



# UNIVERSITY of ROCHESTER

## Vice President for Equity & Inclusion and Chief Diversity Officer

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 mission is to "Learn, Discover, Heal, Create—and Make the World Ever Better," reflected in its 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 in seven academic units within three locations in Rochester – the River Campus, the Medical Center, and downtown Rochester. The University's undergraduate and graduate students are drawn from 50 states, four U.S. territories, and close to 150 countries; students from underrepresented minority groups make up approximately 12% of the undergraduate student population and 9% of the graduate and professional population, and international students account for 30% of undergraduates and 39% of graduate and professional students. The University ranks 33<sup>rd</sup> among national universities and 23<sup>rd</sup> among "Best Value" schools in *U.S. News & World Report*, and many of its graduate programs are nationally recognized in the top of their respective categories. In FY 2018, the University had annual sponsored research expenditures of approximately \$437 million. The University is the largest employer in the region and the fifth largest private employer in New York State.

In the University's highly decentralized environment, much of the work of diversity and inclusion occurs within the schools and units, and all bear responsibility for making the University a welcoming place to all its members. Over the last three years, a range of initiatives in the area of diversity and inclusion by various University groups have built upon and strengthened efforts to improve campus climate. There is widespread support for a more coordinated and cohesive vision to be led by a new 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 to the University in the broad area of diversity and inclusion, for ensuring equity across the institution; fostering a culture of respect and inclusion for all faculty, staff, students, alumni and members of the community; and advocating for the role that diversity and equity initiatives play in achieving institutional excellence. The Vice President will help synthesize and integrate the University's many effective efforts into a visible, innovative strategy for enhancing diversity, equity, access, and inclusion across all aspects of the University's mission. The Vice President will establish and oversee the new Office of Equity & Inclusion, which is currently envisioned to comprise two distinct but related units, each headed by an associate vice president. One unit will focus on compliance, including affirmative action, Title VII, Title IX, and related matters, and the other will focus on equity and inclusion, including recruitment, retention, development, and climate for the faculty, staff, and students, with functions that include training, reporting, programming and conferences, fundraising, and accountability. In addition, the Vice President will oversee the Offices of Faculty Development & Diversity and Staff Diversity, Equity, and Inclusion and work collaboratively with diversity professionals in all of the academic units and administrative areas to advance the University's strategic diversity and inclusion goals. The Vice President will lead in creating and implementing a University-wide diversity strategic plan that addresses all aspects of diversity, building on innovative work at the University as well as unit level in the areas of recruitment, training, communication, policy and metrics. The Vice President will serve as a core member of the President's leadership team, addressing strategic issues, and provides vision and advice to the President on diversity and social justice matters, communication strategies, allocation of resources, and crisis management. The Vice 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 work with others across campus to 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 in achieving institutional excellence. 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 teams. 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 constituencies 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](mailto:RochesterVPEI@divsearch.com). For further information, please contact:

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