



AMHERST COLLEGE
Amherst, Massachusetts

**ASSOCIATE DEAN OF FINANCIAL AID,
EQUITY, AND ACCESS**

Start Date: July 2021

amherst.edu



**Carney
Sandoe**
& ASSOCIATES



Amherst College

MISSION

Amherst College educates students of exceptional potential from all backgrounds so that they may seek, value, and advance knowledge, engage the world around them, and lead principled lives of consequence.

Amherst brings together the most promising students, whatever their financial need, in order to promote diversity of experience and ideas within a purposefully small residential community. Working with faculty, staff, and administrators dedicated to intellectual freedom and the highest standards of instruction in the liberal arts, Amherst undergraduates assume substantial responsibility for undertaking inquiry and for shaping their education within and beyond the curriculum.

Amherst College is committed to learning through close colloquy and to expanding the realm of knowledge through scholarly research and artistic creation at the highest level. Its graduates link learning with leadership—in service to the College, to their communities, and to the world beyond.

OVERVIEW

Amherst is a private, not-for-profit college that for two centuries has prepared students to use ideas to make a difference in the world. Since its founding in 1821, Amherst has demonstrated steadfast confidence in the value of the liberal arts and the importance of critical thinking by helping students find their own voices, discover their own truths, and forge their own paths in the world. Today, the financial aid program is among the most substantial in the nation, and the student body is among the most diverse. Small classes, an open curriculum, and a singular focus on undergraduate education ensure that leading scholars engage daily with talented, curious students, equipping them for leadership in an increasingly global and complex world.

Amherst seeks an Associate Dean of Financial Aid, Equity, and Access starting in July 2021. The Associate Dean assists the Dean of Financial Aid in the planning, development, organization, administration, overall coordination, and supervision of a comprehensive financial aid program. The Associate Dean helps develop and implement strategies to ensure an accurate, efficient, and equitable distribution of financial aid that supports the mission of the College. The College supports a comprehensive program of financial aid that meets full financial need for every student in the form of scholarships, grants, and student employment. Amherst's aid program is completely need-based, and all students are admitted without regard to their financial need. The Associate Dean will work to promote the financial aid program through a lens of equity and fair access.



The vision statement of the office serves as a cornerstone and building block for staff and students it serves, as well as the College mission:

The Amherst College Office of Financial Aid continues to serve as leaders in the principles and administration of financial aid, by elevating the needs of students, and by delivering limits with grace and respect for diverse cultures so that all students and families feel heard and seen. The College's cultural diversity requires a practice of continual learning so that equity in policies reflects culturally relevant practices. Staff balance a student-centered culture with the responsible stewardship of all financial aid funds. We emphasize and model the partnership in funding, as students, families and the College work together to develop a financing plan.

THE COLLEGE

Amherst has been educating a talented, diverse student body since its founding. From the start, the College enrolled students who might not commonly have had access to higher education, a tradition that the College is proud to continue. Today, more than 23,000 living alumni are united

AT A GLANCE

STUDENTS

Enrollment: 1,849
Places of origin: 48 states, plus Washington, D.C., Puerto Rico, and 54 countries
Domestic students who are students of color: 45%
International students: 9%

ADMISSION DATA FOR THE CLASS OF 2024

Number of applications: 10,602
Percent offered admission: 12%
Yield: 39% including gap years
Mid-50% SAT EBRW: 700, 760
Mid-50% SAT Math: 710, 790
Mid-50% ACT English: 33, 35
Mid-50% ACT Math: 29, 34

ACADEMICS

Student/faculty ratio: 7:1
Full-time instructional faculty: 209
Average class size: 19
Fields of study: 40 majors

STUDENT COSTS (2020-2021)

Undergrad tuition: \$59,890
Room and board: \$15,910
Required fees: \$540

FINANCIAL AID

Students receiving need based financial aid: 57%
Need-based aid awarded in 2020-2021: \$63.5M
Average U.S. need-based aid package: \$59,695
Average nonresident alien need-based aid package: \$68,518
Pell Grant recipients: 24%



by the Amherst experience of limitless opportunities and endless discovery. Alumni are present in almost all walks of life, with interests and professions spanning countless fields and occupations.

Amherst is known for its open curriculum, a bold experiment in place since 1971. There are no distribution requirements and no core curriculum. Instead, students choose the courses that matter most to them. To graduate, students must take four years of classes, but just one first-year seminar and the required classes for their major. In conjunction with their academic advisors, students plan a program of study to discover their intellectual and creative passions. Amherst is one of the world's premier writing colleges, with an enviable literary legacy. Likewise, the science program is distinguished by its academic rigor and research excellence with a history of advancing scientific understanding. Across the curriculum, students have access to 40 majors and more than 850 courses.

Plus, as a member of the Five College Consortium, Amherst students can choose among more than 6,000 courses for credit at four nearby schools: Smith, Mount Holyoke, and Hampshire Colleges, and the University of Massachusetts Amherst. The Five College Consortium offers more than a dozen specialized certificate programs, four shared majors, 10 museums, and a library system with more than 11 million items, as well as numerous collaborative clubs and projects. A free bus system connects the five campuses.

An Amherst education sets students and graduates on a path to be engaged, effective, and innovative problem-solvers in their communities and workplaces. Professors support experiential learning, inquiry, and action — inside and outside of the curriculum. Students can choose from a wide range of immersive experiences, either independently or with a group or class, such as internships and fellowships, research, capstone projects, and more. Upwards of 45% of students study abroad, choosing from more than 150 programs around the world.



As one of the most diverse liberal arts colleges in the country, Amherst is deeply committed to issues surrounding inclusivity, a sense of belonging, and diversity. Amherst is proud of its work to recruit, admit, and enroll a diverse student body. As part of these efforts, the Office of Admission hosts Access to Amherst (A2A) to introduce prospective applicants to Amherst’s campus, student body, faculty, and classes. Diversity Outreach Interns provide information and personal perspectives on what the Amherst College community has to offer. With a staff of over 20, the Office of Diversity, Equity, and Inclusion works collaboratively to support and sustain the growth of a just, equitable, vibrant, and intellectually challenging educational environment, and a culture of critical and compassionate campus engagement among faculty, staff, students, alumni, and families. Recently the College shared a 17-point [anti-racism plan](#) as part of its ongoing efforts to make the Amherst community truly equitable and inclusive.

Amherst is also committed to environmental sustainability and impact and responsible stewardship. The Office of Environmental Sustainability supports the College’s work to improve its operational sustainability and engage students on sustainability issues both inside and outside the classroom. Amherst is dedicated to conserving resources and “greening” campus operations, and aims to achieve climate neutrality by 2030 through transformative modernization of its energy system from fossil fuels to renewable electricity. Students have many opportunities to learn about and engage with sustainability on campus.

Amherst College hosts 34 student residence halls and houses, and 97% of students live on campus. Student life is vibrant, with many opportunities to enrich the education experience through co-curricular and extracurricular activities. Students lead more than 100 autonomous organizations, including groups for activism, religious and cultural affinity groups, intramural sports, arts clubs, a debate team, a radio station, and more. The oldest athletic department in the nation, Amherst currently sponsors 27 varsity teams as a member of the New England Small College Athletic Conference (NESCAC). Thirty-two percent of the student population participates in varsity athletics, with roughly 80% of students competing in intramural and club sports.



AMHERST, MASSACHUSETTS

The Town of Amherst, known for being a diverse and inclusive community, is located in the picturesque Pioneer Valley of Western Massachusetts. Amherst is home to about 35,000 residents as well as the campuses of the University of Massachusetts and Hampshire College. A usually pleasant mix of students, academics, community members, staff, and young professionals makes it a quintessential New England college town bubbling with culture, art, music, fine dining, theater, and history and offers activities and resources that can be enjoyed by all.

The influx of students, faculty, staff, and their families in the town means plenty of concerts, festivals, lectures, conferences, exhibitions, and museums (including the College's own Emily Dickinson Museum, Beneski Museum of Natural History, and Mead Art Museum). Galleries can be found in both Amherst and nearby Northampton. There's also music for every taste, and major concert halls in Amherst and Northampton — venues such as the Iron Horse Music Hall, Calvin Theater and Pearl Street — offer endless opportunities to enjoy a show or concert.

There is an interesting selection of dining locations in Amherst, from the traditional college-town fare that one would expect from a town with three colleges, to some unique and interesting local restaurants. Many are situated in the downtown area, a walkable mile of unique shops, exceptional eateries and bakeries, award-winning cinema, and other attractions.

The Valley's outdoor life can't be beat. Hiking trails, fishing streams, the Connecticut River (a favorite for boating), and all variety of natural scenery — from woods to farmlands to ponds — provide beautiful views and the College's own Wildlife Sanctuary includes 500 acres of open fields, wetlands, flood plain woods, river, upland woods, plantation pines, and ponds. Local public parks and the 11-mile paved Norwottuck Rail Trail add to the area's outdoor appeal.



Amherst also has metropolitan connections to Springfield (25 miles south of Amherst), Hartford, CT (53 miles south of Amherst), Boston (90 miles east of Amherst), and New York City (175 miles southwest of Amherst).

OPPORTUNITIES AND CHALLENGES

- Joining a well-established office team with deep experience in student financial aid.
- Striking a balance between the immediate, operable work of the office while remaining a strategic thought partner within financial aid and across the college.
- Leading at a senior level in a role that has been reimagined with an equity and access focus.
- Creating innovative opportunities to ensure that current and prospective students develop a deeper sense of trust and connection with student financial aid.
- Developing a national model for the ways in which student financial aid professionals can deliver student services through an equity lens.
- Developing strategic partnerships across the college and in the student community.

QUALITIES FOR SUCCESS

- A collaborative leader with demonstrated leadership experience.
- A lifelong learner with an appetite for leadership coaching.
- Strong communication skills, both written and oral.
- An empathetic listener and a natural and patient teacher.
- An ability to break down complex financial information and make it accessible and digestible.



- The ability to analyze complex situations and determine appropriate courses of action.
- An entrepreneurial spirit.
- An appreciation for a portfolio of responsibility.
- A respect for regulatory responsibilities.
- A career professional who understands the rewards and challenges of financial aid work.
- Someone who has experience in delivering equitable student services.

REQUIRED QUALIFICATIONS

- Bachelor's degree.
- Leadership experience in conducting student needs analysis.
- A demonstrated history of leading organizational change.
- Leadership experience in college access.
- A foundation of understanding and application of Title IV Federal Financial Aid regulation with policy and program administration duties.
- Knowledge of and experience with institutional methodology.

PREFERRED QUALIFICATIONS

- Advanced degree in student personnel or similar fields.
- Experience with financial aid systems, preferably PowerFAIDS, federal, state and loan processing web sites (including COD, EdConnect, NSLDS, etc).



TO APPLY

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

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