VICE PRESIDENT FOR EQUITY AND DIVERSITY

The University of Minnesota seeks applications and nominations for the position of the Vice President for Equity and Diversity. The University of Minnesota recognizes that equity and diversity are educational, economic, and civic imperatives and that diversity is critical to achieving academic excellence. The Vice President serves as a strong and vocal champion for the access, equity, and diverse multicultural resources and programs across the University of Minnesota system. The ideal candidate will be a visionary and transformative thought leader, who has demonstrated experience and influence in achieving positive change in an academic setting in the areas of access, diversity, inclusion, multiculturalism, community, economic development, and educational and employment equity.

Position Overview

The Vice President for Equity and Diversity is the chief diversity officer of the University of Minnesota system, and provides academic and administrative leadership for the equity and diversity vision, resources, and programs across the entire system. The Vice President promotes and implements the equity and diversity strategic direction set for the University and reaffirms and fosters a University community and campus climate that values and actively supports equity and diversity. The Vice President works in close collaboration with senior academic and administrative leadership and diverse communities both within the University and with external partners and communities to shape, promote and implement the strategic direction set for the University.

Major responsibilities include:

- Lead the implementation of the University’s system-wide strategic plan for equity and diversity, including reviewing the progress made to date and developing and implementing subsequent phases of system-wide strategic equity and diversity work that build upon and are consistent with the University president’s articulated commitment to excellence and access
- Oversee the responsible planning, stewardship, management, and accountability of fiscal, capital, and human resources of the Office for Equity and Diversity
- Generate external resources such as private gifts, grants, and contracts to help drive and support the office’s and University’s overall impact and success
- Promote and support the University’s ongoing efforts to continue to improve access and college readiness of talented and qualified underrepresented students to the University
- Develop and enhance effective student support services centrally and in collaboration with colleges and administrative units
- Develop and expand strong collaborations with preK-12 education and work with pre-K-12 schools to shape and support the aspirations and strengthen the skills of their students
- Work with the colleges to ensure that admission pathways to college exist, student support services are effective, and that the campus climate is inclusive and supportive
- Support graduate and undergraduate education by working in partnership with the vice provost for graduate education and professional schools on their multicultural programs as well as with the colleges and others on undergraduate multicultural research opportunity programs
- Engage faculty, staff, students, and community leaders in issues related to equity and diversity at the University
• Work collaboratively with academic and administrative leaders on campus to enhance the recruitment and retention of diverse faculty and staff
• Engage in and support research initiatives and scholarly collaborations that incorporate and benefit from diverse ways of knowing and being and incorporate that knowledge in educational programs on equity and diversity to maximize the educational impact
• Build authentic and collaborative working relationships with external diverse communities and stakeholders
• Support and coordinate the Office for Equity and Diversity’s external relations efforts with diverse communities
• Serve as a member of the University president’s senior leadership group

The Vice President will also be responsible for administrative and programmatic oversight and coordination of the following units, departments, and offices that are a part of the Office of the Vice President for Equity and Diversity: Office for Business and Community Economic Development; Disability Services; Office for Diversity in Graduate Education; Office of Equal Opportunity and Affirmative Action; Gay, Lesbian, Bisexual, Transgender, Ally Programs Office; Institute for Diversity, Equity, and Advocacy; Multicultural Center for Academic Excellence; and Women’s Center.

Essential Qualifications

• Ph.D. or comparable terminal degree in hand at time of application
• Demonstrated record of successful senior administrative experience in higher education or within a large, complex organization
• Experience in effectively managing a unit’s fiscal, capital, and human resources, including managing a large and diverse staff and managing effectively through others
• Substantial higher education experience in designing and leading efforts relating to institutional access, diversity, inclusion, multiculturalism, and education and employment equity, including fluency with the current scholarship in each of these areas
• Record of working collaboratively with academic and administrative colleagues at all levels in a large, complex institution, as well as with diverse external communities, to facilitate positive and collaborative processes and initiatives
• Exceptional interpersonal, oral, and written communication skills and the ability to communicate effectively with multiple and diverse constituents

Preferred Qualifications

• A record of academic accomplishment consistent with a tenured faculty position at the University
• Understanding, or working knowledge of, the role of a public research, land grant institution
• Demonstrated visionary skills and the ability to oversee strategic planning and organizational development efforts relating to institutional change
• Demonstrated experience advocating for, and leading change efforts related to, institutional practice and policy as a member of a complex institution’s senior leadership team

The Vice President is a 100%-time, 12-month senior administrative position. The Vice President reports to the University President and serves as a member of the President’s senior leadership group. The appointment date is open. Salary is competitive and commensurate with education and experience. Qualified applicants may also be eligible for a faculty appointment, contingent upon academic credentials and accomplishments.
Applicants must submit a letter of interest and a current resume or curriculum vitae to be considered for the position. To ensure full consideration, materials should be received as soon as possible. Review of applications and nominations for the position will begin immediately and continue until the position is filled. Submission of materials via email is strongly encouraged. Nomination letters should include the name, position, e-mail address, and telephone number of the nominee. All nominations and applications will be handled in strict confidence.

Confidential inquiries, nominations, and application materials should be directed to:
Jan Greenwood or Betty Turner Asher
Greenwood/Asher & Associates, Inc.
42 Business Center Drive, Suite 206
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Phone: 850.650.2277, Fax: 850.650.2272
E-mail: jangreenwood@greenwoodsearch.com or bettyasher@greenwoodsearch.com

The University of Minnesota shall provide equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression. This document is available in alternative formats upon request.
Overview of the Office for Equity and Diversity

The Office for Equity and Diversity is comprised of eight offices and major initiatives that work together, and in collaboration with many faculty, staff, students and administrators system-wide, to educate and serve all members of the university community. The eight OED offices and major initiatives include:

The **Office for Business and Community Economic Development (BCED)** contributes to the economic growth of Minnesota communities through collaboration and partnerships with government, private enterprise and community organizations. BCED provides training and promotes business opportunities, capacity building, and job expansion—and fosters socioeconomic empowerment—through programs that create opportunities for business owners from historically and currently underrepresented communities.

**Disability Services** promotes access and equity for all students, faculty, staff and guests of the University. It does this through design of innovative learning and working environments, and the collaborative education and partnership with the University community.

The **Institute for Diversity, Equity, and Advocacy** is a faculty support initiative that convenes scholars from the University of Minnesota and around the world to collaborate across disciplines, departments, colleges, and campuses. It supports the development of new research, and is designed to enhance retention and faculty diversity by fostering stronger ties among faculty and with faculty and the local community.

The **Office for Diversity in Graduate Education** coordinates and leads the University's initiatives in the recruitment, funding, retention and graduation of a diverse graduate and professional student body. It also works closely with other University offices concerned with diversity and multiculturalism, specifically in the areas of admissions, and academic support and mentoring.

The **Office of Equal Opportunity and Affirmative Action (EOAA)** is committed to eliminating individual and systemic barriers that inhibit individuals and groups from attaining equal access to University of Minnesota employment, education, programs, and services. EOAA provides expertise and system-wide leadership in: policy development and issue identification; education; discrimination consultation and investigation; community connections; and compliance.

The **Gay, Lesbian, Bisexual, Transgender, Ally Programs Office** improves the campus climate for all University students, staff, faculty, alumni, and visitors by developing and supporting more inclusive understandings of gender and sexuality. It does this by bridging and building communities that create affirming and welcoming environments in which people can be their whole selves and which honor all identities and experiences.

The **Multicultural Center for Academic Excellence** develops and fosters inclusive, coherent learning for undergraduates at the University of Minnesota through educational support programs and community engagement and cultural activities. It promotes a culture of achievement that values equity, diversity, excellence, and social justice.
The **Women's Center** advances equity for women students, staff, faculty and alumnae across identities. The Center offers leadership programs, events, workshops and consultations; connects women to information, scholarships, organizations and colleagues; and advocates for organizational change in policies and practices. The first campus-based Women’s Center in the nation, the Center celebrated its 50th anniversary in 2010.

To learn more about the Office for Equity and Diversity, please visit: [www.academic.umn.edu/equity](http://www.academic.umn.edu/equity).

**Overview of the University of Minnesota**

The University of Minnesota, with its five campuses, ranks among the most prestigious research universities in the United States. Diversity, inclusion, multiculturalism, and educational and employment equity are core values of the University. As both a public research university and a land-grant institution, it is characterized by a strong tradition of research, teaching, and public engagement. Outstanding faculty, staff and students generate discoveries and innovations across a wide variety of disciplines. The Office for Equity and Diversity is located on the Twin Cities campus. There are also distinctive campuses at Crookston, Duluth, Morris, and Rochester, Minnesota. Additional information about the University can be found through its website at [www.umn.edu](http://www.umn.edu).