Vice President for Diversity, Equity, and Inclusion

Position Description
The Opportunity

The University of Virginia (UVA) seeks nominations and applications for the position of Vice President for Diversity, Equity, and Inclusion (VPDEI). As a member of the President’s Cabinet, the VPDEI will advance the University’s commitment to diversity, equity, and inclusion by improving our institutional climate, culture, and capacity to attract, retain, and leverage the diversity in our community. Forging a shared sense of responsibility among faculty, staff, and students will be an essential element in realizing this larger goal. The VPDEI will report directly to the president, and be the primary architect devising and executing the University’s strategy for inclusive excellence as the institution’s Chief Diversity Officer.

Following the retirement of Chief Diversity Officer, Dr. Marcus Martin, M.D., the incoming VPDEI will join the University at a critical moment in its history. In August 2018, UVA welcomed its ninth president, Jim Ryan. In the coming months, the University will welcome a new Provost, Liz Magill and Chief Operating Officer, J.J. Davis. Both will be the first women to hold these positions in UVA’s history. With a new leadership team at the helm, the University is more focused than ever on promoting diversity, equity, and inclusion as core values.

“I see a community that is as vibrant as it is diverse, a community bound by shared values of student self-governance and responsibility, honor and integrity, openness and civility, intellectual rigor and human compassion, and a community willing to build bridges across apparent lines of difference so that we learn from each other and fully realize the power of gathering and cultivating such a diverse community. A community that is not simply inclusive and equitable, but also integrated”, Jim Ryan.

The University of Virginia

The University of Virginia was founded by Thomas Jefferson in 1819 to advance human knowledge, educate citizen leaders, and cultivate an informed citizenry. The complicated history of our founding and the legacy of enslaved labor is one that we acknowledge in our pursuit of a more inclusive, equitable, and diverse community. Today, UVA is a diverse global community of over 45,800 students, faculty and staff. University students represent virtually every state in the U.S., and 124 countries, and our 224,000 alumni are active in support of our mission to serve the greater good.

UVA is an iconic university of higher education, boasting nationally ranked schools and programs, distinguished faculty, a major academic medical center recently ranked number one in the Commonwealth of Virginia, and proud history of pursuing research and discovery to advance society.
The community and culture of the University are enriched by a vibrant system of student self-governance, a sustained commitment to the arts, and a robust NCAA Division 1 Athletics program.

UVA is made up of eleven schools in Charlottesville plus the College at Wise in Southwest Virginia. The University’s eleven distinguished schools bring together a variety of disciplines, offering exciting opportunities collaboration and cross-disciplinary exploration. Not including the College at Wise, the University employs nearly 30,000 people, including approximately 16,000 faculty and staff and approximately 12,000 Health System employees.

For 2018, the University was ranked third among public universities by U.S. News & World Report. In the 19 years since public universities were a separate category, UVA has ranked in the top three. For more information, visit www.virginia.edu.

The Role

Reporting to the President, and serving as a member of the President’s Cabinet, the Vice President for Diversity, Equity, and Inclusion will provide executive level leadership on inclusion, equity, and diversity efforts at the University. In addition to advising the President, the VPDEI will work closely with senior leaders, faculty, staff, students, community members, and other external stakeholders to develop and execute strategies that advance the University of Virginia’s inclusive excellence. The VPDEI is responsible for directing the Office of Equity & Inclusion, which includes shepherding institutional diversity, equity, and inclusion efforts and supervising the Office for Equal Opportunity and Civil Rights.

Relationships

Reports to:

- President

Direct Reports:

- Associate Vice President, Office for Equal Opportunity and Civil Rights
- Director, University & Community Relations and Development
- Director, Business Operations and Grants Management
- Assistant to the Vice President for Diversity, Equity, and Inclusion for Programs and Projects
- Program Coordinator, Virginia-North Carolina Alliance for Minority Participation
The Opportunity

- Administrative Assistant to the Vice President for Diversity, Equity, and Inclusion
- Administrative Support and Event Planning Assistant

Key Responsibilities

- Establish and lead the University's inaugural Office for Diversity, Equity & Inclusion as a place to consolidate, support, communicate, and guide the University's efforts around diversity, inclusion, and equity.
- Design, develop, and execute the University's strategic plan for diversity, equity, and inclusion, as well as collaborate on all school-related plans. Assess progress made and develop subsequent phases that build upon and are consistent with the President's commitment to institutional excellence.
- Develop metrics to inform strategic planning/decision-making and to ensure accountability in tracking and monitoring diversity and inclusion initiatives.
- Work with University partners, including senior academic and administrative leadership, faculty, staff, students and a diverse array of external partners and communities, to inform, shape, promote, and implement the strategic plan.
- Work in close collaboration with senior academic and administrative leaders to develop shared accountability of the University's diversity, equity, and inclusion goals, offer recommendations for meeting those goals, measure impacts, and recommend course corrections, as appropriate.
- Oversee and advance the efforts of the Office of Equal Opportunity and Civil Rights (EOCR) which ensures equal access to employment and education, including all the University's programs and activities for faculty, staff, and students in compliance with applicable federal, state, and local law; oversees the investigation and resolution of complaints; ensures effective educational training and outreach; and oversees Title IX, ensuring the UVA community becomes free from sexual and gender-based harassment and violence.
- Promote a University climate and culture that incorporates cultural competency and continuous learning about multiple varieties of human difference.
- Work in alignment with the University of Virginia Foundations and the Office of Advancement to increase revenue streams, such as gifts and grants, to help drive and support the impact and success of the University's shared diversity, equity, and inclusion efforts.
Engage in and support research initiatives and scholarly collaborations that incorporate and benefit from diverse ways of knowing and being, incorporating that knowledge in educational programs on diversity, equity, and inclusion to maximize educational impact.

Oversee the responsible planning, stewardship, management, and accountability of fiscal, capital, and human resources of the Office for Diversity, Equity & Inclusion.

Support undergraduate and graduate education by working in partnership with the vice provost and dean for graduate education, vice provost and dean for undergraduate education, and schools on multicultural programs and resources, including research opportunity programs.

Work collaboratively with Student Affairs, schools, and administrative units to enhance the effectiveness of diverse and multicultural student experiences, with intentional awareness of the unique challenges experienced by underrepresented students.

Build and sustain authentic, collaborative working relationships with external diverse communities, partners, and stakeholders to help inform the University's diversity, equity, and inclusion efforts.

Develop and expand collaborations to close University of Virginia's educational achievement and opportunity gaps.

Lead the University Diversity Council as well as the Associate Deans for Diversity group. Ensure the goals of these groups are operationalized, prioritized, and implemented on an annual basis.

Maintain and promote best practices, benchmarking, and current trends in diversity and inclusion; ensure that the VP's expertise and the field's research is used to inform excellence in program and policy development.

Maintain close ties to the University of Virginia classroom and learning environment by teaching, guest lecturing, etc.
Candidate Profile

The successful candidate possesses a demonstrated record of creative, inspiring, and accomplished leadership in complex environments with the highest level of commitment to advancing the organization’s inclusive excellence goals.

While no single individual will possess all the desired experiences and qualifications, the successful candidate will possess many of the following attributes:

Professional Record

- Experience leading institutional initiatives, building programs, and promoting diversity in a complex, decentralized environment.
- Successful track record in strengthening diversity and inclusion through proactive recruitment, training, and inspirational change management.
- Experience administering legal and regulatory frameworks, including Affirmative Action, Title VI, Title IX, Americans with Disabilities Act (ADA), relevant case law, knowledge of Title VII, etc.
- Demonstrated success in the areas of strategic planning, assessment, evidence-based decision making, talent development, and budget management.
- A supervisory record that demonstrates strengths in coaching and mentoring, managing project development teams, and improving productivity.
- Nationally recognized body of research in the field of diversity and inclusion. Advanced degree required; terminal degree strongly preferred. Either a faculty or professional appointment is possible depending on qualifications.
- Expertise in the science of diversity and diversity management as it relates to societally significant differences including, but not limited to, race and ethnicity, gender and gender identity, sexual-orientation, age, religion, disability, socio-economic status, political affiliation, country of origin, and immigration status.
- Experience building consensus and fostering collaboration among members of a large organization and/or university to engage in collective action.
Leadership Competencies

- Strong analytical skill including the ability to digest and apply relevant research and data.
- Strong conceptual skill with the ability to leverage creative and innovation approaches to complex issues.
- Courageous constitution with the capacity to develop and promote bold strategy and the willingness to stand one’s ground in the face of intense opposition when it is the right thing to do.
- Results-focus that fosters transformative change that aligns with the University’s mission and values.
- Skill in developing and articulating a compelling vision of the importance of equity, inclusion and diversity for higher education broadly, and for the University of Virginia.
- The ability to communicate effectively with diverse audiences across differences of power and position.
- The ability to influence, persuade, and gain the confidence and respect of faculty, students, and administrators.
- The ability to listen deeply and actively in interacting with diverse stakeholders.
- The ability to work collaboratively with the robust network of diversity leaders in the various schools and across Grounds.
- The ability to serve as a liaison and advisor to the president, and his cabinet, as well as faculty, administrators, staff, and student groups.
- The ability to provide leadership in mobilizing the community to advance appropriate and effective institutional responses to emergent needs, unexpected events and bias-related incidents.
To Apply

To Apply or Nominate:

To learn more about this opportunity, please visit http://executivesearch.virginia.edu/search/vice-president-diversity-equity-and-inclusion.

Applications should include a resume and letter of interest. The search will be carried out with full confidentiality; candidates will be notified before references are contacted. To apply visit Jobs@UVA.

The search is led by Nalini Turner, Managing Director – Washington, D.C. and Susan Gaines, Senior Search Consultant of the University of Virginia Executive Search Group. For more information or to nominate a candidate, or express interest in the role, please contact Susan Gaines at susangaines@virginia.edu.

The University of Virginia is an equal opportunity and affirmative action employer. Women, minorities, veterans, and persons with disabilities are encouraged to apply.