The University of Rochester seeks a dynamic, strategic, and collaborative leader to serve as its inaugural Vice President for Equity & Inclusion and Chief Diversity Officer. Established in 1850, the University of Rochester is a private research university and a member of the Association of American Universities (AAU). The University’s Latin motto, Meliora (“ever better”), reflects its in Latin motto, Meliora (“ever better”), also an acronym for its recently adopted values: Meliora, Equity, Leadership, Integrity, Openness, Respect, and Accountability. The University enrolls more than 11,800 full-time and part-time undergraduate, graduate, and professional students; and international students account for 30% of the undergraduate student population and 9% of the graduate and professional population, and international students from underrepresented minority groups make up approximately 12% of the undergraduate student population. Undergraduate and graduate students are drawn from 50 states, four U.S. territories, and close to 150 countries; locations in Rochester – the River Campus, the Medical Center, and downtown Rochester. The University’s Vice President for Equity & Inclusion and Chief Diversity Officer. Established in 1850, the University of Rochester seeks a dynamic, strategic, and collaborative leader to serve as its inaugural Vice President for Equity & Inclusion and Chief Diversity Officer. Reporting to the President, the Vice President will be responsible for providing exceptional vision and leadership, and for advancing diversity, equity, and inclusion in the broad area of diversity, equity, and inclusion. While the position is envisioned to be full-time within the administration, an affiliated faculty appointment is possible depending on candidate qualifications. The successful candidate will have a strong track record in effectively managing change and promoting diversity, equity, access, and inclusion; a minimum of eight years of experience coordinating and leading a broad range of diversity initiatives in a complex organizational environment; demonstrated leadership and administrative skills; the ability to think strategically and develop a shared vision, experience contributing to cross-campus partnerships; and success in developing measurable diversity and inclusion initiatives and in building successful relationships. The University President will chair the established University Diversity and Equity Council and represent campus priorities, values, and projects to peer institutions and beyond in national and international venues dedicated to addressing higher education's role in social justice, anti-racism, anti-discrimination, restoration, reconciliation, and accessibility efforts. The Vice President will provide leadership and support for the many ongoing efforts to promote campus-community engagement.

The University seeks a thoughtful and energetic leader with a broad vision for the role of diversity and inclusion as a cornerstone of the University’s mission. The successful candidate will have a strong track record in effectively managing change and promoting diversity, equity, access, and inclusion; a minimum of eight years of experience coordinating and leading a broad range of diversity initiatives in a complex organizational environment; demonstrated leadership and administrative skills; the ability to think strategically and develop a shared vision, experience contributing to cross-campus partnerships; and success in developing measurable diversity and inclusion initiatives and in building successful relationships. The University President will chair the established University Diversity and Equity Council and represent campus priorities, values, and projects to peer institutions and beyond in national and international venues dedicated to addressing higher education's role in social justice, anti-racism, anti-discrimination, restoration, reconciliation, and accessibility efforts. The Vice President will have familiarity with legal issues affecting affirmative action, equal opportunity, and other regulatory matters. Experience working in a decentralized academic environment with demonstrated success in strengthening diversity and inclusion through proactive recruitment, training, and change management will be critical to success. The Vice President must possess an advanced degree from an accredited institution (earned doctorate or equivalent terminal degree preferred); and demonstrate cross-cultural competencies, as well as strong emotional intelligence, influencing skills, and the ability to engage and build relationships with University constituents and underrepresented communities; strong communication and conflict-resolution skills needed to navigate politically-charged situations to resolve problems, build consensus, and reconcile competing interests; and the ability to form coalitions and inspire others to act.

Nominations and applications will be accepted until the position is filled, but for fullest consideration, applications should be received by February 1, 2019. Applications and expressions of interest should be accompanied by a cover letter, curriculum vitae, and the names of five references. Cover letters should address how the candidate’s experience and qualifications have prepared them for the role. Materials should be submitted electronically in confidence to RochesterVPEI@divsearch.com. For further information, please contact: Kim M. Morrisson, Ph.D. Senior Managing Director and Eric Belle, Managing Director Lionello Anderson, Managing Director Diversified Search 2005 Market Street, Suite 3300, Philadelphia, PA 19103 202-734-4876

The University of Rochester is an Affirmative Action/Equal Opportunity Employer, committed to providing employment opportunity without regard to an individual's age, color, disability, genetic information, gender, gender identity, national origin, race, religion, sexual orientation, or veteran status.