

# Provost and Vice President for Academic Affairs

SPRINGFIELD COLLEGE  
Springfield, Massachusetts



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**SPRINGFIELD**  
**COLLEGE**  


# Springfield College invites applications and nominations for the position of Provost and Vice President for Academic Affairs.



## The Opportunity

This is a defining leadership opportunity at a mission-driven institution that is moving from strategic alignment to disciplined execution. The next Provost will play a central role in translating strategy into measurable outcomes across academic quality, enrollment growth, student success, and long-term financial sustainability.

The Provost serves as the College's chief academic officer and a key member of the President's senior leadership team. Reporting directly to the President, the Provost provides vision, leadership, and oversight for all academic programs, faculty affairs, and academic operations. This leader will shape the future of Springfield College by aligning academic priorities with market demand, strengthening faculty excellence, and ensuring that the Humanics philosophy continues to differentiate the institution in a rapidly evolving higher education landscape.

This is an opportunity for a collaborative, forward-looking leader who can make decisions, move with urgency, and lead through complexity while building trust across the institution.

## Organizational Overview

Situated in Springfield, Massachusetts, Springfield College is a private, coeducational institution founded in 1885 and nationally recognized for its distinctive Humanics philosophy: educating students in spirit, mind, and body for leadership in service to others.

The College enrolls approximately 2,000 undergraduate students and over 1,000 graduate students across its academic units and online offerings. Springfield College holds a Carnegie classification as a Professions-focused Undergraduate/Graduate–Doctorate Small Institution.

Academic programs are organized across three schools:

- School of Arts and Sciences
- School of Health Sciences
- School of Physical Education, Performance, and Sport Leadership

Springfield College is positioned in a competitive and changing market environment shaped by demographic shifts, increased price sensitivity, and evolving workforce demands. The institution is responding with a focused strategy centered on health sciences, sport, and wellness, paired with a commitment to liberal learning and leadership development.

Recent investments, including the Brown Cooper Health Sciences Center, and ongoing work in academic portfolio optimization, program costing, and student success initiatives, position the College for its next phase of growth and differentiation.

## The Role of the Provost

The Provost and Vice President for Academic Affairs provides strategic, academic, and operational leadership for the College's academic enterprise. The Provost is responsible for ensuring the quality, integrity, and continuous improvement of all academic programs while fostering a culture of collaboration, innovation, and shared governance.

Working closely with the President, senior leadership, faculty, and staff, the Provost advances the College's mission and strategic priorities while ensuring alignment between academic programming, enrollment strategy, and institutional resources.

The Provost oversees academic leadership, including the deans of the three schools, and partners closely with leaders across enrollment management, student affairs, institutional advancement, and finance.



## Key Responsibilities

- **Lead Academic Strategy and Portfolio Alignment:** Drive the implementation of the Strategic Plan, ensuring academic programs align with student demand, workforce needs, and institutional priorities. Lead decisions related to program growth, redesign, and sunsetting.
- **Advance Faculty Excellence and Shared Governance:** Strengthen faculty recruitment, development, and evaluation processes. Partner effectively within a shared governance model while ensuring accountability, clarity, and forward movement on key priorities.
- **Align Academic Affairs with Enrollment and Student Success:** Partner closely with enrollment and student success leadership to improve retention, persistence, and outcomes. Ensure that academic programs support the recruitment strategy and deliver strong post-graduate results.
- **Ensure Financial Sustainability and Resource Alignment:** Oversee the academic budget and resource-allocation process. Align investments with strategic priorities and ensure that academic decisions are grounded in financial reality and long-term sustainability.
- **Strengthen Academic Quality and Accreditation:** Ensure academic integrity, continuous program assessment, and compliance with accreditation and regulatory requirements. Lead efforts to maintain relevance and rigor across all programs.
- **Foster Innovation and Growth:** Advance new program development, interdisciplinary initiatives, and partnerships that position Springfield College competitively in health sciences, sport, and wellness.
- **Build Leadership Capacity:** Recruit, develop, and mentor deans and academic leaders. Establish clear expectations and accountability while fostering a collaborative and high-performing leadership culture.
- **Serve as a Strategic Partner to the President:** Act as a trusted advisor and thought partner, contributing to institutional strategy, board engagement, and external positioning.

## Leadership Profile

The successful candidate will be a strategic and pragmatic academic leader who is comfortable operating in a complex and evolving environment.

They will bring:

- Demonstrated success leading academic organizations at scale
- A track record of aligning academic programs with enrollment and financial outcomes
- Strong fiscal judgment and experience managing academic budgets
- Experience leading change, including program development and innovation
- A commitment to faculty excellence and effective shared governance
- The ability to communicate clearly, build trust, and drive results
- A deep appreciation for mission-driven education and student-centered learning

The Provost must be both collaborative and decisive, able to engage broadly while advancing the institution with clarity and urgency.

## Required Qualifications

- Earned terminal degree from an accredited institution
- Record of achievement commensurate with appointment at the rank of full professor
- Significant and progressively responsible academic leadership experience (e.g., dean, associate provost, or equivalent)
- Demonstrated experience supporting faculty development and shared governance
- Experience with accreditation processes and academic program oversight
- Evidence of excellence in teaching, scholarship, and service



### Preferred Qualifications

- Experience leading institutional or academic strategic planning efforts
- Demonstrated success aligning academic programs with enrollment strategy
- Experience managing complex budgets and resource allocation
- Record of advancing interdisciplinary initiatives and innovation
- Experience supporting online, graduate, or professional education growth
- Engagement with community partnerships and workforce development

### Application Process

Applicants should submit:

- A letter of interest addressing qualifications and leadership philosophy
- A curriculum vitae
- A list of five professional references with contact information

Review of applications will begin immediately and continue until the position is filled.

Springfield College is committed to an inclusive and equitable search process and encourages applications from candidates who will contribute their unique perspectives and enhance the excellence of our academic community. If you are interested, please email your materials to [officeofthepresident@springfield.edu](mailto:officeofthepresident@springfield.edu).