

**ASSOCIATE VICE PRESIDENT FOR INCLUSION AND
EQUITY/CHIEF DIVERSITY OFFICER
THE UNIVERSITY OF AKRON**

The University of Akron invites applications and nominations for the position of Associate Vice President for Inclusion and Equity/Chief Diversity Officer. Reporting to the Senior Vice President, Provost and Chief Operating Officer, this new position will be responsible for leading and engaging the campus and larger community in new initiatives that will both foster the valuing of differences and promote high quality educational experiences leading to learning outcomes such as critical thinking and culturally enriched personal development.

The Associate Vice President and Chief Diversity Officer will provide leadership for the implementation of the principle of Inclusive Excellence found in the University's Academic Plan. The successful candidate will oversee and coordinate outreach efforts to diverse populations of students, faculty, staff, and community members, including developing mentoring programs and presentation of workshops and seminars on topics such as cultural awareness, developing cultural competencies, and understanding and valuing difference. Other responsibilities include collaborating with appropriate campus offices to address issues and concerns related to retention of students, faculty and staff, working closely with the Human Resources department to develop strategies for recruiting a diverse pool of faculty and staff, and developing and implementing assessment activities for the learning outcomes related to the Inclusive Excellence principle of the Academic Plan,

The Associate Vice President and Chief Diversity Officer will be part of teams of decision makers at the University and in the surrounding community that discuss, evaluate, and determine the need for new or revised policy related to Inclusive Excellence. The Associate Vice President will communicate regularly to institutional constituencies on the progress of the University in reaching the goals of the Inclusive Excellence principle. The position has a collaborative relationship with the Council on Diversity, the Inclusive Excellence Research group within the Institute for Teaching and Learning, the Office of International Programs, and Academic Achievement Programs.

The Associate Vice President will supervise a staff of 8 full time professionals in the Office of Multicultural Development, Women's Studies, the Pan-African Center for Cultural Studies, and the Dr. Shirla R. McClain Gallery of Akron's Black History and Culture.

The successful candidate will possess these qualities:

- ◆ Demonstrated excellence as a leader in bringing together multiple campus and community constituencies to collaborate on behalf of diversity and inclusive excellence
- ◆ Experience in the successful management of complex institution-wide initiatives and community partnerships related to diversity and inclusive excellence
- ◆ A track record of success as an advocate for inclusion and equity with communities external to campus, including but not limited to municipal and regional leaders, funding agencies, and alumni
- ◆ Established record of success in leading institution-wide diversity initiatives in the areas of recruitment, retention, mentoring, curriculum development, and diversity training at all levels including support for global/international initiatives
- ◆ Active engagement in national and international networks of diversity educators
- ◆ Active engagement in national and international networks of scholar-practitioners
- ◆ Participation as a leader in local organizations
- ◆ Evidence of competence in designing assessment plans related to achievement of sustainable outcomes for improved campus climate, program development in areas noted, and recruitment and retention of students and employees
- ◆ Excellent written and oral communication skills, including platform skills
- ◆ Advanced degree required. Earned Doctorate, with credentials for appointment as Professor with tenure, preferred.

Founded in 1870, The University of Akron is a public coeducational doctoral/research institution with a main campus located in Akron, Ohio, at the heart of a large (4.5 million people) dynamic region that

includes Akron, Canton, Cleveland, and its surrounding municipalities. Today, over 24,000 students from 35 states and 102 countries are enrolled. Approximately one-third of our students live on or near campus. The University has a diverse campus community: 15% of its overall student body is of color, as are almost 20% of its faculty and staff. The University of Akron seeks to provide all students access to a higher education opportunity focused upon excellence in an environment of inclusion where every member of the campus community has the opportunity to achieve his or her goals. The five design principles of Akron's Academic Plan, *Design for Our Future*, express the culture within which students learn, grow and succeed. Because we know that institutional excellence and the flourishing of community are enriched by a culture that is defined in our Academic Plan, as a campus community, we aspire to the development of leadership that is characterized by engagement, innovation, and inclusion. We will assess our efforts to build leadership and will use the results to evaluate our success in reaching these goals.

Application: Interested individuals should send a letter describing their interest in and qualifications for the position, a resume, and contact information including email addresses for five references. The packet should be sent electronically (Microsoft Word attachments preferred) to Bill Spelman at Bill@wspelman.com. The subject line in the email should be AVPDAKR. Documents that must be mailed should be sent to William Spelman Executive Search, Stony Point Landing, 667 Midship Circle, Webster, NY 14580.

Confidential inquiries will be received at 585.787.9742. Confidentiality will be maintained, and references will not be contacted without prior knowledge or approval of the candidate. For full consideration, all materials should be received by November 14, 2007. The process will continue until the position is filled.

The University of Akron is committed to a policy of equal employment opportunity and to the principles of affirmative action in accordance with state and federal laws.

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