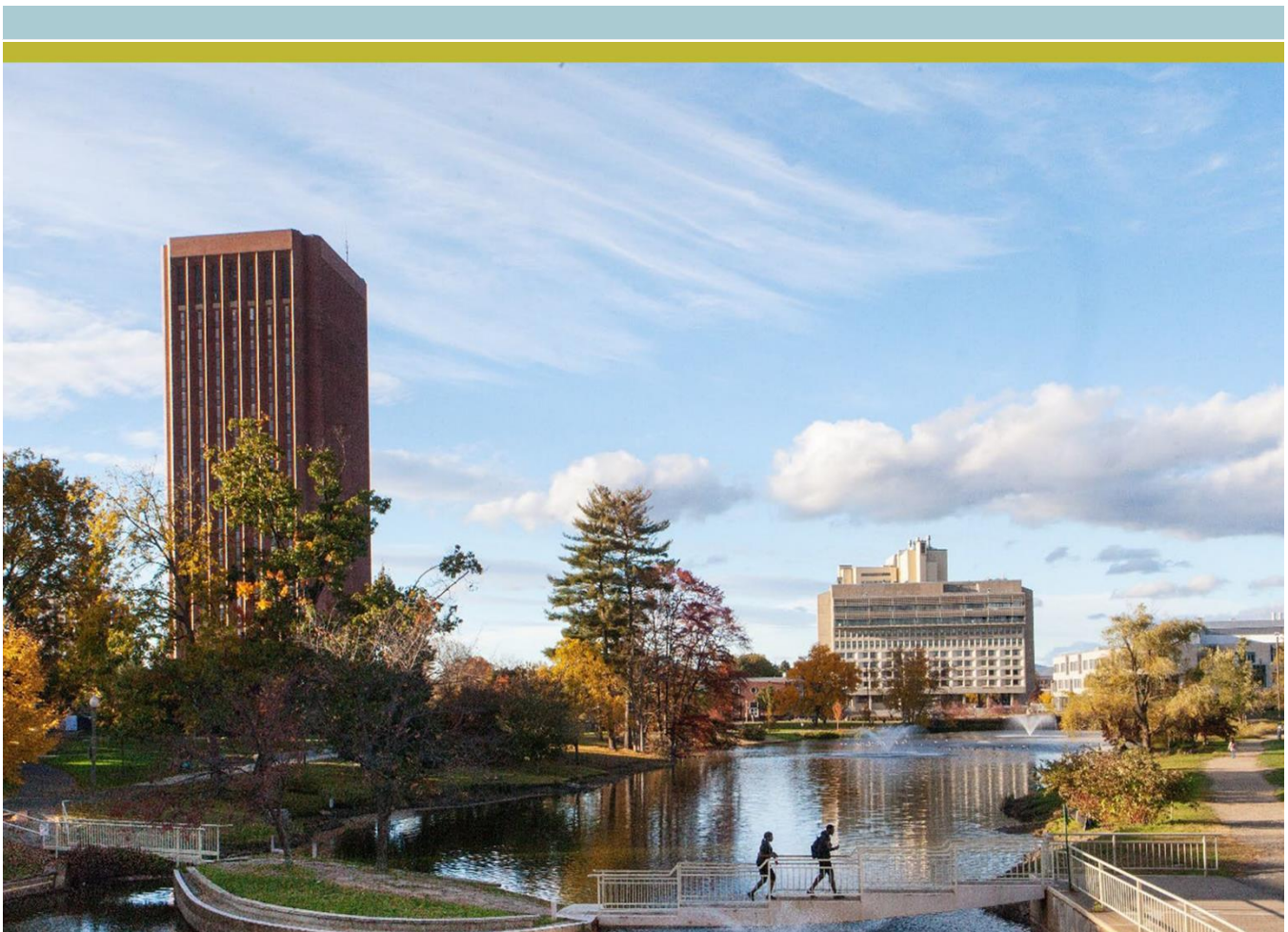


University of Massachusetts Amherst

Vice Chancellor for Equity and Inclusion

Leadership Profile

Spring 2026



Executive Summary

The University of Massachusetts Amherst (UMass Amherst), the land-grant, flagship university of the University of Massachusetts System, seeks an experienced, principled, and deeply relational leader to serve as its next vice chancellor for equity and inclusion. Reporting to the chancellor and working in close partnership with senior leadership and indeed, the entire UMass Amherst community, the vice chancellor will serve as a principal institutional leader and integrator of equity, inclusion, and belonging.

This is a defining moment for UMass Amherst, as it is for higher education more broadly. As a public, residential, research-intensive flagship university with a long-standing commitment to social progress and justice, UMass Amherst is positioned to lead with clarity, integrity, and care amid political complexity, demographic change, and evolving expectations of public universities. The next vice chancellor for equity and inclusion will play a critical role in advancing a cohesive and sustainable vision for equity and inclusion that honors the university's values, builds upon existing strengths, and supports the flourishing of students, faculty, and staff.

UMass Amherst enrolls approximately 32,000 students, including nearly 24,000 undergraduates and more than 7,800 graduate and professional students, across 12 schools and colleges. The campus is home to approximately 1,900 faculty members and nearly 4,500 staff, with more than 313,000 alumni living across the Commonwealth, nation, and globe. A Carnegie-classified Research 1 institution, UMass Amherst generates more than \$300 million annually in sponsored research and operates with an annual budget of approximately \$1.8 billion.

Central to UMass Amherst's mission and values is a deep and enduring commitment to inclusive excellence, respect for difference, and the belief that equitable communities are essential to academic distinction and societal impact. As a public land-grant university, UMass Amherst understands equity and access not as ancillary commitments, but as core obligations. The vice chancellor will help ensure that these commitments are reflected not only in aspiration, but in day-to-day practices, campus culture, and lived experience.

The university is located in the Pioneer Valley of western Massachusetts, a region known for its intellectual vibrancy, natural beauty, and strong sense of community. Amherst is consistently recognized as one of the nation's great college towns and benefits from the presence of the Five Colleges Consortium and its proximity to major urban centers in New England and the Northeast.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy at the end of this document.



Equity, Inclusion, and Belonging at UMass Amherst

UMass Amherst has a long and meaningful history of engagement with questions of equity, justice, and social change. The university was among the early adopters of academic programs focused on race and ethnicity, gender, and social inequality; it houses nationally and internationally significant archives documenting social movements and civic leadership; and it continues to educate generations of students committed to public service and democratic engagement.

More recently, UMass Amherst has sought to deepen and integrate its approach to equity, inclusion, and well-being, informed by its 2024–2034 Strategic Plan: *For the Common Good*. One of the plan's central priorities—*Connect for the Common Good*—calls on the university to foster an inclusive, healthy, accessible, and sustainable community as foundational to institutional success.

UMass Amherst is also a signatory to the Okanagan Charter, which complements the university's legal, regulatory, and policy obligations and affirms its commitment to being a health-promoting university that embeds wellbeing—physical, mental, social, and environmental—into all aspects of campus culture. Through this lens, equity, belonging, and well-being are understood as deeply interconnected and essential to student success, faculty thriving, employee satisfaction, and institutional vitality.

Listening sessions conducted in preparation for this search surfaced a campus community that is deeply invested in this work and proud of UMass Amherst's progress, while also candid about ongoing challenges. Stakeholders emphasized the need for greater coordination across decentralized efforts; clearer communication and shared language; and sustained attention to staff, graduate students, and “invisible” populations. The community embraces and values leadership that is present, trusted, and prepared to navigate a complex national landscape with steadiness and care.



Role of the Vice Chancellor for Equity and Inclusion

The vice chancellor for equity and inclusion provides strategic and innovative leadership in the design, implementation, evaluation, and continuous improvement of programs that advance equity, inclusion, and belonging across the University of Massachusetts Amherst. Operating within a large, complex, and decentralized R1 environment, the vice chancellor leads efforts to connect, align, and elevate equity-related work already occurring across schools, colleges, and administrative units, while strengthening the university's capacity for coherence, shared accountability, and collective impact. In this role, the vice chancellor must balance and integrate two essential dimensions of institutional leadership: (1) ensuring rigorous compliance with federal and state civil rights laws and university policy, and (2) guiding strategic efforts to foster an inclusive, accessible, and respectful campus climate. These responsibilities are mutually reinforcing and require disciplined execution, institutional credibility, and sustained collaboration across a decentralized organization.

At the core of this work is a sustained focus on campus climate, engagement, education, and the cultivation of a university environment that is free of harassment and discrimination and grounded in belonging, dignity, and respect. Through leadership of the Office of Equity and Inclusion (OEI), the vice chancellor shapes institutional strategies that foster a just, equity-focused and inclusive community, reinforce trust, and celebrate the diversity of identities, experiences, and perspectives that enrich UMass Amherst.

The vice chancellor serves as an advisor to the chancellor and works closely with the provost and senior vice chancellor for academic affairs; vice chancellors and deans; faculty, staff, and student leaders; and student affairs, human resources, and shared governance bodies. The role requires the ability to operate with credibility and fluency across academic and administrative domains, aligning policy, practice, and culture in support of institutional values and priorities.

In addition to close collaboration with campus leadership, the vice chancellor for equity and inclusion works in partnership with the University of Massachusetts System, including the Senior Vice President for Academic Affairs, Student Affairs, and Equity, to advance shared priorities related to equity, access, inclusion, and institutional accountability. This role includes purposeful engagement with equity and inclusion leaders across the UMass system to encourage alignment where appropriate, share promising practices, and contribute to a coordinated, system-informed approach that respects campus context while strengthening collective impact.

The vice chancellor leads a team of approximately 24 professionals within the Office of Equity and Inclusion, including direct oversight of:

- the Associate Vice Chancellor for Equal Opportunity and Access; Title IX Coordinator; ADA Compliance Officer
- the Assistant Vice Chancellor for Culture and Strategic Initiatives, and
- the Assistant Vice Chancellor for Strategic Outreach and Engagement

This leadership team supports a broad and integrated portfolio spanning education, outreach, climate assessment, compliance, and institutional partnership, and works in close collaboration with a wide network of practitioners, programs, and support services throughout the university.

The Office of Equity and Inclusion serves the UMass Amherst community—and extends its reach beyond campus—by providing resources, guidance, and partnership aimed at cultivating an inclusive climate and strengthening institutional infrastructure for equity and inclusion. OEI supports campus members by encouraging engagement in educational and funding opportunities; partnering with departments, units, and individuals to advance DEI efforts; promoting informed use of campus climate data and tools; supporting reporting and response related to bias and mistreatment; and elevating awareness of DEI initiatives and events across campus.

A central pillar of OEI's work is education and development, which emphasizes individual and collective growth through evidence-informed, responsive learning opportunities for students, faculty, staff, and administrators. These efforts are designed to meet constituencies where they are and to support sustained, long-term institutional change through training, dialogue, consultation, partnership, and strategic guidance.

OEI also helps foster connection and community through employee resource groups, campuswide engagement initiatives, and competitive funding programs that support grassroots innovation, climate improvement, dialogue, and cross-unit collaboration. These investments reflect the university's belief that equity and inclusion are advanced most effectively through shared ownership, creativity, and collective engagement.

In addition, the Office of Equity and Inclusion plays a critical role in maintaining a harassment- and discrimination-free environment, consistent with university policy and legal requirements. Through Equal Opportunity and Access, Title IX, ADA compliance, and climate and bias reporting mechanisms, OEI supports institutional accountability while promoting transparency, learning, and trust.

The vice chancellor creates a supportive, cohesive, and integrated environment that advances cultural fluency, prioritizing policies and practices that improve access, competency, and retention. The vice chancellor will be expected to bring sustained visibility, presence, and approachability to this work—to listen deeply, communicate clearly, and build confidence across differences. While the vice chancellor does not “own” all equity-related activity on campus, they set the institutional tone, strengthen alignment and integration across decentralized efforts, and help ensure that equity and inclusion are understood and enacted as shared, university-wide responsibilities essential to UMass Amherst's mission and future.



Opportunities and Expectations for Leadership

The next vice chancellor for equity and inclusion will have the opportunity to contribute significantly to shaping the future of UMass Amherst at a pivotal time. Within this context, the vice chancellor will be expected to:

- **Provide Vision and Institutional Stewardship**

Articulate and advance a clear, compelling, and achievable vision for equity and inclusion that aligns with the university's mission, values, and strategic priorities. The vice chancellor will help the campus move from a collection of strong but sometimes disconnected efforts to a more unified, sustainable institutional framework anchored in shared responsibility and accountability.

- **Strengthen Coordination in a Decentralized Environment**

UMass Amherst is distinguished by its rich disciplinary, operational, and cultural diversity across its schools, colleges, and units. The vice chancellor will honor and build upon this strength while fostering greater coordination, collaboration, and alignment across the institution. Success in this role will require careful calibration between responsibility and authority, as well as clear role definition, and will be grounded in leading through partnership, influence, trusted relationships, and institutional credibility.

- **Cultivate Belonging, Connection, and Wellbeing**

UMass Amherst has articulated a strong commitment to fostering a community in which all members feel included, connected, and valued—and where loneliness and isolation are intentionally addressed. The vice chancellor will advance belonging as a core institutional value, thoughtfully engaging with the experiences of undergraduate and graduate students, faculty, staff, online learners, and nontraditional populations.

- **Support Faculty, Staff, and Student Flourishing**

This includes serving and responding. The vice chancellor will serve as a strategic partner and advisor to human resources, academic leadership, student affairs, and shared governance structures, collaborating with academic and administrative leaders to advance equitable practices related to recruitment, retention, development, and success. The vice chancellor will champion an expansive perspective on diversity across all its dimensions and facets, and across all members of the UMass Amherst community – learners, scholars, practitioners, and employees. The vice chancellor will respond thoughtfully and effectively to the distinct needs of specific communities, particularly as they are shaped by evolving contemporary circumstances.

- **Navigate a Complex and Evolving National Landscape**

The vice chancellor will bring a nuanced understanding of the external political, legal, and regulatory landscape shaping equity work in higher education, including changes in federal and state policies, public discourse, and funding environments. The successful candidate will help the campus establish shared understanding, thoughtfully adapt language and strategies as needed, and lead the institution forward with integrity, clarity, and confidence while firmly upholding the university's core values, including and especially academic freedom.

- **Use Data to Inform Strategy and Accountability**

Building on existing assessment tools and campus climate data, the vice chancellor will advance data-informed decision-making, establish clear and meaningful measures of progress, and communicate transparently about outcomes and impact. This work is intended not as a compliance-driven effort, but as an approach that promotes institutional learning, shared accountability, and continuous improvement.

- **Serve as a Trusted Advisor and Visible Institutional Leader**

The vice chancellor will maintain a strong and visible presence through active listening, engagement, and

consistent, transparent communication. This role includes advising senior leadership, collaborating closely with deans and department chairs, engaging in shared governance, and remaining accessible and approachable to students, faculty, and staff. Communicating effectively across diverse audiences will be essential to success.

▪ **Optimize Cross-System Collaboration**

As a key equity leader within the University of Massachusetts System, the vice chancellor will engage as a collaborative partner alongside equity and inclusion leaders across the UMass campuses and the system’s Senior Vice President for Academic Affairs, Student Affairs, and Equity. Through sustained relationship-building, shared problem-solving, and the exchange of perspectives and practices, this role contributes to a dynamic, system-wide learning ecosystem in which campuses learn from—and strengthen—one another. This collaborative engagement supports alignment where useful, respects local context and autonomy, and advances collective progress toward equity, access, and inclusive excellence across the system.



Professional Qualifications and Personal Qualities

The successful candidate will bring a deep commitment to equity, inclusion, and public higher education, along with the capacity to lead with compassion, energy, and resolve. While no single candidate will bring every qualification listed below, the ideal candidate will demonstrate many of the following:

- **Experience in Higher Education:** Demonstrated leadership experience in higher education, with a strong understanding of the culture, governance, and operational complexity of a public research university.
- **Substantive Equity and Inclusion Expertise:** Deep and demonstrated expertise in equity, inclusion, and belonging, informed by theory, professional practice, applicable state and federal laws and regulations, and emerging scholarship, with a proven ability to translate institutional values into meaningful institutional action.
- **Strategic and Systems-Oriented Leadership:** A systems-level thinker with the capacity to balance long-term vision and strategy with near-term execution within a complex organizational environment.
- **Experience Navigating Decentralized Organizations:** Proven ability to work effectively within decentralized institutions, building alignment and momentum while respecting local context, autonomy, and disciplinary culture.
- **Credibility Across Diverse Constituencies:** Established credibility and effectiveness working with a broad range of stakeholders, including faculty, staff, students, and senior leaders. Experience working in unionized environments is highly valued.
- **Exceptional Communication Skills:** Strong written and interpersonal communication skills, with the ability to engage thoughtfully with complex and sensitive issues, tailor messages to diverse audiences, and communicate with clarity, empathy, and transparency.
- **Relational and Trauma-Informed Leadership:** A relational leadership approach grounded in humility, curiosity, emotional intelligence, and an understanding of trauma-informed practices in organizational leadership.
- **Presence, Resilience, and Commitment:** Demonstrated presence, resilience, and sustained commitment to the work, paired with a genuine dedication to deep listening, relationship building, and hands-on engagement. The successful candidate will be comfortable moving between strategy and execution—willing to work alongside colleagues and engage directly in the day-to-day realities of equity and inclusion efforts with care, humility, and resolve.

An advanced degree is strongly preferred. Candidates may come from faculty or senior administrative backgrounds; the university welcomes applications from accomplished practitioners as well as scholar-administrators.

About the University of Massachusetts Amherst

Overview

Founded in 1863 under the Federal Morrill Land-Grant Colleges Act, the University of Massachusetts Amherst began as Massachusetts Agricultural College and has since evolved into the flagship and largest campus of the University of Massachusetts System. Today, UMass Amherst stands among the nation's leading public research universities, distinguished by its academic excellence, public mission, and deep commitment to social progress.

UMass Amherst serves its community, the Commonwealth, and the nation as a powerful engine of opportunity, discovery, and economic vitality. The university's estimated annual impact on the Massachusetts economy is \$2.5 billion. In response to the evolving needs of society and the state, UMass Amherst continues to expand academic offerings that prepare students for meaningful lives and leadership—launching new degree programs in recent years in areas such as biomedical engineering, data analytics and computational social science, finance, informatics, managerial economics, materials science and engineering, public policy, interdisciplinary studies, and veterinary technology.

Public service and civic engagement are central to the university's purpose, as is a longstanding commitment to social justice. UMass Amherst is home to nationally and internationally significant archival collections, including the papers of W. E. B. Du Bois, Horace Mann Bond, Daniel Ellsberg, Kenneth R. Feinberg, and the Irma McClaurin Black Feminist Archive, among hundreds of other collections documenting the lives and work of scholars, activists, political figures, and spiritual leaders who have shaped public life.

UMass Amherst is also recognized as a national leader in sustainability. In 2020, the Association for the Advancement of Sustainability in Higher Education ranked the university among the top ten doctorate-granting institutions in the country for its commitment to a more just, healthy, and sustainable world. In 2022, the university launched [UMass Carbon Zero](#), an ambitious plan to power its 1,500-acre campus with 100% renewable energy and significantly reduce the impacts of climate change.

As the flagship campus, UMass Amherst accounts for just over 40% of the University of Massachusetts System's annual revenue and expenditures. Despite persistent uncertainty in state funding and new pressures at the federal level, the university remains financially sound, buoyed by prudent fiscal management, internal reallocations, and sustained investment in quality and service. In FY25, the campus operating budget was almost \$1.8 billion. UMass Amherst also generated more than \$300 million in research and development expenditures.

The university is located in the historic Pioneer Valley of western Massachusetts, approximately one hour from the Berkshires, two hours from Boston, and three hours from New York City. The campus encompasses more than 13 million square feet of facilities and has undergone a decade of transformational renewal, with more than \$1.8 billion invested in new and renovated academic buildings, laboratories, residence halls, administrative offices, student spaces, and athletics facilities. The current capital plan calls for an additional \$1.86 billion in investment between FY22 and FY26.

Eight miles from Boston, the Charles River Campus extends UMass Amherst's reach and impact as a hub for experiential learning, career exploration, professional development, and industry partnership. Acquired in 2018, the Charles River Campus enables the university to respond to workforce needs in key sectors such as business, computer science, and the life sciences, further strengthening the Commonwealth's talent pipeline.

Mission and Vision

The University of Massachusetts Amherst was founded as a land-grant university dedicated to educating its citizens, generating new knowledge, and applying discovery for the betterment of society. Over time, its original

agricultural and mechanical focus has expanded to encompass nearly every dimension of modern life, reflecting a broader responsibility to the communities it serves. The university's mission is to provide an affordable, accessible, and high-quality education and to conduct research and public service that advance knowledge and improve lives across the Commonwealth, the nation, and the world.

Commitment to the Success and Wellbeing of Every Individual

A deep commitment to social progress, social justice, inclusive excellence, and respect for diverse perspectives is foundational to UMass Amherst's identity. As a public land-grant institution, the university embraces its obligation to expand access and opportunity for all people while fostering a community grounded in dignity, mutual respect, and belonging.

The university believes that a diverse learning and working environment strengthens academic excellence and prepares students to thrive in, and contribute to, a complex and interconnected world.

Belonging at UMass Amherst. The university has reaffirmed its commitment to building a community of dignity and respect—one that honors difference, encourages thoughtful engagement, and creates a safe, welcoming, living-learning-working environment for all.

Full and Equal Access. UMass Amherst embraces disability as a natural part of human diversity and is committed to ensuring full and equal access to information, services, and opportunities for all community members.

Advancing Faculty Equity. Through UMass ADVANCE, the university advances faculty equity by supporting inclusive recruitment, retention, recognition, and collaboration across disciplines and career stages.

Celebrating Black Presence. The Black Presence Project documents and honors the contributions of Black students, faculty, and staff, building on the legacy of the late Professor John H. Bracey Jr., a founder of the W. E. B. Du Bois Department of Afro-American Studies.

LGBTQ+ History. As the flagship campus in the first state to legalize same-sex marriage, UMass Amherst has played a meaningful role in LGBTQ+ history and continues to foster an inclusive, informed, and supportive campus climate.

Community Engagement and Service Learning

For more than 150 years, UMass Amherst and its host communities of Amherst and Hadley have shared a mutually enriching relationship. Community engagement is central to the university's mission and a hallmark of its educational model. Through service-learning courses, public scholarship, and collaborative partnerships, faculty and students work alongside local, regional, and global communities to advance democratic engagement, social responsibility, and shared prosperity.

Through [Civic Engagement & Service Learning](#), a campus-based center that supports community-engaged teaching and scholarship, UMass Amherst activates the creative energy of students and faculty to address real-world challenges and make a positive impact locally, nationally, and globally.

Strategic Plan: For the Common Good

UMass Amherst's 2024–2034 Strategic Plan, [For the Common Good](#), is guided by three overarching priorities:

- Strengthen commitment to recruiting and retaining diverse and exceptional global talent by advancing a community of success, wellness, and inclusivity.
- Create a synergistic and agile organization that supports interdisciplinary and inter-unit collaboration.
- Maximize responsible stewardship of resources to achieve long-term institutional goals.

Five corresponding goals—Educate, Innovate, Engage, Connect, and Steward for the Common Good—shape the university’s future direction and reinforce its role as a globally recognized public research university.

Faculty, Staff, and Students

UMass Amherst is home to more than 1,900 faculty members, nearly half of whom are women and nearly one-third people of color. Faculty achievements include Pulitzer Prizes, National Medals, NSF CAREER Awards, Guggenheim Fellowships, and membership in the nation’s leading academies.

Nearly 4,500 staff members—including professional, clerical, and trade employees—play a vital role in supporting the university’s academic, research, and community missions. University employees are represented by 11 collective bargaining units.

UMass Amherst enrolls one of the largest residential student populations in the nation, with more than 14,000 students living on campus. The university has seen sustained growth in applications, rising graduation rates, and increasing student diversity. Approximately 40% of the entering class are ALANA, and UMass Amherst awarded \$264 million in scholarships and financial aid in 2024–25.

Students at UMass Amherst are known for their engagement, activism, and leadership, with more than 400 student organizations and robust participation in athletics, arts, research, and service.

Academics [Click or tap here to enter text.](#)

UMass Amherst comprises 12 schools and colleges that collectively encompass over 110 undergraduate majors and more than 130 graduate programs across 29 academic disciplines ranging from MBAs and MPHs to MEds and PhDs.

[College of Education](#)

[Riccio College of Engineering](#)

[College of Humanities and Fine Arts](#)

[Robert and Donna Manning College of Information & Computer Sciences](#)

[College of Natural Sciences](#)

[Elaine Marieb College of Nursing](#)

[College of Social and Behavioral Sciences](#)

[Commonwealth Honors College](#)

[Isenberg School of Management](#)

[School of Public Health and Health Sciences](#)

[Stockbridge School of Agriculture](#)

[Graduate School](#)

University of Massachusetts System

The University of Massachusetts is a world-class public research university system with four comprehensive undergraduate and graduate campuses, and a medical school campus. Each campus offers a dynamic educational experience in a uniquely Massachusetts location, from the coastal town of Dartmouth to the international hub of Boston, from the vibrant mill cities of Lowell and Worcester to the bucolic hills of Amherst. Rigorous academic programs in a broad range of fields prepare students to contribute to their communities, thrive

in a new economy, and change the world. Equity, inclusion, access, and student success are core priorities at the system level, led by the Office of the President through the Senior Vice President for Academic Affairs, Student Affairs, and Equity, and advanced through collaboration among campus leaders to promote educational opportunity, institutional excellence, and equitable outcomes across all UMass campuses.

Leadership

Javier A. Reyes, Chancellor



Javier A. Reyes, Ph.D., became the 31st leader of the University of Massachusetts Amherst on July 1, 2023, following his selection as chancellor of the Commonwealth's flagship campus by the UMass Board of Trustees.

Reyes is an economist who has devoted his career to the cause of public higher education, holding leadership positions at the University of Illinois Chicago (UIC), West Virginia University, and the University of Arkansas. Born and raised in Mexico, Reyes is the first Hispanic person to serve as chancellor of UMass Amherst.

Before coming to UMass Amherst, Reyes served as interim chancellor of UIC, Chicago's largest university campus, with more than 33,000 students and \$440 million in research awards. Previously, he served as UIC's provost and vice chancellor for academic affairs, joining the campus in 2021. Leading UIC, first as provost and later as interim chancellor, Reyes initiated a redesign of UIC's budget model and a restructuring of teaching innovative environments to position UIC for success amid a new era of innovative and accessible education.

Committed to the principles of diversity, equity, and inclusion, Reyes outlined a bold vision to address critical gaps in racial equity across the institution, with a specific focus on increasing Black student enrollment, retention, and graduation rates. Reyes served as dean of West Virginia University's John Chambers College of Business and Economics from 2016–2021 and vice president for StartUp West Virginia from 2018–2021. He built impactful corporate partnerships to strengthen student placement and serve West Virginia's land-grant mission. He spearheaded the transformation of the college into a pillar of inclusive entrepreneurship, innovation, and economic development for the university and the state.

Prior to moving to West Virginia, Reyes served as vice provost for online and distance education at the University of Arkansas and as the associate dean for undergraduate studies and executive education in the Sam M. Walton College of Business. He initially joined the economics faculty of the University of Arkansas in 2003.

Reyes has been a National Science Foundation proposal reviewer, invited lecturer, and visiting scholar at a number of institutions internationally, including the Clinton School of Public Service and the International Monetary Fund. He has also served as an academic scholar in the European Bank for Reconstruction and Development in London, and as a research analyst for the investment firm Value Casa de Bolsa, headquartered in Mexico.

He has served on the Board of Directors for the Field Museum, the National Museum of Mexican Art in Chicago, Miller Industries (NYSE: MLR), and City Holding Company (NASDAQ: CHCO). He is actively engaged with the TIAA Diversity Council and the Association of Latino Professionals for America (ALPFA).

Reyes received his bachelor's degree in economics from the Instituto Tecnológico y de Estudios Superiores de Monterrey, Campus Estado de Mexico, in 1998, and his doctorate in economics from Texas A&M University in 2003.

Amherst

The proud birthplace of Emily Dickinson and perennially considered one of the best college towns in the nation, Amherst, Massachusetts, is home to Amherst College, Hampshire College, and the University of Massachusetts. Spotting a resident rock star, famous writer, or Nobel laureate in a downtown cafe is a fairly regular occurrence, due in part to the influence of UMass Amherst and the colleges, which create a vibrant and dynamic intellectual atmosphere that attracts world-class faculty.

With approximately 38,000 residents, Amherst is the largest community in Hampshire County. The epitome of town and country, Amherst's bustling downtown is complemented by four village centers and dozens of cultural attractions, including eight museums, an independent art house cinema, and performing arts and music venues. The town has permanently conserved nearly one-third of its land and is home to more than 50 working farms. Amherst is an ethnically diverse community with strong schools, an excellent bus system, and close proximity to major cities.

Hadley

For more than 350 years, Hadley has been known for the richness of its soils and the quality of its crops, having earned the distinction of Asparagus Capital of the World. Bordering the Connecticut River and home to the UMass Amherst Rowing, Hadley has a burgeoning tourism market, attracting visitors to the area's farms and scenic byways.

Hadley is home to approximately 5,000 residents, including hundreds of UMass Amherst employees. It is a regional hub for commerce where national retailers complement ethnically diverse, locally owned small businesses to meet the needs of the ever-growing UMass Amherst community.

The Pioneer Valley

Comprising Hampden, Hampshire, and Franklin counties, the Pioneer Valley is a stunningly beautiful mosaic of rolling hills, unspoiled forest, winding rivers, rich farmland, and urban centers. The Valley is home to the college towns of Amherst, Northampton, and South Hadley and the Five Colleges Consortium – Amherst College, Smith College, Hampshire College, Mount Holyoke College, and UMass Amherst – as well as the emerging arts communities of Greenfield, Turners Falls, and Easthampton, and the resurgent cities of Holyoke and Springfield.

UMass Amherst plays a vital, leading role in the Pioneer Valley where the university's influence, imprint, and economic impact extend well beyond its host communities. Staff, faculty, and students live throughout the Valley and engage with community groups and non-profit boards. UMass Amherst is actively involved in the economic development of Holyoke and Springfield and has deep relationships with the school districts of the region's gateway cities.

Hampden County, anchored by the state's third-largest city, is home to major corporations and is a hub for health care and innovation. The UMass system has invested in the Springfield Center, home to courses from all five system branches. In Holyoke, UMass is a partner in the Green High-Speed Computing Center. The Hampshire County economy is driven by tourism, arts, agriculture, and education. Franklin County, with more than 70,000 residents, is the most rural county in Massachusetts, yet more than 15% of its economic activity is based in manufacturing. In July 2023, CNN Travel named the Pioneer Valley one of America's most underrated destinations.

Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or professional resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting the University of Massachusetts Amherst in this search.

Nominations and inquiries may be directed to the university's consultants, Robin Mamlet, Charlene Aguilar, and Corin Edwards, at UMassAmherst-VCEI@wittkieffer.com.

For greatest consideration, applications should be received by August 3, 2026, and may be submitted through the WittKieffer Candidate Portal by clicking [here](#).

The target salary range for this position is between \$320,000 and \$370,000 annually, commensurate with experience.

The University of Massachusetts Amherst welcomes all qualified applicants and complies with all state and federal anti-discrimination laws.