

Division of Talent & Inclusion | Human Resources

# **GREAT MINDS** at **WORK**

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Prospective Employees of Color

**WORCESTER POLYTECHNIC INSTITUTE**

Division of Talent & Inclusion  
Human Resources

100 Institute Road | Worcester, MA 01609  
[wpi.edu/offices/talent](http://wpi.edu/offices/talent)



**Worcester Polytechnic Institute**

## About Worcester Polytechnic Institute

Worcester Polytechnic Institute (WPI) is a vibrant and diverse community of extraordinary students, talented and dedicated staff, and world-renowned faculty. Along with its state-of-the-art research facilities, WPI offers competitive and comprehensive employee benefit programs, including paid time off, health insurance, life and long-term disability insurance, retirement savings plans, tuition assistance, flexible spending accounts, and a working environment that prioritizes mental health and well-being. It is a community committed to civility and respect—making inclusion and belonging a reality for everyone on its campus.

## Diversity, Equity, Inclusion & Belonging at WPI

WPI is committed to creating an inclusive workplace culture where everyone feels a sense of belonging; a place where every student, faculty member, and staff member is valued and respected so that they may study, live, and work comfortably, reach their full potential, and make meaningful contributions to its institutional goals. WPI thrives on innovative practice and welcomes all perspectives, insights, and people from varied lived and professional experiences. This diversity enhances community capabilities and helps propel the institution in a competitive, global marketplace.

WPI is an Equal Opportunity Employer that actively seeks to increase the diversity of its workplace. 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. WPI seeks individuals with diverse backgrounds and experiences who will contribute to a culture of creativity, collaboration, inclusion, problem solving, innovation, high performance, and change making. WPI is committed to maintaining a campus environment free of harassment and discrimination.

## Remote/Flexible Work Policy

A new permanent remote/flexible work policy was established in 2022 to improve job satisfaction, enhance employee recruitment and retention, optimize building and space planning, and achieve a more fulfilling work/life balance, while continuing to support WPI's vibrant and inclusive culture.

## The Division of Talent and Inclusion: Diversity, Equity, Inclusion, and Belonging Unit

**Lauren Turner, PhD**

*Sr. Vice President of Talent and Inclusion/ Chief Diversity Officer*  
lturner@wpi.edu

**Tony Laing, PhD**

*Assistant Vice President for Diversity, Equity, Inclusion, and Belonging*  
tlaing@wpi.edu

**Bwann Gwann**

*Director of Diversity, Equity, Inclusion, and Belonging*  
bgwann@wpi.edu

### Resources

Diversity, Equity, Inclusion, and Belonging at WPI

[www.wpi.edu/about/diversity-equity-inclusion](http://www.wpi.edu/about/diversity-equity-inclusion)

Division of Talent and Inclusion at WPI

[www.wpi.edu/offices/talent](http://www.wpi.edu/offices/talent)

Careers at WPI

[www.wpi.edu/offices/talent/careers](http://www.wpi.edu/offices/talent/careers)

Center for Well-Being

[www.wpi.edu/student-experience/health-wellness/center-for-well-being](http://www.wpi.edu/student-experience/health-wellness/center-for-well-being)

Morgan Teaching and Learning Center

[www.wpi.edu/academics/faculty/morgan-teaching-learning-center](http://www.wpi.edu/academics/faculty/morgan-teaching-learning-center)

Office of Accessibility

[www.wpi.edu/offices/office-accessibility-services](http://www.wpi.edu/offices/office-accessibility-services)

Staff Council at WPI

[www.wpi.edu/offices/talent/employee-resources/staff-council](http://www.wpi.edu/offices/talent/employee-resources/staff-council)

National Center for Faculty Development & Diversity

[www.wpi.edu/offices/talent/learning-development/national-center-faculty-development-diversity](http://www.wpi.edu/offices/talent/learning-development/national-center-faculty-development-diversity)

Living In Worcester

[realestate.usnews.com/places/massachusetts/worcester](http://realestate.usnews.com/places/massachusetts/worcester)

[livability.com/worcester-region/](http://livability.com/worcester-region/)

## Benefits of Working at WPI



"At WPI, I get to support the expression of students who code and color the horizon of new technologies. Our students are creative and innovate the world of tomorrow, which is a gift to be a part of."

**Kalvin Cummings**

*Assistant Director for Religion and Spiritual Life,  
Office of Diversity, Inclusion,  
and Multicultural Education*  
Employed at WPI since 2022



"WPI empowers me to be innovative in the programs that I oversee and grow as a leader in my area."

**Wesley Boucher**

*Assistant Director, Office of Academic Advising*  
Employed at WPI since 2021



"I enjoy working at WPI because I love collaborating with amazing people both at WPI and in the surrounding community on some awesome projects. I also love the flexibility and work/life balance I have achieved at WPI."

**Alicia Briggs**

*Administrative Assistant  
Dean of Arts & Sciences Office*  
Employed at WPI since 2022



"Of the three universities where I've worked, WPI does by far the most to help faculty improve teaching skills, particularly undergraduate team project management skills, and to bring faculty together across departments for both undergraduate team projects and graduate research."

**Adam Clayton Powell IV, PhD**

*Associate Professor of Mechanical  
& Materials Engineering*  
Employed at WPI since 2018



"WPI facilitates an ideal intellectual and cultural ecosystem for my professional development. This ecosystem allows for student growth, school growth, and community growth."

**Jagan Srinivasan PhD**

*Associate Professor of Biology and Biotechnology  
Director, M.S. Program in Neuroscience*  
Employed at WPI since 2012



"The camaraderie I find from my colleagues across campus is just one of the benefits of working at WPI. I find that they 'have my back' and support my research and teaching efforts, and I theirs. I've been in other institutions where each person is an island. That's not the WPI culture. Getting to do what I love with people and working on what they love is a great benefit of WPI."

**Rosanna Garcia, PhD**

*Beswick Endowed Chair  
Professor of Innovation & Entrepreneurship  
The Business School*  
Employed at WPI since 2021



"In addition to career opportunities offered to research-intensive faculty, WPI also offers opportunities for teaching-intensive faculty to participate in faculty governance and earn tenure, which increases the quality of academic instruction and faculty investment in campus life more generally, benefitting both students and faculty."

**Kara Parks Fontenot, PhD**

*Assistant Teaching Professor of Writing and Rhetoric  
Department of Humanities and Arts  
Employed at WPI since 2022*



"Nurturing young talented technical students to reach their full potential is the benefit of working at WPI."

**Shamsnaz Virani Bhada, PhD**

*Assistant Professor of Engineering  
Employed at WPI since 2013*



"One of the benefits of working at WPI is to have all the resources of a world-class research institution, while maintaining close and formative bonds with students and colleagues. Indeed, WPI offers the best of both worlds when it comes to faculty research, teaching, and their integration in the classroom. This dynamic is rare in higher education today."

**Richard Lopez, PhD**

*Assistant Professor of Psychology & Neuroscience  
Director, SNAP Lab  
Employed at WPI since 2022*



"I can honestly say what motivates and excites me the most are the people and feeling valued in my position. I have been fortunate to develop meaningful relationships and work with so many people with diverse backgrounds to help find career opportunities as well as share the wonderful experiences of getting to work at WPI."

**Roxanne Gardner**

*Director, Talent Acquisition  
Division of Talent & Inclusion  
Employed at WPI since 2017*

## QUICK FACTS

**#5**

Best-Run Colleges  
*The Princeton Review*  
(2019)

**255**

Faculty and Staff  
of Color Work at WPI  
(2023)

**#10**

in Massachusetts,  
Best US Universities for  
Excellence, Equity  
and Employability

*QS World University Rankings: USA*  
(2020)

**99**

Best Value  
National Universities  
*U.S. News & World Report*