

Assistant Director for Student Success
Worcester Polytechnic Institute

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Downloaded On: Oct. 31, 2025 12:16am

Posted Oct. 30, 2025, set to expire Jun. 30, 2026

Job Title Assistant Director for Student Success
Department Diversity, Inclusion, and Multicultural Education
Institution Worcester Polytechnic Institute
Worcester, Massachusetts

Date Posted Oct. 30, 2025

Application Deadline Open until filled
Position Start Date Available immediately

Job Categories Associate/Assistant Director

Academic Field(s) Student Services
Multicultural Affairs/Diversity

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Job Description

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JOB TITLE

Assistant Director for Student Success

LOCATION

Worcester

DEPARTMENT NAME

Diversity, Inclusion, and Multicultural Education

DIVISION NAME

Assistant Director for Student Success
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Worcester Polytechnic Institute - WPI

JOB DESCRIPTION SUMMARY

The Assistant Director for Student Success is responsible for advancing WPI's commitment to inclusion and belonging, with a focus on removing barriers to educational access and achievement. This role develops, implements, and assesses initiatives that support student recruitment, retention, and success.

This position leads ODIME's signature initiatives, including the Connections Pre-Orientation Program and First-Generation Success Program. In addition, the Assistant Director contributes to broader departmental and campus-wide initiatives that foster mentorship, academic achievement, identity development, and community building. The position requires close collaboration with campus partners, student organizations, and institutional stakeholders.

The Assistant Director is a staff member of ODIME, and reports to the Director of Multicultural Engagement and Student Success.

JOB DESCRIPTION

Key Responsibilities:

- **Program Leadership and Administration**

- Lead the planning, coordination, execution, and assessment of the Connections Pre-Orientation Program, including Program Ambassador training, the week-long summer experience, and academic enrichment components.
- Provide ongoing support throughout the academic year for students who complete the Pre-Orientation Program through regular check-ins, programming, resource navigation, and other engagement initiatives.
- Supervise Program Ambassadors in designing and executing academic year initiatives for Connections students.
- Oversee the First-Generation Success Program, collaborating with campus partners to support WPI's growing first-generation student population.
- Support the planning and implementation of additional ODIME programs and initiatives.

- **Student Success, Retention, and Belonging**

- Develop, implement, and evaluate programs that promote academic success and personal growth for undergraduate and graduate students.
- Assist with campus-wide educational experiences that address the needs of students from diverse backgrounds in STEM, including lectures, workshops, and professional

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development seminars.

- Coordinate events and services that celebrate heritage months, religious traditions, identity-based awareness days, and other commemorative observances.

- **Training and Educational Development**

- Create and facilitate workshops and learning experiences for students, faculty, and staff on topics related to inclusion and belonging.
- Facilitate annual training modules for student employees, student-athletes, and other student leaders to ensure foundational education in inclusion and respectful engagement.
- Collaborate with departments and student organizations to co-create educational initiatives aligned with institutional priorities and current issues.
- Curate and promote resources, tools, platforms, training opportunities, conferences, and workshops that foster inclusive awareness and intercultural engagement.

- **Student Advocacy**

- Serve as staff liaison and advisor to student affinity organizations such as NSBE, SHPE, BSU, SASE, CHA, SACNAS, and others.
 - Collaborate with campus partners including Undergraduate Admissions, SGA, Undergraduate and Graduate Studies, ISSO, and the Office of Lifetime Engagement to develop innovative programs and services that address barriers to educational access.
 - Advocate for student needs and contribute to institutional efforts that promote access, inclusion, and belonging across campus.
- Performs all other duties and responsibilities as assigned or directed by the supervisor.

Compensation: \$55,400- \$62,000

Salary is based on related experience, expertise, and internal equity; generally, new hires can expect pay between the minimum and midpoint of the range.

[Compensation at WPI](#)

FLSA STATUS

United States of America (Exempt)

WPI is an Equal Opportunity Employer. All qualified candidates will receive consideration for employment without regard to race, color, age, religion, sex, sexual orientation, gender identity, national origin, veteran status, or disability. It seeks individuals from all backgrounds and experiences who will contribute to a culture of creativity, collaboration, inclusion, problem solving, innovation, high performance, and change making. It is committed to maintaining a

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campus environment free of harassment and discrimination.

To apply, visit: https://wpi.wd5.myworkdayjobs.com/en-US/WPI_External_Career_Site/job/Worcester/Assistant-Director-for-Student-Success_R0003292

About WPI

WPI is a vibrant, active, and diverse community of extraordinary students, world-renowned faculty, and state of the art research facilities. At WPI, we have competitive and comprehensive benefits, including health insurance, long-term care, retirement, tuition assistance, flexible spending accounts, work-life balance and much more.

Diversity & Inclusion at WPI

WPI is committed to creating an inclusive workplace where everyone feels valued and respected; a place where every student, faculty and staff member can be themselves, so that they can study, live, and work comfortably, to reach their full potential, and make meaningful contributions in order to meet departmental and institutional goals. WPI thrives on innovative practice and welcomes diverse perspectives, insight, and people from diverse lived experiences, to enhance the community environment and propel the institution to the next level in a competitive, global marketplace.

Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact

N/A

Worcester Polytechnic Institute

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