

East Tennessee State University

Vice President for Equity and Inclusion

East Tennessee State University seeks applications and nominations for the position of the Vice President for Equity and Inclusion. East Tennessee State University recognizes that equity and inclusion are educational, economic, and civic imperatives and that diversity is critical to achieving academic excellence. The Vice President will champion the development of a diverse and inclusive culture at ETSU, becoming the model of equity and inclusion in the community and on regional college campuses across the Appalachian South and beyond.

The Vice President also serves as a strong and vocal champion for the access, equity, and diverse multicultural resources and programs across the university. The ideal candidate will be a visionary and transformative thought leader, who has demonstrated experience and/or influence in achieving positive change in an academic setting in the areas of access, inclusion, multiculturalism, community, economic development, and educational and employment equity for all people.

Position Overview. The Vice President for Equity and Inclusion is the chief diversity officer for East Tennessee State University, providing academic and administrative leadership for the equity and inclusion vision, resources, and programs across the entire university. The Vice President promotes and implements the equity and inclusion strategic goals set for the university and reaffirms and fosters a university community and campus climate that values and actively supports diversity and inclusion. 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.

The Vice President is a 100 percent time, 12-month senior administrative position reporting to the Office of the 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.

Major responsibilities include:

- Serves as a champion for diversity, equity, and inclusion for the university
- Leads the implementation of the university's strategic plan for equity and inclusion, including reviewing the progress made to date and developing and implementing university wide equity and inclusion activities that build upon and are consistent with the university president's articulated commitment to excellence and access
- Oversees the responsible planning, stewardship, management, and accountability of fiscal, capital, and human resources of the Office for Equity and Inclusion
- Works with the office of Human Resources to train HR staff on how to select, manage, evaluate, train and retain diverse employees
- Generates external resources such as private gifts, grants, and contracts to help drive and support the office's and university's overall impact and success
- Promotes and support the university's ongoing efforts to continue to improve access and college readiness of talented and qualified underrepresented students to the university

- Serves as an advocate and a resource for all population groups, including women, members of racial/ethnic groups, and members of the LGBTQ community
- Promotes interdisciplinary collaboration that enhances diversity awareness education as the university works to embed diversity, equity, and inclusion policies and processes into the culture
- Works 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
- Supports graduate and undergraduate education by working in partnership with the graduate education and professional schools on their multicultural programs as well as with the colleges and others on undergraduate multicultural research opportunity programs
- Engages faculty, staff, students, and community leaders in issues related to diversity and inclusion at the university
- Works collaboratively with academic and administrative leaders on campus to enhance the recruitment and retention of diverse faculty and staff
- Engages 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 diversity and inclusion to maximize the educational impact
- Builds authentic and collaborative working relationships with external diverse communities and stakeholders
- Supports and coordinates the Office for Equity and Inclusion external relations efforts with diverse communities
- Serves as a member of the university president's senior leadership group
- The Vice President will be responsible for administrative and programmatic oversight and coordination of the units, departments, and offices that are a part of the Office of the Vice President for Equity and Inclusion

Required Qualifications

- Ph.D. or comparable terminal degree in hand at time of application
- Demonstrated record of successful 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 university
- 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