

KALAMAZOO COLLEGE

ARCUS CENTER FOR  
SOCIAL JUSTICE LEADERSHIP  
*More in Four. More in a Lifetime.\**

## EXECUTIVE DIRECTOR

### ABOUT THE ARCUS CENTER FOR SOCIAL JUSTICE LEADERSHIP

In 2011, with support from the [Arcus Foundation](#), [Kalamazoo College](#) (K) instituted the Arcus Center for Social Justice Leadership (ACSJL) to integrate academic examination and practical experience in social justice leadership development. The ACSJL has significantly expanded K's history of activism and its mission to prepare students who will provide enlightened leadership, and it has allowed students, faculty, and staff to align their interests with the study and practice of social justice.

The Center's operational funds are supported by a \$20 million endowment received from the Arcus Foundation. That grant, the largest in the College's history, supports a broad array of activities including leadership development programming; faculty and staff fellowships; fellowships for visiting activists, artists, and public intellectuals; grants to K students interested in becoming more engaged in social justice leadership issues and practices; student internships; local and global partnerships; and public lectures and conferences.

The mission of the ACSJL is to develop and sustain leaders in human rights and social justice through education and capacity building. The Center envisions a campus and world where every person's life is equally valued, the inherent dignity of all people is recognized, the opportunity to develop one's full potential is available to every person, and systemic discrimination and structural inequities have been eradicated. The ACSJL is non-partisan and non-sectarian.

#### Values

Embrace Change  
Spark Intellectual Growth  
Build Community  
Nurture Leadership  
Inspire Unity

#### Learn More

[Fellowships](#)  
[Grant Opportunities](#)  
[Praxis Center](#)  
[The Building](#)

#### Visit



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It seeks to engage a rich diversity of individuals, groups, and perspectives in its activities. Its goals are to:

- **Increase** the capacity of K students, faculty, and staff, as well as local and global partners to exercise effective leadership for human rights and social justice
- **Model** social justice in our workplace values, our relationships with partners, and in the development of innovative initiatives
- **Foster** widespread considerations of social justice by engaging transformative theories and practices in collaboration with the College and local community
- **Develop** frameworks for integrating social justice leadership into liberal arts education; this will ensure that Kalamazoo College is at the forefront of work in social justice within the higher education community

## KALAMAZOO COLLEGE

Founded in 1833, Kalamazoo College is a premier four-year liberal arts institution and one of the nation's 100 oldest colleges and universities. **Its mission is to prepare its graduates to better understand, live successfully within, and provide enlightened leadership to a richly diverse and increasingly complex world.** The College offers 30 majors, 22 minors, five special programs, and 13 concentrations, with a strong emphasis on [experiential education](#). That emphasis can be seen throughout the [K-Plan](#)—a curriculum the College created and introduced in the 1960s that combines and integrates academic classroom work with service learning, career exploration, extensive international study experiences, a wide range of leadership and other experiential opportunities, and a capstone research or creative project in the senior year.

Kalamazoo College has a dedicated team of 100 full-time faculty members (ninety-six percent of whom hold a Ph.D. or its equivalent) and enrolls 1,436 students from 43 states and 28 countries. With an average class size of 18 students, faculty are highly engaged with students. Thirty-three percent of students identify themselves as domestic students of color; about eight percent are international students; seventeen percent are the first in their families to attend college; and one in four comes from a family of modest income. The College is deeply committed to building a diverse faculty that reflects its ever-diversifying student body and the diversity of the world. Currently, 58 of K's faculty are women and 32 identify as people of color.

Alongside stellar academic programs, the College offers 18 varsity sports, 60 student organizations, a [Center for Career and Professional Development](#), an [Office of Intercultural Student Life \(ISL\)](#), and the [Mary Jane Underwood Stryker Center for Civic Engagement \(CCE\)](#). A frequent collaborator with the ACSJL, the CCE works with students, faculty, and community members to build and sustain partnerships that foster collaborative learning and civic participation in a diverse and democratic



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society. CCE programs strengthen the community, and they promote academic learning, personal growth, and civic responsibility among K's students.

[Jorge G. Gonzalez](#) has served as president of Kalamazoo College since July 2016. Under his leadership, K is currently engaged in "[Advancing Kalamazoo College: A Strategic Vision for 2023](#)," a five-year plan centered around making K a definitive leader in integrating academic rigor with life-changing experiential education in a values-driven community.

## COMMUNITY

The 60-acre, 29-building campus is located within a quiet residential section of Kalamazoo, a city with a metropolitan population of more than 325,000 in scenic southwest Michigan. The College also owns a [135-acre arboretum](#) located in Kalamazoo County. The city's downtown district is within easy walking distance from the campus. Other shopping malls, as well as a wide variety of cinemas and restaurants, are a short bike or bus ride away. Kalamazoo/Battle Creek International Airport is served by several major airlines and Amtrak service is available several times a day. Kalamazoo's thriving cultural community includes a symphony, a chamber music society, an art institute, professional baseball and hockey teams, a nature center, and several theatres. Year-round festivals and a monthly gallery-to-gallery "Art Hop" bring additional diversity to the city. The cultural offerings of the College, the city, and other colleges in the area, together with the natural beauty of southwest Michigan's lakes and rolling hills, give Kalamazoo residents an enviable quality of life.

## THE POSITION

Reporting to Provost Danette Ifert Johnson, the Executive Director will be responsible for all strategic leadership of the ACSJL, including oversight of the Center's mission and goals, collaborative programming, professional and student staff, administrative operations, and visibility and stakeholder engagement. They will collaborate with others to attract thought leaders to the Center, and will recruit and engage students, scholars, practitioners, and others who can learn from the ACSJL and contribute meaningfully to its mission.

Working in collaboration with a wide range of constituents, including students, faculty, college administrators, and members of the larger community, the Executive Director will lead the development of an innovative, strategic vision for the next phase of work of the ACSJL. This plan will include measurable, clearly defined goals allowing ACSJL to expand its reach, ensure its transformative effects and long-term viability, and expand its excellent reputation as a preeminent organization for original thinking about social justice and leadership development—within K's campus and beyond.



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Day-to-day management of the Center will range from supervising and developing all ACSJL personnel to reviewing, revising, and creating efficient and effective policies and procedures. The ACSJL team is currently comprised of six full-time professional staff members and ten part-time student employees. Full-time staff include an Academic Director, an Associate Executive Director, a Center Manager, a Communications Manager, a Student Leadership Coordinator, and an Executive Assistant. Student staff include a Media Assistant, an IndieLens Popup Coordinator, a Praxis Center Associate, and seven Social Justice Leadership Associates.

## RESPONSIBILITIES

The Executive Director will have the following primary responsibilities:

- Collaborate with students, administrators, faculty, and community members to develop a strong organizational vision for the Arcus Center for Social Justice Leadership
- Design and implement a comprehensive strategic plan that unites the ACSJL's diverse areas of programming under a larger, overarching strategy
- Develop and embrace a collaborative organizational infrastructure for the Center, while providing appropriate supervision, mentorship, and professional development to all ACSJL staff
- Serve as the public face of ACSJL, generating strong visibility for the Center on and off campus
- Cultivate new and existing local, national, and international partnerships with a range of external constituents, including community members, civic leaders, activists, and social justice organizations
- Expand and intensify ACSJL's engagement with students, faculty, and staff at Kalamazoo College
- Deepen ACSJL's engagement with youth in local communities outside of campus (e.g. *Radical Children's Hour*)
- Guide the Academic Director's recognition, support, and intensification of ACSJL's involvement with social justice components in the curriculum
- Partner closely with other campus entities—including the Office of Intercultural Student Life, the Center for Civic Engagement, and the Division of Student Development—on initiatives that support the College's mission and social justice leadership development
- Serve as a trusted resource for students, faculty, and community members on the broad variety of approaches and topics in social justice leadership development
- Foster a sense of safety and belonging within the Center that is welcoming and inclusive of all students
- Administer, evaluate, and develop ACSJL's existing programs including the bi-annual *With/Out-¿Borders?* conference, and its various Fellowships



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- Coordinate communication and exchanges among ACSJL staff and its [advisory boards](#), such as the Global Advisory Board (GAB), Faculty Advisory Board (FAB), and the Arcus Center Advisory Board (ACAB)
- Collaboratively create new opportunities, programs, and techniques that further ACSJL's work
- Ensure ACSJL's operational policies and procedures align with those of other divisions on campus
- Manage ACSJL's annual budget of \$1M

## MAJOR OBJECTIVES

Within the first 12 to 18 months, the Executive Director will achieve the following major objectives:

- Establish trust and credibility with faculty, students, and administrative leaders at the College
- Convene ACSJL stakeholders of all levels to produce an innovative, forward-thinking, and clearly defined vision for the next ten years of the Arcus Center for Social Justice Leadership
- Create and implement a strategic plan to achieve the aforementioned vision, which is firmly rooted in clear goals that are measurable, ambitious, and achievable
- Assess and identify all gaps system-wide to determine the right organizational infrastructure for the Center moving forward

## QUALIFICATIONS

The ideal candidate will possess most of the following qualifications:

- A deep passion for and commitment to the mission and values of the ACSJL
- Deep, substantive, and broad-based expertise on social justice issues and its various educational approaches, and a willingness to adopt an intersectional lens
- A substantial record of accomplishment as an organizational leader with at least seven to ten combined years of experience within the fields of social justice and leadership development
- Proven experience building partnerships on local, national, and international levels
- A broad network of relationships with human rights and social justice activists and organizations
- An ambitious, visionary mindset, with an ability to develop big-picture ideas and scale them strategically
- A supportive, empowering, and highly collaborative leadership style that models empathetic decision-making and consistently champions others' successes
- Excellent administrative and managerial skills, with experience hiring, developing, and retaining teams



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- A desire to listen to, learn from, and interact with a wide range of people, including individuals across many different cultural, religious, economic, educational, and political backgrounds
- Leadership experience within complex environments such as higher education settings is required, and proven success in working with academics would be an advantage
- Outstanding educational skills with the ability to cultivate leadership
- An ability to lead the building of critical consciousness, speak to the experience of being marginalized, adopt a radical mindset, and advocate for systemic change
- A willingness to serve as a neutral facilitator of dialogue, and an ability to remain self-assured in the face of criticism and respond appropriately
- Experience convening groups of people, fostering collaboration, and creating a shared sense of purpose
- Excellent written, oral, and public presentation skills
- A highly strategic mindset with political savviness
- Excellent organizational and operational skills, with experience managing budgets
- Comfort with non-traditional, horizontal organizational structures
- A strong work ethic with integrity, honesty, and a sense of humor
- Ability to interact with donors and other stakeholders
- A master's degree or equivalent professional degree is required

## APPLICATION

ACSJL has retained Campbell & Company to conduct this search. The team for this project includes Joey Scheiber, Emily Thompson, and Kris McFeely. To be considered for this opportunity, please send a letter of interest and resume to:

### EMILY THOMPSON

Associate Consultant, Executive Search  
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*An equal opportunity employer, Kalamazoo College is committed to equal rights, equal opportunities, and equal protection under the law. The College administers its programs, activities, and services without regard to race, color, religion, age, sex, national origin, height, weight, marital status, familial status, physical disability as protected by law, or sexual orientation. The College's definition of sexual orientation proscribes discrimination based on a person's sexuality or gender identity, actual or presumed.*