

WASHINGTON AND LEE UNIVERSITY

Invites nominations and applications for the position of:

Director of Institutional History

Washington and Lee University Overview

Washington and Lee University provides a liberal arts education that develops students' capacity to think freely, critically, and humanely and to conduct themselves with honor, integrity, and civility. Graduates will be prepared for life-long learning, personal achievement, responsible leadership, service to others, and engaged citizenship in a global and diverse society.

Founded in 1749, Washington and Lee is among the most selective and highly regarded universities in the nation, combining a rich history of liberal arts education with a commitment to meeting the educational challenges of the new century. The University has an exceptionally qualified and increasingly diverse student body, an outstanding faculty of teacher-scholars, a robust endowment, extremely supportive alumni, and a dedicated and talented team of administrators and staff. Together, they create a vibrant community distinguished by an atmosphere of mutual respect and trust made possible by the student-administered honor system. With a proud heritage spanning more than two and a half centuries, the University has a profound sense of tradition. At the same time, one of its oldest traditions is that of innovation, and it affirms the ideal embodied in its motto, “Non Incautus Futuri” (not unmindful of the future). The conversation at Washington and Lee about appropriate and innovative change is creative and ongoing.

Washington and Lee’s history has been shaped by key figures and moments in American history. Founded as Augusta Academy in 1749, it became Liberty Hall Academy in 1776. In 1796, George Washington gave the school an endowment gift — \$20,000 of canal stock — believed to be the largest to that date in American higher education. The institution’s trustees expressed their gratitude to and respect for Washington by changing the school’s name, first to Washington Academy and later to Washington College. In 1865, Robert E. Lee was invited to become president of Washington College. Under Lee, the college expanded its existing classical curriculum to include the subjects of law (by annexing the Lexington Law School), business, journalism, modern languages, science and engineering. Lee also established a lasting tradition of student self-governance, putting the students themselves in charge of the honor system that the faculty had previously overseen. After Lee’s death in 1870, the trustees paid tribute to his leadership by changing the name from Washington College to Washington and Lee University.

Washington and Lee is composed of two undergraduate divisions, the College and the Williams School of Commerce, Economics, and Politics; and a graduate School of Law. Offering 37

undergraduate majors and 21 minors, including a number of interdisciplinary programs, the University prides itself on the depth and breadth of its curriculum, in which traditional liberal arts courses are augmented by offerings from the only fully-accredited business school and fully-accredited journalism program among the nation's top-tier liberal arts colleges.

The University currently enrolls 1,827 undergraduate and 393 law students. Approximately 12 percent of undergraduate students are from racial and ethnic minority groups, and 11 percent are from families eligible for Pell Grant support. The University places special emphasis on diversifying the pool of applicants — particularly geographically, racially and socio-economically — with the goal of attracting qualified students who will bring the personal, ethical and intellectual characteristics that have always characterized the student body. Enrollment trends reflect that emphasis, as 18 percent of the students in the most recently admitted undergraduate class are racially or ethnically diverse and 14 percent of that class is eligible for Pell grant assistance. The Johnson Scholarship, which provides full scholarships to approximately 10 percent of each entering class, and the University's partnership with QuestBridge, a national organization that connects high-achieving, low-income students to colleges, have begun to have a discernible impact on W&L's efforts to diversify its student body, and this remains an aim of the University. The most recent initiative, the W&L Promise, was introduced in 2013 and guarantees free tuition to any student whose family income is under \$100,000, while often providing loan-free assistance to cover room, board and other educational expenses to those students, based on demonstrated need.

Washington and Lee now has 247 full-time faculty members: 222 in the two undergraduate divisions and 25 in the School of Law. Women compose 37 percent of the faculty, and 11 percent identify themselves as racial or ethnic minorities. The undergraduate student-faculty ratio for the 2017-18 academic year was 8:1.

Washington and Lee is located in Lexington, Virginia, a historic city of 7,000 residents. Situated between the Allegheny and Blue Ridge Mountains in the Valley of Virginia, Lexington is the county seat of Rockbridge County, home to an additional 21,000 people. Lexington is a two-hour drive to the state capital, Richmond, and a three-hour drive to Washington, D.C. The area features strong public schools, a variety of cultural events, and, with close proximity to the Blue Ridge Mountains and the Maury River, rich opportunities for outdoor activities. Lexington is also home to the Virginia Military Institute, and 13 four-year colleges and universities are located within approximately 75 miles of the city. The Washington and Lee campus is renowned for its historical significance, and the front campus is a National Historic Landmark.

About President Dudley

William C. (Will) Dudley became the 27th president of Washington and Lee University on January 1, 2017. He was formerly provost and professor of philosophy at Williams College. A Virginia native, born in Charlottesville and raised in Arlington, Dudley received his B.A. in mathematics and philosophy, magna cum laude, from Williams in 1989, and an M.A. and a Ph.D., both in philosophy, from Northwestern University. He joined the Williams faculty in 1998,

bringing his expertise in German idealism to its philosophy department. In addition to his administrative responsibilities, President Dudley relishes his connection with students and has taught courses on the Philosophy of Education and on Virtue Ethics and Liberal Arts Education at W&L.

Director of Institutional History

Genesis of the Position:

In the aftermath of the tragic events that occurred in Charlottesville, Virginia in August 2017, President Dudley appointed the [Commission on Institutional History and Community](#) to lead W&L students, faculty, staff and alumni in an examination of how the institution's history — and the ways that we teach, discuss and represent it — shapes its community. In doing so, President Dudley expressed confidence that Washington and Lee would “set a national example by demonstrating how divisive issues confronting us can be addressed thoughtfully and effectively.”

While the Commission pursued this important charge, the University engaged in wide-ranging discussions in the development of its next [Strategic Plan](#), which the Board of Trustees adopted in May 2018. In that plan, the University committed to teaching and presenting W&L's institutional history as comprehensively as possible, taking full advantage of the educational potential of our campus, and creating a modern campus museum to present W&L's history comprehensively and accurately.

Shortly after the adoption of the Strategic Plan, the Commission on Institutional History and Community issued [a thorough report](#) containing a broad range of recommendations. As part of his [response](#) to the Commission's report and in furtherance of initiatives articulated in the Strategic Plan, President Dudley announced the need for a Director of Institutional History to lead the University in “telling our stories completely and honestly – in our museums and historical sites, curriculum, orientations, alumni programming, and publications.”

Position Summary:

Reporting to the President of the University as part of the administrative cabinet, the inaugural Director of Institutional History will lead the process of envisioning and developing a museum to explore the University's history and its many connections to American history, and to create dynamic educational programming for the campus community and the public. Additionally, the Director will manage all assets, facilities, resources, staffing and strategic planning associated with the University's historic galleries and the University Collection of Art and History (UCAH). The Director will collaborate with faculty, scholars, and the UCAH staff to support research projects, curricular development, and engaging exhibitions and may occasionally deliver lectures or teach courses on topics related to institutional history.

Essential and Related Functions:

- Provide leadership and oversight to all historical galleries and the University Collection of Art and History (UCAH) consisting of the Lee Chapel & Museum, the Reeves Collection, and the Art Collection.
- Spearhead the design, construction, and operation of a new, modern museum devoted to the history of Washington and Lee and its many connections to American history. Collaborate with Special Collections as appropriate in the service of educational projects and initiatives.
- Creatively engage the campus community, alumni, and the public with the stories of the many people who have shaped this institution since its founding in 1749. Present the history of Washington and Lee in the context of American history. Develop partnerships with other institutions devoted to high-quality public education, such as Arlington House, Mount Vernon and The American Civil War Museum.
- Advise the president and the board of trustees on how to recapture the original vision of Lee Chapel as a graceful, unadorned place of assembly, where all members of our community feel welcome and can enjoy participating in important university events. The distinct purposes of Lee Chapel—its use as communal space for religious ceremonies and university events, its existence as a National Historic Landmark dedicated to educating the public about the heritage of the United States, and the lower level's museum focused on teaching visitors about Lee's tenure as the president of Washington College—must all be reconciled.
- Collaborate with faculty to support their scholarship and incorporation of institutional history in the curriculum. Involve students, as appropriate, in research opportunities. May occasionally teach courses or offer lectures.
- In collaboration with faculty members and the UCAH staff, develop dynamic, multi-disciplinary exhibitions and programs that engage the campus and the public. Propose and organize original exhibitions, secure appropriate loans, and develop programs and publications to promote awareness and understanding of the collections in diverse ways.
- Follow standard professional museum practices for maintaining the safety and care of museum collections and for securing museum collection records, art and archival resource materials. Ensure appropriate collections management policies are established and adhered to.
- Oversee all budgeting processes for the Institutional History Division.
- In conjunction with the new museum construction, hire additional anticipated positions including post-doctoral fellows and a special collections expert.

Minimum Qualifications:

- Candidates must possess a strong foundation in American history and a graduate degree in History, American Studies, Art History, Fine Arts, Museum Studies, or another related field, with a preference for a Ph.D.
- Candidates must have administrative experience consisting of at least five years' successful direction of a department or museum dedicated to one of these fields, ideally within a college or university, or similar experience leading a large department at a significant museum.
- Candidates must possess the ability to forge an inspiring vision while using diplomacy to cultivate and maintain relationships with key constituents and donors, as well as the ability to communicate effectively with colleagues, researchers, students, and journalists.
- As the Director will spearhead efforts to design and build a new, modern museum, experience with facility planning and construction/renovation is advantageous. Candidates must be interested in creating transformative experiences based on historic artifacts, art, stories and documents.

Information for Candidates

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

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& ASSOCIATES

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