



**BROWN
UNIVERSITY**

**Associate Vice President for Institutional Equity and Diversity
Providence, Rhode Island**

Located in historic Providence, Rhode Island and founded in 1764, Brown University is the seventh-oldest college in the United States. Brown is an independent, coeducational Ivy League institution comprising undergraduate and graduate programs, plus the Alpert Medical School, School of Public Health, School of Engineering, and the School of Professional Studies.

With its talented and motivated student body and accomplished faculty, Brown is a leading research university that maintains a particular commitment to exceptional undergraduate instruction. Brown's vibrant, diverse campus community consists of about 4,500 staff and faculty, 6,200 undergraduates, 2,000 graduate students, 490 medical school students, more than 5,000 summer, visiting, and online students, and over 700 faculty members. Brown students come from all 50 states and more than 115 countries. Brown is frequently recognized for its global reach, many cultural events, numerous campus groups and activities, active community service programs, highly competitive athletics, and beautiful facilities located in a richly historic urban setting.

The Associate Vice President in the Office of Institutional Equity and Diversity (OIED), in consultation and coordination with the Vice President and Assistant Vice President for Equal Opportunity and Diversity, will assist with the implementation and assessment of the University's goals and strategic priorities related to diversity, equity, and inclusion—leveraging the strategic Diversity and Inclusion Action Plan (DIAP) as a guide. In this role, the Associate Vice President will provide critical leadership and support for Brown University's efforts to develop a more diverse and inclusive academic community where all members are valued and provided with opportunities to thrive.

Core responsibilities will include sustaining a comprehensive set of initiatives and partnerships across the University by instituting capacity building measures that offer tangible guidance to campus-wide leaders (department managers, academic chairs, etc.) as the University continues to incorporate diversity, equity, and inclusion into its infrastructure. The Associate Vice President will work closely with academic and administrative departments in fulfilling their diversity and inclusion goals. In partnership with the academic divisions (Deans of Faculty, Engineering, and Public Health) as well as academic departments, the Associate Vice President will design effective strategies to

increase diversity in employment, identifying best practices for recruitment, hiring, promotion, and retention of faculty.

The Associate Vice President will serve as a member of the OIED leadership team and work closely with the Vice President to realize the University's strategic priorities. The Associate Vice President supervises three direct reports: Director of Institutional Equity and Diversity, Director of Inclusion and Institutional Engagement, and OIED's Equity and Diversity Data Analyst.

The ideal candidate will be a talented administrator with a track record of advancing, promoting, and building capacity for diversity, equity, and inclusion in a complex, decentralized environment. This individual will demonstrate the ability to work collaboratively with internal and external partners and stakeholders; expertise in the areas of strategic planning, assessment, and evidence-based decision making; strong data gathering, data analysis, problem solving, and analytical skills; knowledge of best practices in diversity education and training; knowledge of federal and state laws and regulations related to equal opportunity and affirmative action; strengths in coaching, mentoring, and conflict resolution; and exceptional communication and interpersonal skills. An advanced degree (doctorate preferred) and at least six years of relevant experience are required.

Brown University has retained Spelman Johnson to assist with this search. Review of applications will begin immediately and will continue until the position is filled. For fullest consideration, application materials should be received by March 21, 2022. A resume or curriculum vitae with a cover letter that addresses the responsibilities and requirements described in the position specification may be submitted via the Spelman Johnson website at www.spelmanjohnson.com/open-positions.

Confidential inquiries and nominations should be directed to Jim Norfleet, Practice Leader and Senior Consultant, at jmn@spelmanjohnson.com. Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895.

Visit the Brown University website at www.brown.edu

Brown University is an E-Verify Employer.

Brown University is committed to fostering a diverse and inclusive academic global community; as an EEO/AA employer, Brown considers applicants for employment without regard to, and does not discriminate on the basis of, gender, sex, sexual orientation, gender identity, national origin, age, race, protected veteran status, disability, or any other legally protected status.

In order to maintain 90% or greater universal vaccination rates on campus, all newly hired employees at Brown University must receive the final dose of the COVID-19 vaccine before they begin work, unless they are approved for a medical or religious exemption. For more information, please visit the [Healthy Brown](#) site.