



Assistant Vice President for Student Life Diversity and Inclusion

Leading the Campus Vision to Strengthen Student Belonging

The University of Delaware is pleased to announce a national search for the position of Assistant Vice President for Student Life Diversity and Inclusion (AVP). Reporting to the Vice President for Student Life, this newly created position will lead diversity priorities related to the student experience. The primary focus for the AVP will be fostering belonging in its richest sense across the various units of Student Life, with partners across campus, and within the local community.

Reflective of the University's true commitment to create lasting and substantive change around diversity, this position requires a seasoned, dynamic, visionary, and relatable leader, with the proven ability to develop and implement comprehensive strategic plans that advance diversity efforts. The new AVP will also have demonstrated excellent leadership as an innovator, connector, collaborator, partner and catalyst for change.

The successful candidate will reach out to all students and across all populations, shepherding conversations, building alliances, and creating the infrastructure necessary for an affirming and inclusive culture. Supported by the full commitment of the Division of Student Life, the new AVP will move the student community further toward embracing diversity, ultimately creating a space where all students can find and proclaim their voice and benefit from the relationships, learning, and empowerment which is only possible in such an environment.

Applications and nominations are invited for this unique and pivotal role.

POSITION SUMMARY:

The Assistant Vice President for Student Life Diversity and Inclusion (AVP) is a member of the Student Life Senior Leadership Team and serves as the primary leader for Student Life efforts to advance its work on diversity, equity and inclusion. The AVP will be responsible for developing and implementing a comprehensive strategic plan for furthering a diverse, inclusive and welcoming environment for all students. In addition, the AVP will educate our majority students on equity and inclusion and the power of diverse teams and interactions.

The AVP works with all campus units, especially including the Vice Provost for Diversity, the Office of Equity and Inclusion (OEI), and the Diversity Network, to facilitate an integrated vision and shared responsibility for advancing Student Life and University goals for creating a diverse, welcoming, and engaging environment for students through strategic planning, training, policy development, accountability and communications.

Reporting to the Vice President for Student Life, the AVP is responsible for the overall excellence of Student Life's efforts to create a culture that promotes student success, a safe and

welcoming campus environment, engagement, and to support program efforts consistent with the University's mission and *Inclusive Excellence, an Action Plan for Diversity at UD*.

MAJOR RESPONSIBILITIES:

- Provide leadership, strategic direction and oversight, in partnership with the Student Life Senior Leadership Team, for fostering an inclusive, welcoming, and engaging campus climate.
- Develop and execute a strategic plan to build infrastructure including human resources and budget to improve the campus climate for underserved student populations and to enhance the diversity and inclusion initiatives currently offered.
- Provide direct supervision to the Director of the Center for Black Culture.
- Build and foster strong partnerships throughout the University community, including with Student Life, the Vice Provost for Diversity, the Office of Equity and Inclusion (OEI), the Diversity Network, academic departments, faculty, staff and students, to support and enhance the quality of underrepresented students' experience.
- Partner with the Student Life Directors to build and enhance multicultural efforts within each of the 11 Student Life Departments.
- Promote student success through general advocacy and a variety of academic support, diversity education, leadership and mentoring projects that provide opportunities for intentional student engagement and interaction on issues of diversity, inclusion, and social justice perspectives.
- Work with the Student Life Director of Assessment and Student Engagement and Institutional Research to review and analyze retention and matriculation data to assist with evaluating University and Student Life policies, programs, and processes related to underrepresented student persistence and satisfaction.
- Serve as the champion for an inclusive student experience. Advocate for students on related issues connected to co-curricular education, leadership opportunities, multicultural concerns, satisfaction, safety, etc.
- Represent the Vice President for Student Life on University working groups and committees.
- Recommend and participate in the development of Student Life and University policies and procedures.
- Perform other related duties as assigned.

QUALIFICATIONS:

- Master's degree with a minimum of eight years' of administrative and leadership experience related to advancing diversity and inclusion initiatives in a complex organization. Doctorate preferred.
- Visionary leader with proven ability to develop and implement a comprehensive strategic plan and create support from the community.
- Outstanding interpersonal and community relations skills and the ability to establish and maintain collaborative and effective working relationships with students, staff, faculty, and administration.
- Significant experience with professional staff supervision and fiscal management.
- Excellent oral and written communication skills.
- Ability to take initiative for projects and development of services.

- Independent judgment to plan, prioritize, and organize a diversified workload with attention to detail.
- Skill in examining and re-engineering operations and procedures, formulating policy, and developing and implementing new strategies and procedures.
- A record of accomplishment as a student advocate and a champion for student success.

APPLICATION PROCEDURE AND TIMELINE:

The University of Delaware has partnered with Keeling & Associates, LLC, in this search process. Application materials should include a resume/curriculum vitae and a letter of interest and must be sent to recruiting@keelingassociates.com. The subject line of the email should read “UD- AVP.”

Nominations and private inquiries in advance of application may be addressed to Dr. Jan Walbert (jwalbert@KeelingAssociates.com), the K&A senior consultant leading this search. A confidential review of applications will begin on October 3, 2016, and will continue until the appointment is made.

The University of Delaware is an Equal Opportunity Employer which encourages applications from Minority Group Members, Women, Individuals with Disabilities and Veterans. UD does not discriminate on the basis of race, color, national origin, sex, disability, religion, age, veteran status, gender identity or expression, or sexual orientation, or any other characteristic protected by applicable law in its employment. The University's Notice of Non-Discrimination can be found at <http://www.udel.edu/aboutus/legalnotices.html>.

Employment offers will be conditioned upon successful completion of a criminal background check. A conviction will not necessarily exclude you from employment.