

MACALESTER COLLEGE



Title IX & Bias Harassment Coordinator

Macalester College invites applications and nominations for a Title IX & Bias Harassment Coordinator. As a senior leader reporting to the President, the Coordinator will ensure that the college is at the forefront of creating an environment free from sexual discrimination and bias harassment for all community members. The Coordinator will provide leadership for and work with administrators, faculty, students, and staff on responsibilities related to sexual violence, harassment, and discrimination.

INSTITUTIONAL OVERVIEW

Since its founding in 1874, Macalester has provided students with the inspiration, insight, and experience to become successful and ethical leaders. The educational experience at Macalester supports the development of individuals who make informed judgments and interpretations of the broader world around them and choose actions or beliefs for which they are willing to be held accountable. Preparing students for engaged citizenship and effective civic leadership is a critical part of Macalester's mission. Students develop the ability to seek and use knowledge and experience in contexts that challenge and inform their suppositions about the world.

Macalester's 16th president, [Brian Rosenberg, PhD](#), a vocal and oft-quoted champion of the liberal arts college in the United States, notes that, "The liberal arts model rests on a belief in the transformative power of ideas, the necessity of collaborative action for the common good, and the importance of individual self-determination."

Located in St. Paul, Minnesota, Macalester currently enrolls 2,146 students who come from 49 U.S. states, D.C., Guam, and Puerto Rico. Macalester is committed to being a preeminent liberal arts college known for its high standards of scholarship and its special emphases on internationalism, multiculturalism, and service to society. The college has a

long history of providing a transformative learning experience through intense and integrated intellectual and civic engagement and Macalester students are a diverse and deeply engaged group, both intellectually and socially. Fifteen percent of Macalester's student body are international students and twenty-one percent are U.S. students of color. Sixty-nine percent of entering students graduated in the top 10% of their high school class and 85 first-year students (Fall 2016) are National Merit Scholars and Semifinalists, National Achievement scholars, semifinalists, and outstanding participants, or National Hispanic Scholars. The college provides financial aid to an average of 80% of its students with a commitment to meeting the full financial need of its admitted students. Macalester students can choose from a wide range of classes, which are typically small in size. The average class size is 17 with a faculty-student ratio of 10:1.

Macalester is proud of its longstanding commitment to [multiculturalism](#) and social justice and to creating a safe environment for all people regardless of sexual orientation, race, ethnicity, national origin, gender, religion, age, or ability. For over 46 years, multiculturalism has been a core value along with internationalism and service to community. This commitment is integrated into the curriculum, with graduation requirements in multiculturalism and internationalism, as well as in quantitative skills, writing, and foreign language proficiency (in addition to general distribution requirements).

Ninety-six percent of students volunteer in the Twin Cities before they graduate, and in any given year, more than 60% of the student body is engaged in community service through a community-based course, applied research, off-campus work-study, community service, or civic leadership program. The majority of incoming Macalester students believe that helping promote racial understanding is very important or essential to them. Approximately 60% of Macalester 2015 graduates studied abroad for academic credit in approximately 48-60 countries.

On campus, students participate in more than 120 clubs and organizations, nine men's and ten women's Division III athletic teams, and 13 club sports. Macalester fosters spiritual growth amongst a campus community of many religions and provides a wide variety of religious offerings. Twenty-six student organizations promote diversity, including gender, religion, gender identity, sexual orientation, national origin, and race/ethnicity. In addition, Best Colleges.com, College Pride, and College Choice recognize Macalester College as one of the top Best Colleges for LGBTQ students.

The power of a Macalester education is clear from the achievements of alumni. In the past 10 years graduates were Fulbright-Hays award recipients, National Science Foundation Fellows, Watson Fellows, Rhodes Scholars, Goldwater Scholars, Truman Scholars, and Mellon Mays Undergraduate Fellows, a program that annually prepares 10 outstanding Macalester students of color for careers in academia. Sixty-one percent of Macalester alumni pursue advanced degrees within six years of graduation. Alumni of Macalester, which include former United Nations Secretary General Kofi Annan and former Vice

President and Senator Walter Mondale, embody the college's academic excellence, commitment to social justice, and service to the world.

Macalester recently was ranked by US News at number six in the nation for "strong commitment to undergraduate teaching." Ninety-three per cent of Macalester's 180 full-time faculty members hold a doctorate or the highest degree in their field. Twenty-three percent are U.S. citizens of color and four percent are international. Twenty percent of faculty are or have been citizens of a total of 24 countries. The college has a longstanding tradition of supporting interdisciplinary studies and team-teaching. Macalester received \$2.2 million in government and foundation grants in the past year.

STRATEGIC PLAN

In January 2015, Macalester's board of trustees formally adopted the priorities of [Strategic Plan 2014](#) to advance and fully support the college's commitment to its [Mission and Statement of Purpose and Belief](#) throughout the coming decade and beyond. At its core, the Strategic Plan is designed to position Macalester on a sustainable path and as a leader in liberal arts education, enabling the college to continue its core work of providing a talented and diverse group of students with a liberal arts education that is outstanding in quality, distinctive in character, and supportive of students from diverse and/or under-served backgrounds.

Among its key objectives, the Plan will reinforce Macalester's distinctive excellence in internationalism and, more broadly, encourage every department and program in the college to seize and develop opportunities to be distinctive in additional ways that serve its students well.

TITLE IX & BIAS HARASSMENT OFFICE AND POSITION

A key member of the President's team, the Title IX & Bias Harassment Coordinator plays a vital role to lead efforts across all divisions of the college to ensure compliance with statutory and regulatory requirements as it relates to Title IX and bias-related harassment laws and regulations. The Coordinator will work collaboratively and proactively with campus partners to ensure the campus climate, both in and out of the classroom, is an inclusive, equitable, safe, and welcoming learning, living, and working environment.

The [Title IX office](#) team consists of the Title IX & Bias Harassment Coordinator and a full-time Sexual Violence Prevention Program Coordinator who also serves as a Deputy Title IX Coordinator. The Title IX and Bias Harassment program has enjoyed tremendous growth and support. Macalester College has dedicated significant resources to building and training a Title IX Bias and Harassment Team that includes appointed staff and faculty members who have a shared responsibility for consulting with and supporting the Title IX Coordinator and may serve as the Coordinator's designee. Members of the team may also be called upon to investigate or adjudicate complaints of sexual misconduct,

bias, or harassment; review appeals of decisions; and/or facilitate informal resolutions to conflicts or complaints.

In addition to a committed team, the Coordinator will enjoy the opportunity to interact with highly engaged faculty, staff and student populations who are involved in frequent discussions around gender and social equality at large. The Coordinator will need to be empathetic, fair and professional; with the ability to offer guidance and resources. The coordinator should focus particularly in ensuring the process for formal complaints is understood and that the education of the community is a priority at all times. In particular, a focus on making policies more readable and relatable is key. The Coordinator will also need to speak to the importance of the Title IX work and look to build relationships to ensure Macalester is a leader on the issue.

ROLE AND RESPONSIBILITIES

- Develop, deliver, and oversee college-wide Title IX and bias harassment training and preventive programming for college leadership, faculty, staff, and students.
- Coordinate and ensure the timely completion of the College's response and investigation of reports and complaints of sexual violence (including sexual harassment, gender-based harassment, sexual assault, stalking, intimate partner violence, and domestic violence) and bias-related harassment.
- Provide vision and leadership around Title IX and bias-related issues, emphasizing compliance and education as the key priorities.
- Oversee the College's centralized review, investigation, and resolution of reports of sexual misconduct and bias-related harassment.
- Oversee training for staff, faculty, and students involved in the reporting, investigating, and adjudication of sexual misconduct
- Oversee handling of all Title IX reports, complaints, and compliance with procedures and process of the College's sexual misconduct policy. Identify and assess any patterns or systemic problems revealed by reports and complaints and ensure accurate recordkeeping and reporting.
- Appoint and supervise Deputy Title IX coordinators, Title IX Bias & Harassment Team members, and Sexual Assault and Harassment Support Team members.
- Supervise the Sexual Violence Prevention Program Coordinator, who oversees sexual violence prevention programming and outreach on campus.
- Provide assistance to any college community member regarding how to report and respond to complaints of sexual violence and bias harassment.
- Monitor policies and procedures to be in full compliance with federal and state statutory and regulatory requirements, timelines, and procedures.
- Develop policies and safeguards to ensure an inclusive, equitable, safe, and welcoming learning, living, and working environment. Ensure periodic review of campus climate and culture.

DESIRED QUALIFICATIONS AND CHARACTERISTICS

The next Title IX & Bias Harassment Coordinator will be a proven leader who has demonstrated experience and understanding of equity, diversity, and inclusion, and demonstrated experience in training and translating how to apply these concepts in a college environment. A compassionate nature, listening skills, fairness, and the ability to build trust and work collaboratively with students, faculty, and staff is integral to this role. In addition to the skills listed above, it will be equally important for the candidate to have knowledge of and experience with issues related to gender based violence and have the ability to interpret state and federal equal opportunity, non-discrimination, and Title IX laws and regulations.

Successful candidates will have significant experience with Title IX or other highly-related initiatives in a comparably complex environment. An advanced degree is preferred and a Bachelor's degree is required.

Candidates should have excellent communication skills, both verbal and written, and well-developed interpersonal skills, with the ability to deal with sensitive and confidential information. Effective project management and analytical skills and the ability to act independently, take initiative and exercise sound judgment will be integral to the success of the role.

LOCATION

Macalester is centrally located in a residential neighborhood of the [Twin Cities](#) of Minnesota, the 15th largest metropolitan area in the country with more than 3.5 million residents. Just minutes from both downtown St. Paul and Minneapolis, Macalester is a short drive away from the Minneapolis–St. Paul International Airport with non-stop flights to destinations across the country and around the world. The Twin Cities offer a remarkable quality of life, replete with outstanding restaurants, theaters, sports, and other cultural attractions. Minneapolis-St. Paul receives praise for its exceptional urban planning and affordability. The Green Guide ranks Minnesota 4th in the nation as a sustainable state.

The Twin Cities community has long been noted for its tremendous spirit of civic cooperation. Private corporations and foundations often join with government and community organizations to improve and expand the resources available to the community. There are over 58 professional and community live-performance theaters, including the Guthrie Theatre (the largest regional playhouse in the country), the Penumbra Theatre (one of the country's oldest African-American theater companies). Included in the area's 30 museums are [Mia](#) (Minneapolis Institute of Art) and the [Walker Institute](#), along with many other arts organizations that reflect the area's ethnic diversity

that include its nationally acclaimed music scene, restaurants, movie theaters, and botanical and zoological gardens.

The Twin Cities has earned commendation as one of America's most [bike-friendly cities](#); the seven-county metropolitan area boasts one of the most extensive regional parks and trail systems in the country.

The metro area hosts several professional sports teams including the Minnesota Twins baseball team, the Vikings football team, the Timberwolves and Lynx basketball teams, the Minnesota Wild hockey team, and the Minnesota United FC soccer team.

Home to more than 20 colleges and universities, the Twin Cities rank 4th as a college destination; only Boston/Cambridge, D.C. and the San Francisco Bay area rank higher. Macalester's staff and faculty interact regularly with colleagues across these Twin Cities institutions, including the University of Minnesota, Hamline University, the University of St. Thomas, the Minneapolis College of Art and Design, St. Catherine University, and Augsburg College, as well as with St. Olaf College and Carleton College, just south of the Twin Cities.

National surveys consistently pick Minnesota as an ideal place to raise a family, offering excellent schools, health care, and employment opportunities. Minnesota's educational system is a national model. The state's public school open enrollment program allows students to enroll in schools outside their district. Minneapolis/Saint Paul was ranked:

- as the fourth best city for families by Parenting Magazine based on great schools, affordable homes, low crime rates, plenty of jobs, and lots of public green space;
- eleventh in Forbes magazine's list of the Top 20 Cities for Working Mothers;
- the fourth best market in the country for quality hospital care, according to HealthGrades survey; and
- among the top in many "Best" lists including Inc. Magazine's "Best Places to Start and Grow a Company," Money Magazine's "Best Places to Live" and author Sandra Gurvis' "30 Great Cities to Start Out In."

Minneapolis is the third-most literate city in the nation, behind only Washington, D.C. and Seattle, according to an annual study by Central Connecticut State University. The Twin Cities have a sizeable and growing African-American community, the country's largest urban population of Native Americans, a thriving Asian-American community (including the country's fastest-growing, and largest urban, Hmong population), a vibrant immigrant community from Somalia, and a significant Chicano/Latino population.

ADDITIONAL INFORMATION

Please send all nominations, inquiries, and expressions of interest, in confidence to:

Susan VanGilder, Partner
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Storbeck/Pimentel and Associates, LP
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For more information, please visit the Macalester College web site at www.macalester.edu

Macalester is dedicated to the goal of building a culturally diverse and pluralistic staff committed to working in a multicultural environment and strongly encourages applications from everyone who would add richness to our community, including people of color, individuals with disabilities and women.