



Associate Provost for Diversity, Equity and Inclusion (F1780)

James Madison University (JMU) is primed for an evolved diversity, equity, and inclusion perspective. The Academic Affairs (AA) Division seeks an Associate Provost for Diversity, Equity, and Inclusion (AP-DEI) who will lead the division towards ensuring that all academic programs, departments, and classrooms support and sustain recruitment, retention, equity, justice, and inclusion for a diverse community of students, faculty, and staff.

The AP-DEI's office is envisioned to provide a wellspring of resources for advancing diversity, equity, and inclusion initiatives across campus. The AP-DEI will manage and develop a budget and support structure and take actions built on extensive scholarly foundations including critical, historical, current and cross-disciplinary studies of social, political, and economic underpinnings of inequality and exclusionary practices.* The AP-DEI develops research-informed strategic plans for, and responds to, DEI-related challenges and queries from internal and external constituencies. The AP-DEI provides institutional frameworks for action; community building; and best practices for succession planning, curriculum transformation, and retention. The AP-DEI has the capacity and responsibility to articulate the value of DEI in achieving institutional, individual, and collaborative excellence, holding units accountable for progress and outcomes. Representing Academic Affairs across campus in collaboration with key offices, including Admissions, Student Affairs, and Advancement. The AP-DEI is the chief DEI officer for the division, representing Academic Affairs across campus, regionally, nationally, and globally.

*Scholarly foundations require a broad understanding of the historical and current struggles and challenges faced by a wide range of demographic groups as well as models for reforming institutional practices that foster inequality and exclusion at different levels.

The AP-DEI reports directly to the Provost who also serves as JMU's Senior Vice-President for Academic Affairs; participates as a member of the Provost's Leadership Team and serves on the Academic Council.

The position supports and assists in the coordination and work of relevant committees and activities across campus, e.g.:

- Campus History Committee
- Diversity Caucuses
- Climate Study Response and Implementation Team
- Task Force for Racial Equity (follow-up)
- Sexual Orientation Gender Identity and Expression (SOGIE) report follow-up
- Convenes and collaboratively works with AA Diversity Council chairs from AA units
- Collaborates with divisional DEI leaders

Responsibilities

- Drawing on the expertise of faculty and staff, provides vision and leadership in moving academic affairs to more effective inclusive environments and experiences for faculty, staff, and students
- Serves as a catalyst and primary advisor to Provost's Leadership Team (PLT) on DEI matters
- Monitors and influences the articulation, resourcing and implementation of the Academic Affairs Anti-Racist and Anti-Discrimination Agenda and updates the agenda annually
- Works collaboratively with DEI leaders to foster enhanced alignment of DEI-related goals created throughout the division
- Fosters existing and creates new collaborative DEI relationships with internal and external stakeholders

- Advises and collaborates with Academic Council on the facilitation, benchmarking and implementation of DEI plans that support university strategic goals, including DEI-responsive recruitment, retention, and development of all employees in AA
- Synthesizes the articulated short term and long-term goals of AA units toward an inclusive culture and tracks metrics for measurement of progress
- Encourages capacity building of students, staff, and faculty and facilitates educational support to AA community members toward equity and inclusion
- Partners with AA leadership to improve student retention, persistence, engagement, and graduation outcomes
- Works in a team environment to manage messaging and assets related to DEI, coordinating with AA leadership and across divisions, on related matters (i.e., website content, institutional responses, events) to align and articulate AA values and messaging with those in other parts of the university, including University Communications, Student Affairs, and the President's Office.
- Represents the Office of the Provost in official and informal capacities with JMU faculty, senior leadership, the Board of Visitors and, as needed, external communities and stakeholders
- Establishes partnerships and co-creates initiatives with the vice provosts and other members of the Academic Council

Qualifications

- Experience with successfully improving access, inclusion, and equity
- Demonstrated success as an experienced administrator, with the ability, coordinate, communicate, and manage overlapping multiple short- and long-term priorities
- Ability to work with data analyses for evidence-based evaluation and leadership
- Ph.D. or terminal degree, scholarly achievement, and teaching experience to inform practice in an emerging research university

To learn more and to apply, go to joblink.jmu.edu and reference posting F1780, or go directly to <https://joblink.jmu.edu/postings/10964> . Review of applications will begin February 5, 2022 and the position will remain open until filled. Salary shall be commensurate with experience.

James Madison University is committed to creating and supporting a diverse and inclusive work and educational community that is free of all forms of discrimination. This institution does not tolerate discrimination or harassment on the basis of age, color, disability, gender identity or expression, genetic information, national origin, parental status, political affiliation, race, religion, sex, sexual orientation or veteran status We promote access, inclusion and diversity for all students, faculty, staff, constituents and programs, believing that these qualities are foundational components of an outstanding education in keeping with our mission. The university is interested in candidates whose experience and qualifications support an ongoing commitment to this core quality Anyone having questions concerning discrimination should contact the Office for Equal Opportunity: (540) 568-6991.