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# **Vice Provost for Experiential Education and Career Development**

Mercy University invites nominations and applications for the position of Vice Provost for Experiential Education and Career Development (Vice Provost). The Vice Provost for Experiential Education and Career Development is an innovative leader who will help shape the future of student success at Mercy University. Reporting directly to the Provost and Senior Vice President, this position will champion the university’s strategic vision for experiential learning and industry engagement. The Vice Provost will partner with Mercy’s staff and faculty to expand on our current essential partnerships with employers, community organizations, and industry leaders and help grow the number and quality of internships and career opportunities. The Vice Provost will position Mercy at the forefront of higher education, making Mercy a national model of success by producing graduates who are ready to launch successful careers and make a positive difference in the world. The Vice Provost will develop and implement a university-wide strategy for experiential education, including internships, co-ops, service learning, and project-based learning, with a focus on creating high-impact experiences that prepare students for success in their chosen fields.

Mercy University is a thriving, financially strong, independent, coeducational, comprehensive, and student-centered institution serving the New York Metropolitan region. Mercy's mission is to provide motivated students the opportunity to transform their lives through higher education by offering liberal arts and professional programs in personalized and high-quality learning environments, A Mercy education prepares students to embark on rewarding careers, to continue learning throughout their lives, and to act ethically and responsibly in a changing world. The University's Strategic Plan focuses on four goals that directly tie to the mission: Teaching and Learning, Student Success, Affordability and Financial Health, and the University Community. Mercy University stands as the largest private minority-serving institution and Hispanic-Serving Institution in the region, reflecting its long-standing commitment to educational access. Mercy students come from non-traditional backgrounds and are often the first or second generation in their families to earn a college degree. The University is the region's largest private, nonprofit minority serving institution (designated as a Hispanic Serving Institution [HSI] by the federal government). Mercy's over 9,000 students (75 percent undergraduates) are exceedingly diverse: undergraduates are 67 percent female, 48 percent Hispanic, and 26 percent Black; 75 percent of first-time, full time undergraduate students are Pell grant eligible; and 24 percent aged 25 or older. Graduate students are 79 percent female, 30 percent Hispanic, and 21 percent Black.

# The Vice Provost for Experiential Education and Career Development is a senior academic leader responsible for advancing the university’s strategic vision for experiential learning, work-based experiences, including internships, and industry partnerships. Reporting directly to the Provost and Senior Vice President, this role will lead the development of a career success model that is tailored to Mercy students by fostering cross-campus collaboration to embed the requisite training in the curriculum, building sustainable partnerships with external organizations for experiential learning and job opportunities, and ensuring that Mercy students acquire a meaningful, career-relevant skill set that leads to gainful employment and/or post-graduate success. The Vice Provost for Experiential Education and Career Development will play a pivotal role in advancing the institution's strategic vision for experiential learning, work-based experiences, including internships, and industry partnerships, with the ultimate goal of empowering students to acquire meaningful, career-relevant skills that lead to gainful employment and/or post-graduate success. This visionary leader will be responsible for fostering a culture of innovation and collaboration across the university, working closely with faculty, staff, and external partners to develop and implement a comprehensive career success model that is tailored to the unique needs and aspirations of Mercy students. With a deep understanding of the complexities of higher education and the ever-evolving landscape of workforce development, the Vice Provost will provide strategic leadership and direction for the university's experiential education initiatives, ensuring that they are aligned with institutional goals for student success, workforce readiness, and community engagement.

# QUALIFICATIONS

# The ideal candidate will be committed to the mission of Mercy University and have a passion for fostering student success and workforce readiness. This exceptional candidate will have a deep understanding of the complexities of higher education, a proven track record of developing and implementing innovative experiential learning programs, and a talent for building and sustaining strategic partnerships with industry, nonprofit, and government sectors. The Vice Provost will be a visionary leader who can inspire and motivate faculty, staff, and students to work collaboratively towards achieving the university's strategic vision for experiential education and career development.

* Doctorate or terminal degree in a relevant field.
* Minimum of 7–10 years of progressive leadership experience in higher education.
* Experience in experiential learning, academic affairs, or industry engagement.
* A demonstrated understanding of how to facilitate curricular changes in collaboration with faculty and academic leadership.
* Demonstrated success in building and sustaining cross-sector partnerships.
* Strong understanding of current trends in workforce development, experiential pedagogy, and student success.
* Excellent communication, collaboration, and strategic planning skills.
* Commitment to Mercy students and mission.

Additional information on the University and the search can be found in the detailed [position profile](https://www.dsgco.com/search/22605-mercy-vice-provost-for-experiential-education-and-career-development/).

# REVIEW OF APPLICATIONS

Review of applications will begin immediately and will continue until the position is filled. Salary for the role is currently anticipated to range from $150,000-170,000, commensurate with experience. Mercy University also offers a highly competitive and comprehensive benefits package. Please submit your CV and cover letter as soon as possible using our [Talent Profile](https://talent-profile.dsgco.com/search/v2/22605). Nominations or inquiries can be directed to the search team below.

Steve Leo, Managing Director

Brian Bustin, Senior Associate

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*For more information on Mercy University and its programs, please visit* [*www.mercy.edu*](http://www.mercy.edu/). *Mercy University is an AA/EEO/M/F/Veteran/ADA employer.*

*Mercy University is committed to achieving full equal opportunity in all aspects of university life. The University shall recruit, employ, retain, and promote employees, and shall admit and provide services for students, without regard to an individual's race, color, creed, national origin, ethnicity, ancestry, religion, age, sex, sexual orientation, sex stereotypes, sex characteristics, gender, gender identity or expression, transgender status, marital status, familial status, partnership status, disability (including HIV/AIDS), genetic information, predisposing genetic characteristics, alienage, citizenship, criminal arrest and conviction records, military or veteran status, salary history, credit history, caregiver status, pregnancy or related conditions, lactation status, sex and reproductive decisions, status as a victim of dating violence/domestic violence/stalking/sex offenses/sex abuse, unemployment status, or any other legally prohibited basis in accordance with federal, state, county and city laws.*

*Every member of the Mercy University community, including students, employees, applicants for employment, applicants for student admission, contractors, and visitors, deserve the opportunity to live, learn, work, and participate in an environment free from discrimination. As such, Mercy does not discriminate on the basis of race, color, ethnicity, national origin, sex and all other protected characteristics. Mercy University prohibits such discrimination, as well as retaliation in admissions, continuing enrollment, and employment on the part of any University community member directed at another member, including bias-related conduct.*