

Vice President for Equity and Inclusion (VPEI)
and chief diversity officer
The University of Oregon
Eugene, Oregon

The University of Oregon seeks an innovative and strategic leader for the position of Vice President for Equity and Inclusion (VPEI) and chief diversity officer. A world-class public teaching and research university of 23,000 students located in Eugene, UO is the flagship institution of the Oregon University System and one of only two AAU universities in the Greater Northwest. The University's Academic Plan affirms the University's commitment to a core of liberal education, to maintaining the academic program on a human scale, to a curriculum shaped by respectful stewardship of human and natural resources, to institutional agility in balancing between multidisciplinary innovations and traditional disciplinary strengths, to cooperative leadership and engagement with the community, and to a spirit of resourceful creativity. Scholarship on diversity issues is vibrant at the University and a growing source of institutional strength, with a cluster of multidisciplinary research centers that promote, support and disseminate research on gender, race, ethnicity, sexual orientation, and other issues relating to diversity.

The VPEI is a key member of the University's leadership and the catalyst for continuing efforts to build a diverse, inclusive, and equitable University community in all dimensions. Reporting to the President, the VPEI provides vision and leadership to diversity and equity efforts at the University. The VPEI serves on the President's Cabinet and works closely with senior administrators and academic officers to establish and achieve University priorities. The VPEI leads the development and implementation of the University Diversity Plan, represents the University and its diversity programs to external audiences, supports diversity-building programs across campus, and collaborates with academic and administrative leaders to develop external community partnerships that serve institutional diversity goals. The VPEI leads efforts to identify gaps in equity across the University, promoting access and equal opportunity for students, faculty and staff and equity in the policies and procedures that support them. In addition, the VPEI plays a key role in the achievement of progress on key priorities: faculty recruitment and hiring; student recruitment and retention; strengthening of recruitment pipelines; and reorganizing the Equity and Inclusion Office to support faculty, school, department and unit diversity efforts across campus.

The University seeks an energetic leader with a broad vision for the role of equity and diversity in achieving institutional excellence. The successful candidate will have an excellent track record in managing change along with proven experience as an organizational leader and program builder, particularly around initiatives that promote diversity, equity, access, and inclusion. S/he will be adept at facilitating connections and building partnerships and collaborations. S/he must possess an advanced degree (earned

doctorate strongly preferred) and a strong academic sensibility; it would be desirable to have an accomplished record of teaching, research, and scholarship that merits appointment as a faculty member. The successful candidate will demonstrate cultural flexibility, be comfortable building relationships of trust with the many communities that comprise the University, be astute at navigating the University's political landscape, and possess the organizational development expertise to help shape an effective infrastructure to support diversity efforts across the University.

Screening will begin immediately and continue until an appointment is made. All communications will be treated confidentially, subject to applicable law. Nominations, inquiries, and applications (including a cover letter, curriculum vitae, and the names of five references) should be directed electronically in confidence to UOregon-VPEI@divsearch.com.

For further information, please contact:

Kim M. Morrisson, Ph.D., Managing Director and Practice Leader or
Michelle R.S. Bonoan, Managing Director
Tracy McMillan, Managing Director
Manuel Gongon, Vice President and Senior Associate
Diversified Search
2005 Market Street, Suite 3300
Philadelphia, PA 19103
215-656-3588

The University of Oregon is an AA/EO/ADA institution and is strongly committed to cultural diversity.

Email Us Here: UOregon-VPEI@divsearch.com