment, is preferred.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy at the end of this profile.



ROLE OF THE VICE PRESIDENT FOR INSTITUTIONAL EQUITY

The vice president for institutional equity is a member of the president's [Cabinet](#) and reports directly to the president, contributing to strategic institutional discussions and planning. The VPIE serves as the senior institutional equity officer and strategist for DePauw. As a member of the Cabinet, the vice president will share responsibility and accountability for the leadership of the university as a whole, for making decisions about strategy, priorities and resources, and for working with the Board of Trustees.

The vice president plays a critical role in ensuring a vibrant and equitable campus experience for DePauw's diverse student body and has particularly close working relationships with the vice presidents for academic affairs, student affairs, enrollment management, and development and alumni engagement and with key faculty and other institutional leaders. There are several spheres of influence for the new VPIE who will collaborate with the college's diverse constituents to provide leadership and strategic direction in creating and nurturing an environment that is welcoming, inclusive and respectful, and whose members feel equal ownership of the community and accountability to one another.

Institutional Equity is one of the four overarching goals framing the university's strategic plan affirmed by the DePauw Board of Trustees at their Fall Board meeting. Working with President White, the VPIE will lead the implementation of this goal, rationale and objectives.



GOAL: INSTITUTIONAL EQUITY

GOAL STATEMENT

DePauw will become a more fully inclusive and equitable institution by ensuring all aspects of the student, employee, and alumni experience are fully aligned with our values of diversity, equity and inclusion.

RATIONALE

The principle of equity demands that no student, member of the faculty or staff, or our alumni community is hindered in any way from participating fully in the University's programs, services, and activities, and that the opportunities that DePauw creates are accessible to every member of the campus community. In order to advance its own culture and meet the needs of each new generation of students, DePauw must name, acknowledge, and change historical practices and experiences that have not been centered on equity and actively demonstrate how it supports diversity, equity, and inclusion to effectively live its commitment to these values. In doing so, DePauw must engage all members of the community as contributors and participants, and as teachers and learners to underscore the centrality of diversity, equity, and inclusion to the mission of the University.

OBJECTIVES

- Centralize and elevate an institutional-level strategic focus on diversity, equity, and inclusion at DePauw to be led by a senior cabinet officer.
- Institute systems, policies, and practices that strengthen DePauw's ability to recruit, retain, and support an increasingly diverse community to ensure that all of the students, staff, and faculty can pursue their interests, follow their passions, and feel they belong at DePauw.
- Partner with university departments to support a comprehensive review of all programs to ensure that they are broadly accessible, inclusive, and equitably delivered.
- Develop, sustain and uphold a clear set of community values, standards, and expectations.



OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP

This is an opportunity for a dynamic, confident, catalytic, collaborative, and strategic professional to partner with the full DePauw community to advance the university's vision of an inclusive, equitable community. The VPIE will work to develop and advance policies and practices that promote inclusion and equity – joining DePauw at a time of exciting change with a new president and forming Cabinet who are currently engaged in an energizing and thorough strategic planning process identifying the university's priorities and opportunities for developing a plan to move DePauw forward. In addition, the VPIE will serve as the University's liaison to the Liberal Arts Colleges Racial Equity Alliance (LACRELA) and determine how best to use LACRELA's resources towards achieving institutional equity goals in collaboration with involved and empowered students, dedicated faculty, staff and administrators, an engaged Board of Trustees and committed alumni.

Working closely with the president, the new VPIE will engage with the following issues, ideas and opportunities at DePauw University:

- **Provide leadership in diversity, equity, and inclusion to the DePauw community:** Previously at DePauw, a similar role had been primarily student focused. The campus community needs in its next vice president a strategic partner who will build bridges, serve as mentor and guide to engage with all DePauw constituents (faculty, staff, students, alumni and the broader Greencastle and external network connected to the college), and articulate and communicate a strategic vision for equity, inclusion and diversity. Key areas of opportunity include the development of inclusive recruitment processes for both faculty and staff; working to create and sustain a welcoming and inclusive campus culture; and providing training on the pedagogy to teach diverse learners.
- **Design, lead, and support data collection and analysis for decision-making around diversity, inclusion, and equity efforts:** An important priority for the new VPIE is the ability to use data to understand climate and to make interventions throughout the institution. The vice president will use data wisely, determine data tools, measure the impact of initiatives quantitatively and qualitatively, use those data to support informed decision-making, and report these efforts to develop a culture of accountability.



- **Assess and determine the structure of equity and inclusion:** The new VPIE will have the opportunity to partner with the Cabinet, students, faculty and staff to reimagine and build comprehensive diversity and inclusion efforts at DePauw. The vice president will be expected to assess DePauw's current programs and, based on previous experiences, best practices, and diversity literature and scholarship, determine what is needed for DePauw to achieve its goals.
- **Build on a culture of collaboration, shared governance and excellent communication**
Within the context of a shared-governance culture, the VPIE will be an effective leader who can thoughtfully develop and nurture partnerships with students, faculty, staff, alumni, and the Greencastle community alike, being respectful of past achievements and successes, ready to implement new ideas for growth and concertainely develop strategic vision for the future.

The vice president will encourage frank conversation with all constituents, working effectively in a highly visible role within a community of colleagues deeply invested in the success of the university and its students. The vice president will develop and support creative ways for the campus community to approach challenges, enlisting diverse voices to contribute to the dialogue and examining issues from new and varied lenses while simultaneously applying a data-informed approach. The vice president will inspire senior leaders, faculty, administrative partners and students to engage in cooperative, transparent conversations and model thoughtful, open and respectful dialogue around equity and inclusion topics.



PROFESSIONAL QUALIFICATIONS AND STRENGTHS

DePauw seeks a strategic, visionary, and collaborative leader who models and promotes a culture of inclusion. The successful candidate will have an in-depth knowledge of theory and practice with regard to diversity, equity, and inclusion. DePauw seeks candidates whose education, perspectives, and experience have together prepared them to become a prominent member of the college community and an effective leader.

To ensure that the VPIE has an overall campus focus, and that all members of the campus community have institutional equity responsibilities, the vice president currently does not have any departments that report directly to the position – however there are student-, faculty- and staff-facing positions with DEI responsibilities that will have formal liaison relationships to this position and form a collective DEI team. There is a tremendous opportunity for the next VPIE to galvanize the energies and commitment of co-collaborators engaged and invested in the work.

Reporting to this position will be the Director of Compliance.

To be able to realize this opportunity, the following are lists of required and preferred professional qualifications and personal qualities:

REQUIRED QUALIFICATIONS

- Master's degree.
- A record of at least seven years of progressively responsible experience leading diversity and inclusion efforts for colleges and universities, other non-profit or for-profit companies or organizations at the mid-manager or executive level.
- A collaborative and dynamic leader with demonstrated success as an outstanding communicator and skilled builder of relationships informed by effective strategic planning and assessment.



- Experienced facilitator of diversity training, curriculum and professional development programs.
- Achievement in fostering and driving change management, process improvement and the development and implementation of data-informed, scalable and effective institutional equity strategies and programs.
- Strong interpersonal skills, including exemplary abilities as an effective communicator, engaged listener and relational leader with diverse groups.
- Keen understanding of current and emerging issues facing higher education and strong experience and knowledge of EEOC, Title IX and ADA Compliance.
- The highest ethical values and principles in personal and professional endeavors.

PREFERRED QUALIFICATIONS

- An earned doctorate or other terminal degree.
- Progressive leadership experience in small, residential, liberal arts colleges.
- Evidence of academic work, publications and/or professional presentations related to equity, diversity and inclusion.
- Active professional involvement or leadership in local, regional and/or national diversity-related professional organizations.



ABOUT DEPAUW UNIVERSITY

OVERVIEW

DePauw University is a Midwestern liberal arts institution, ranked in the top 50 liberal arts colleges in the nation and the number one liberal arts college in Indiana. DePauw students are career-oriented, eager to take on rigorous classwork and enthusiastic about real-world experiences. A survey of the Class of 2018 found that 97% had a positive “next step” outcome within six months of graduation. DePauw offers 49 majors; an honor scholar program that enables participants to elevate their educational experience with intensive, interdisciplinary seminars; and several fellow programs.

DePauw emphasizes experiential learning; about 90% of its students participate in internships or study off-campus/abroad. Students also engage in robust cocurricular programming offered by the university’s eight centers, which focus on ethics; management and entrepreneurship; media; technology and visualization; diversity and inclusion; civic engagement; career/professional development and internships; and 21st-century musicianship.

DePauw has an undergraduate enrollment of just over 1,700 students who come from 42 states and 43 countries; 19% are students of color; 17% international students. The University’s environment facilitates close relationships between students and DePauw’s 236 faculty members. With a 8-to-1 student-to-faculty ratio, students receive personalized attention from their instructors, including the opportunity for many to participate in faculty-led research. The DePauw campus is 99% residential, enhancing the sense of community and camaraderie that develops in the classroom, and 61% of DePauw students participate in the Greek system, creating lifelong connections.

1,726
STUDENTS

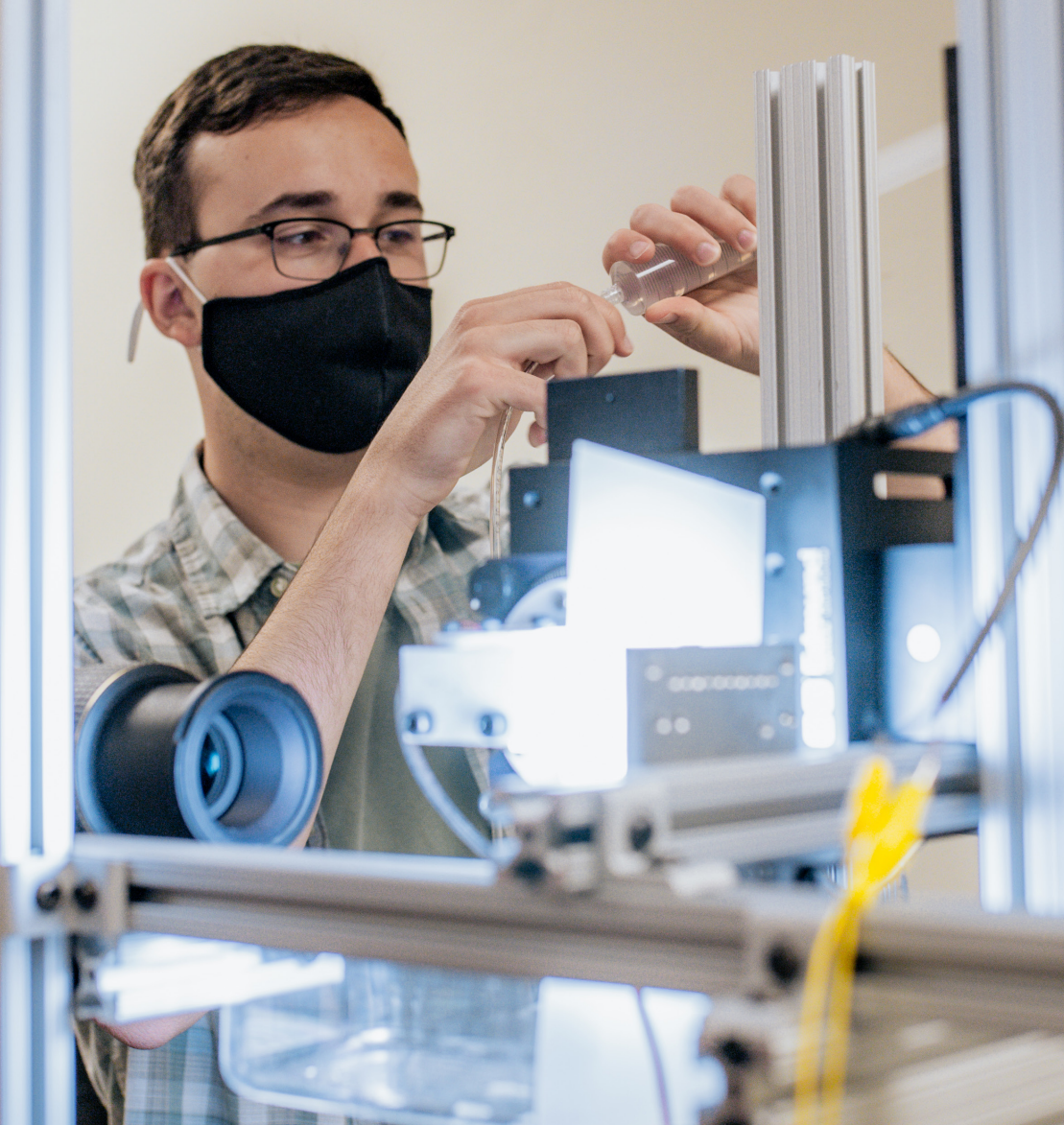
8:1
STUDENT-TO-
FACULTY RATIO

99%
RESIDENTIAL

17
AVERAGE
CLASS SIZE

42
STATES

43
COUNTRIES



MISSION

DePauw University develops leaders the world needs through an uncommon commitment to the liberal arts.

DePauw's diverse and inclusive learning and living experience, distinctive in its rigorous intellectual engagement and its global and experiential learning opportunities, leads to a life of meaning and means. DePauw prepares graduates who support and create positive change in their communities and the world.

VISION

DePauw's strategic plan is organized around four themes and is a succinct way to measure our vision for 2025: As a great place to learn, live and work, DePauw will become a university of choice and distinction known for the integration of its rigorous liberal arts curriculum and robust cocurriculum and its unique commitment to the success of each student.

VALUES

CORE VALUES:

- Student focus.
- Collaboration.
- Curiosity.
- Diversity.
- Inclusion.

RELATIONAL VALUES:

- Commitment to excellence.
- Trust.
- Integrity.
- Respect.

DePauw's goals rest on President White's [transcendent priorities](#), which are foundational to everything we do: An unparalleled student experience; a strong community of educators with a deep commitment to teaching, scholarship, creative expression and cocurricular learning; a campus culture in which every student, regardless of identity, background or financial circumstances, thrives at DePauw; strong partnerships with the city of Greencastle; financial health of our institution today and for the future; a resolute commitment to diversity, equity and inclusion made explicit to those whom we invite to join our community; and Freedom of Expression for all members of our campus community.

49
MAJORS

8
CENTERS THAT PROVIDE
COCURRICULAR
PROGRAMMING

5
HONOR SCHOLAR
AND FELLOWS
PROGRAMS

#4
IN COUNTRY
FOR STUDY
ABROAD

12th
IN NATION
FOR FULBRIGHT
SCHOLARS

#1
NATIONAL LIBERAL ARTS
COLLEGE IN INDIANA,
U.S. NEWS & WORLD REPORT



ACADEMICS

DePauw's academic approach enables students to build bridges between knowledge and experience, continually expanding their ability to learn. The university prepares students for a life of meaning and means; DePauw enables them to join legions of alumni who are leaders the world needs. Students are taught by extraordinary professors (98% of tenure-track faculty hold Ph.D. or terminal degrees) in small, exciting classes; live and study with peers whose diversity enriches the community; and are supported as they pursue academic and experiential passions.

DePauw has earned widespread acclaim for its distinct programs and experiences, beginning with the 1884 formation of the School of Music, which continues as one of the oldest music schools in the nation. The university currently offers 49 majors and 56 minors to matriculated students in a wide range of disciplines as well as an intensive Honor Scholars program and four concentrated fellows programs in media, management, science and the environment.

At DePauw, students get out of their seats and into the world to respond to the challenges of our time. The university ranks #4 nationally for students studying abroad, and provides the financial

assistance to help them go. Study abroad opportunities open the door to 100 countries, providing distinctive change-driven experiences that shape students' passions and advance communities. There is an opportunity for everyone, such as courses in South Africa studying life after Mandela, public health initiatives in rural Ecuador and immersion studies in Italy.

Pre-pandemic approximately 30% of DePauw students engaged in real-world research with faculty members, and the university encourages students to take on two or more internships during their time here. Annually, DePauw ranks in the top 10 for producing business executives and Fulbright Scholars. And 94% of students have a job or plan to attend a graduate, service or fellowship program before graduation.

19%
FIRST-GENERATION

20%
DOMESTIC STUDENTS
OF COLOR

17%
INTERNATIONAL
STUDENTS

61%
GREEK

90%
COMPLETE
INTERNSHIPS OR
STUDY OFF-CAMPUS

30%
PARTICIPATE IN
FACULTY-LED
RESEARCH

33%
PARTICIPATE IN
23 DIVISION III
ATHLETIC TEAMS



STUDENT LIFE

The foundation of every DePauw story lies in a connective community of peers and empowering faculty and staff who push students to engage and lead. With more than 100 clubs and organizations on campus plus a continuous calendar of Campus Life activities, there is no shortage of opportunity to get involved.

DePauw was the starting place of two Greek organizations, Indiana's distinguished Phi Beta Kappa society, the Society of Professional Journalists and the nation's first 10-watt college FM radio station. The campus consists of 655 acres of stately grounds overlain with majestic brick buildings, sprawling parks and sustainable gardens. The epic Monon Bell football game and Ubben Lecture Series are centerpiece traditions, along with a campus-wide emphasis on community service, from local volunteerism to public health projects in developing countries.

DePauw is a fully residential liberal arts college, which means conversations spill over from the seminar table to the dining hall to the student lounge. Students embark on collaborative adventures with staff and faculty, local community members and alumni, and dorm-room peers, forming lifelong connections and impactful partnerships that often extend into their careers. DePauw's interdisciplinary approach means students, departments and programs unite for shared learning experiences, study groups and off-campus service opportunities to solve problems and build bridges in the community.

97%

OF CLASS OF 2019 HAD
A POSITIVE OUTCOME

90%

RECEIVE NEED-BASED
FINANCIAL AID

\$812 million
ENDOWMENT

#46

NATIONAL LIBERAL ARTS COLLEGES
- U.S. NEWS & WORLD REPORT



DIVERSITY AND INCLUSION

Creating a diverse and inclusive community calls on an entire campus—student, faculty and staff—to shape that journey. At DePauw, students, faculty, and staff are shaping dialogue centered in the belief that only by understanding and embracing those whose life experiences are different than one’s own can a community truly meet its aspirations.

ARTS AND CULTURE

From celebrated music performances and art exhibits, to intriguing speakers and weekly events downtown, there is always something fresh and inspiring happening at DePauw.

ATHLETICS AND WELLNESS

The athletics experience at DePauw University complements and supports our institutional vision. The students who choose to attend DePauw and compete in our varsity athletics program can expect to develop the values that are congruent with the DePauw athletics experience: self-confidence, integrity, discipline and teamwork. Our state of the art facilities and wellness programs set us apart.



FINANCES

DePauw is well-supported by alumni, donors, and friends. DePauw's last fundraising campaign, [The Campaign for DePauw](#), was the most successful in its history, ending in June 2019 with gifts and commitments totaling \$383 million. The University has also had incredible success raising transformational 8-figure gifts. In FY 2020, DePauw raised \$33 million in total philanthropic support.

With an operating budget of \$121 million and an endowment of \$812 million as of September 30, 2021, the University has a strong financial foundation on which to build. Tuition, fees, room and board, for the 2021-22 academic year are \$67,994. 57 percent of full-time undergraduates receive some kind of need-based financial aid, and the average need-based scholarship or grant award is \$44,693.

In addition, the University has significantly upgraded its physical campus in recent years. It opened a new, [state-of-the-art dining hall](#) that serves produce grown on the 12-acre [Ullem Campus Farm](#). The farm is also home to the [Center for Sustainability](#), which seeks to become a national leader in sustainable agriculture. The student union building has been renovated, and the lawn around iconic [East College](#) has been improved to serve as a center of community life. The University recently undertook a [\\$40 million initiative](#) to reduce its carbon footprint, improve energy efficiency, and enhance student housing. Construction of new residence halls, the renovation of Roy O. West Library and other existing buildings is ongoing, and the master plan calls for additional residential [construction](#) over the next decade.



COMMUNITY PROFILE

GREENCASTLE, INDIANA

DePauw is set amid the rolling hills of central Indiana about 40 miles west of Indianapolis. Greencastle, a community of 10,000 residents, is a Tree City USA and a partner with Clean Choices Clean Water. The state of Indiana designated it a Stellar Community in 2011. [Greencastle Community School Corporation](#) serves 2,000 students.

DePauw's idyllic campus, ranked by Condé Nast as one of the 50 most beautiful campuses in America, includes the DePauw Nature Park, which includes 520 acres, 8.7 miles of trails, a welcome center, field stations, amphitheater, and the Janet Prindle Institute for Ethics.

Greencastle, Putnam County, and surrounding counties offer superb connections to nature, including miles of running, biking, and hiking trails. Additionally, three Indiana state parks and a state recreation area are within easy driving distance of Greencastle, offering hiking, camping, boating, fishing, and beaches. DePauw is joined by twelve additional higher education institutions within an hour's drive or campus, including Purdue University, Indiana University, and Butler University. Many share educational relationships with DePauw.





SURROUNDING AREAS

Indianapolis, Lafayette, Bloomington, and Terre Haute are all located within an hour of campus and provide easy access to a multitude of additional amenities including cultural and religious centers; restaurants and specialty grocery stores; hospitals and health care specialists; museums, events centers; zoos, and arboretums; and train stations and airports.

INDIANAPOLIS, INDIANA

Indianapolis was listed by both *Travel + Leisure* and *Condé Nast Traveler* as one of the Best Places to Go in 2021 and is home to four university campuses, two major sports clubs, the [Indianapolis Zoo](#), the [Indianapolis Museum of Art and Newfields](#), the [Mass Avenue Arts District](#), and the [world's largest children's museum](#). The city is also known for hosting the world's largest single-day sporting event, the [Indianapolis 500](#).

BLOOMINGTON, INDIANA

Home to Indiana University, Bloomington is well known for diverse culinary options with more than 80 international restaurants and has the largest state park and largest inland lake in Indiana in addition to eight campground sites. Bloomington is host to over 45 annual events and festivals and is home to the [Eskenazi Museum of Art](#), the [Bloomington Entertainment and Art District \(BEAD\)](#), the [Bluebird](#) music venue, the [Comedy Attic](#), and seven weekly farmer's markets.





A MESSAGE FROM PRESIDENT LORI S. WHITE

As I embark on my second year as the President of DePauw, I am proud that the promises on which our institution began 184 years ago have endured. In my work, I carry with me the faith of our founders – their belief in 1837 that a great university could rise from the mud of a frontier town. Almost 200 years later, DePauw is not only still standing, but flourishing as one of the great universities of the 21st century. Today, DePauw remains committed to our founding ideals, igniting in students an educational passion they didn't know they had while preparing them for lives of promise and success. In order to fulfill that charge, DePauw's leaders have a resolute commitment to work collaboratively to ensure the success of every student.

We demonstrate that commitment to our students and to collaboration throughout our work. We are engaging in a strategic planning process with all members of our community – faculty, staff, students, board members, alumni and community partners. This strategic plan will provide a strong foundation for our future and help us more clearly articulate and invest in what we believe are and should be DePauw's strongest drivers for attracting, engaging, and empowering successful students and creating leaders that the world needs.

Today more than ever, we need leaders who are values-driven, inclusive, and are able to evolve and change while staying true to our foundational roots. I look forward to working with new members of our team leading DePauw toward our bright and bold future, continuing our success as the #1 liberal arts college in Indiana, and ensuring that we are considered among the very best liberal arts colleges in the country.

Sincerely,

A handwritten signature in black ink that reads "Lori S. White". The signature is written in a cursive, flowing style.

Lori S. White, Ph.D.

President, DePauw University



LORI S. WHITE

Lori S. White is the 21st President of DePauw University and was [inaugurated](#) on [October 1, 2021](#). She is the first woman and the first person of color to serve as DePauw's president. Dr. White has spent nearly 40 years working in higher education. Prior to her arrival at Washington University she served as the Vice President for Student Affairs and clinical professor of education at Southern Methodist University, and has also worked at the University of Southern California, Stanford, Georgetown and San Diego State Universities, and University of California, Irvine.

Dr. White is active nationally in several higher education organizations and has served on the Board of Directors for the Association for Sustainability in Higher Education (AASHE) and for the National Association of Student Personnel Administrators (NASPA) Foundation. In 2009 she was named a Pillar of the Profession by NASPA. Dr. White was chair of the NASPA Board of Directors for 2016-2017. In 2020 she was a founding member of Liberal Arts College Racial Equity Leadership Alliance (LACRELA), an organization which emphasizes the importance of education and training around racial equity in the liberal arts. In 2021 she served as a member of the Bipartisan Policy Center's Campus Free Expression Project which created a report on freedom of expression within the higher education context.

Dr. White earned her undergraduate degree in psychology and English from the University of California, Berkeley and a Ph.D. from Stanford University in education administration and policy analysis, with emphasis in higher education. She also participated in Harvard University's Management and Leadership in Education Program.



PROCEDURE FOR CANDIDACY

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

WittKieffer is assisting DePauw University in this search, which will remain open until an appointment is made.

Application materials should be submitted using WittKieffer's [candidate portal](#). For fullest consideration, candidates are encouraged to submit their materials by no later than February 7, 2022.

Nominations and inquiries can be directed to:

Charlene L. Aguilar, Ed.M., Darrien Davenport, Ed.D., and Greg Duyck

DePauwVPIE@wittkieffer.com

DePauw University is an Equal Employment Opportunity Employer: Women, members of underrepresented groups, and persons with disabilities are encouraged to apply.

In affirmation of its commitment to excellence, DePauw University, endeavors to provide equal opportunity for all individuals in its hiring, promotion, compensation and admission procedures. Institutional decisions regarding hiring, promotion, compensation and admission will be based upon a person's qualifications and/or performance without regard to race, color, creed, religion, national origin, sexual orientation, disability, age, gender, gender identity or gender expression, except where religion, gender, or national origin is a bona fide occupational qualification.

DePauw University's goals and commitments are best served if the institution reflects the diversity of our society; hence, DePauw seeks diversity in all areas and levels of employment and abides by all local, state and federal regulations concerning equal employment opportunities. The university admits, hires and promotes individuals upon their qualities and merits.