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PARTNERS

THE
ANDREW W.
MELLON
FOUNDATION

EXECUTIVE VICE PRESIDENT FOR
PROGRAMS AND RESEARCH

EVP for Programs and Research
The Andrew W. Mellon Foundation
New York, NY

ABOUT THE ANDREW W. MELLON FOUNDATION

The Andrew W. Mellon Foundation seeks to strengthen, promote, and, where necessary, defend the contributions of the humanities and the arts to human flourishing and to the well-being of diverse and democratic societies. To this end, it supports exemplary institutions of higher education and culture as they renew and provide access to an invaluable heritage of ambitious, path-breaking work.

The Foundation believes that through forms of representation and expression as old as rock art and ancient lyric and as new as graphic novels and digital music, humankind has developed means of chronicling, recording, analyzing and transmitting its understandings of human agency, dignity, history and society, and much of this work has been accomplished in the domains of the humanities and the arts. In tandem with the sciences and social sciences, the humanities and arts deepen our understanding of the human condition and experience. Their values are essential to viable societies and to productive relations among them. Since leading institutions of higher education and culture set and extend the standards for achievement in the humanities and the arts, the Foundation believes the task of nurturing them is vital to our shared global future.

The Foundation makes grants in four core program areas:

Higher Education and Scholarship in the Humanities: Assisting colleges, universities and research institutes. Among these institutions are research universities, liberal arts colleges, Historically Black Colleges and Universities, Tribal Colleges and Universities and Hispanic-Serving Institutions. In practical terms, this means helping institutions train scholars and produce scholarship in the humanities broadly conceived; fostering practices of diversity and inclusion and promoting the social value of the humanities; responding to the economic, demographic, financial, and technological challenges affecting higher education; and expanding access and support degree completion.

Arts and Cultural Heritage: Nurturing exceptional creative accomplishment, scholarship, and conservation practices in the arts, while promoting a diverse and sustainable ecosystem for these disciplines. The program supports the work of outstanding artists, curators, conservators, and scholars, and endeavors to strengthen performing arts organizations, art museums, research institutes, and conservation centers.

Scholarly Communications: Assisting research libraries, archives, museums, universities, presses, and arts organizations that seek to realize this potential, and thereby to further our collective understanding of societies and cultures around the world. The Scholarly Communications program promotes the common good by supporting the creation, dissemination, use, and preservation of original sources, interpretive scholarship in the humanities, and other scholarly and artistic materials. The program aims to develop the sustainable tools, organizations, and networks of scholars and other professionals needed for these purposes.

International Higher Education and Strategic Projects: In its initial phase of development, the International Higher Education program will stress partnerships with institutions already supported by the Foundation, especially on issues of global grand challenges. The Foundation's promising

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experience in South Africa justifies targeted extension of that program's work to other countries or regions where the Foundation's commitment to the humanities, the arts, and higher education could contribute to stabilizing fragile democracies, and create favorable conditions for their participation in global networks of research and culture.

To view more information about The Andrew W. Mellon Foundation, please visit its [website](#).

THE OPPORTUNITY

The next Executive Vice President for Programs and Research (EVP) will be the trusted partner to the President, helping to shape the programmatic direction of the Foundation.

The EVP will work in collaboration with President Elizabeth Alexander, the seventh president of The Andrew W. Mellon Foundation, who was appointed to her post in 2018. With more than two decades of experience leading innovative programs in education, philanthropy, and beyond, Ms. Alexander builds partnerships at Mellon to support the arts and humanities while strengthening educational institutions and cultural organizations across the world. In this role, the EVP will provide intellectual leadership to the Foundation and represent Mellon in the larger academic and cultural arenas. They will work to advance the Foundation's interest in the humanities and higher education, conceptualizing, sharpening, refining, and reshaping grantmaking strategies. They will come to the position with a sterling reputation as an accomplished intellectual and progressive leader.

The EVP will play a critical role in evaluating program priorities. This leader spans the Foundation's efforts to build diverse and inclusive grantmaking, to strategies that create pipelines for equitable leadership within fields. The EVP will bring expertise, an innovative and open mindset and a commitment to inclusive practice in their approach.

Building on the Foundation's long and successful track record of programmatic success, key responsibilities of the EVP include:

- **Partnership with the President**
 - Advising the President on program strategy and development;
 - Co-leading new research initiatives on problems that are central to the Foundation's mission; and
 - Participating in Board meetings and presenting materials to the Foundation's Board of Trustees.
- **Programmatic Leadership**
 - Setting and overseeing programmatic strategies and goals;
 - Recommending, managing and monitoring grantmaking and budgets; and
 - Tracking trends and changes and keeping abreast of developments in the Academy and in scholarship as it affects and guides programmatic objectives.

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- **Ambassador for the Mellon Foundation**
 - Building and advancing the Foundation's visibility and mission while personifying the values of the organization;
 - Serving as an ambassador to the scholarly and academic communities; and
 - Cultivating and stewarding relationships with a broad range of constituents and staff to build effective partnerships.
- **Internal Leadership**
 - Serving as a senior member of the management team and supervising the program team;
 - Helping maintain a lean, collegial and effective work environment at the Foundation; and
 - Building strong and effective relationships with staff and investing in the leadership development culture.

CANDIDATE PROFILE

The Mellon Foundation seeks an accomplished and visionary leader who is passionate and committed to the humanities. In addition to deep expertise and credibility in the humanities with strong academic credentials, leadership chapters outside of the Academy would be attractive.

They will have the following professional and personal qualities, skills and characteristics:

Strategic Leadership and Partnership with the President

The EVP will be the key and trusted partner to the Foundation's President. With a focus on impact, the EVP will be a thought partner to the President as she defines the next chapter in the Mellon Foundation's history. With an appreciation of the value-added role of philanthropy, they will be willing to take risks and creatively push the boundaries of traditional philanthropy. The EVP will be experienced in program strategy development and be willing to be bold in support of the Mellon Foundation's goals. They will be able to create impactful and creative new initiatives and partnerships with sophisticated nonprofit, higher education, and private sector partners. They will have a deep intellectual capacity and curiosity.

An interdisciplinary thinker, this leader will have a curious, discerning mind that can distill, synthesize and communicate large quantities of information. The EVP will be able to take in information and rapidly develop an analysis about the levers for change and identify and execute game changing moves. They will be able to listen deeply, identify a shared vision and agreed upon paths forward, and then move ideas to action. The EVP will have the maturity and sound judgment required to act thoughtfully and lead effectively. They will have keen analytical skills and the ability to think critically, evaluate risk, make sound decisions, solve problems, and explain and justify recommendations to diverse audiences. The EVP will be politically astute and exercise good judgment in a range of situations.

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Relationship Building and Leading Through Influence

The EVP will be an effective relationship builder who can create and sustain successful partnerships with the Foundation's varied constituents, ranging from grantee leaders to elected officials. The EVP will become fluent in sharing the strategic priorities of the Foundation with partners and will expand relationships in order to deepen the Foundation's impact. They will be respectful, and empathetic in understanding grantees' needs and will communicate with a clear and articulate style. The EVP will have exceptional listening, written, and oral skills. They will be an excellent writer, one who can write clearly, analytically, and persuasively in a jargon-free and inspiring way.

Ambassador for the Mellon Foundation and Passion for the Mission

The EVP will have a sincere passion for the mission and values of the Foundation. They will take pride in representing the Foundation, bringing an appreciation for its history and a commitment to upholding its reputation in the philanthropic sector. They will revel in succeeding at the highest levels and show a commitment to perpetuating the Foundation's culture of excellence. They will demonstrate inclusiveness, collaboration, humility, and compassion. The EVP will express authentic leadership, graciousness, and a sense of humor. The Foundation holds its values dear, so it is an imperative that they treat others with respect and stays true to the organization's values. The ideal candidate is an individual of unquestioned integrity, ethics, and values, and someone who can be trusted without reservation.

An Experienced Leader and Manager of People

The EVP will be an executive with strong staff management experience. They will have a track record of successfully building and leading high-performing teams. The EVP will be a mentor and facilitator, guiding the program team through change and continued growth and development, all the while maintaining a high standard of professionalism and quality. The EVP will possess the ability to inspire a staff with a diverse set of skills towards a common goal, applying innovative management practices to ensure efficient day-to-day operations aligned with the Foundation's strategic goals.

CONTACT

Koya Leadership Partners has been exclusively retained for this search. Alison Ranney and Alexandra Corvin are leading the search. Koya Leadership Partners is a retained executive search firm that leads mission-driven searches around the world.

To make recommendations or to express your interest in this role, please email Alison and Alexandra directly at Mellon@KoyaPartners.com. All inquiries and discussions will be considered strictly confidential.