



Vice President for Equity, Diversity, and Inclusion

Salem Academy and College, invites applications for Vice President for Equity, Diversity, and Inclusion to lead its efforts towards continuously improving as an increasingly diverse, equitable and inclusive community.

ABOUT SALEM ACADEMY AND COLLEGE

Salem Academy and College is the oldest continuously operating educational institution for girls and women in the country by its founding date of 1772. The institution is currently celebrating its 250th anniversary and is engaging in transformational change to innovate in women's education. Salem Academy is a college preparatory school located on a diverse, active college campus focused on preparing young girls for careers in STEAM. Salem College is the nation's only liberal arts college exclusively dedicated to developing the next generation of individuals in health leadership. Salem Academy and College is located in Winston Salem, North Carolina, a vibrant college town known for arts and innovation.

Salem Academy and College is an intimate learning community with students from all over the world. Reporting to the President, the Vice President for Equity, Diversity, and Inclusion will have responsibility for developing and implementing a comprehensive institution-wide diversity, equity, and inclusion strategy that will inform Salem's focus on Health Leadership.

ESSENTIAL DUTIES & RESPONSIBILITIES:

- Lead the institutional Office of Equity, Diversity, and Inclusion and serve as a thought leader and trusted partner for the university, ensuring a campus-wide commitment to diversity, equity and inclusion.
- Serve on the president's executive team in addition to various university committees and councils.
- Collaborate with senior university executives, deans, faculty, staff, and students to develop and implement comprehensive strategies for advancing diversity, equity, and inclusion.
- Develop an infrastructure to assess and evaluate diversity, equity and inclusion strategies at the Academy and College, over time and to enable data-driven decision-making and continuous improvement.
- Assist with the development and implementation of policies, procedures, and practices to support a working and educational environment (curricular and co-curricular) that is free from bias, harassment, and discrimination, in collaboration with senior administration.
- Monitor and assess the multi-cultural and multi-generational campus climate in relation to equity, diversity, and inclusion; advise the administration on campus climate issues; and play a pivotal role in identifying and providing constructive, educational, and restorative solutions to related conflicts that may arise through conciliation and other forms of dispute resolution.



- Partner with Human Resources, Title IX, and Student Affairs on compliance, investigations, and matters related to creating and maintaining a safe and welcoming community.

MINIMUM QUALIFICATIONS

The position has the following required educational and experiential qualifications and proficiencies:

- A deep understanding of the national conversation around diversity, equity, inclusion, and justice in higher education and awareness of best practices and emerging issues
- An advanced degree or its equivalent (Bachelor's degree and 5+ years of relevant experience) and demonstrated professional experience in diversity leadership and/or equity and compliance.
- Demonstrated ability to work effectively and collaboratively with individuals of all backgrounds within a multi-generational community, to promote equity and diversity, to foster inclusion, and to effect positive change.
- Demonstrated ability to analyze and interpret information, to determine relevance and evaluate credibility, to develop and implement appropriate recommendations, and to resolve conflicts.
- Demonstrated knowledge of and skills in the following areas: promotion of diversity and equal opportunity; conflict resolution; consensus building; and data collection and analysis.
- Excellent oral and written communication, presentation, and organizational skills.
- Background and/or experience in a health-related field or institution, preferred.

APPLICATION PROCESS

To apply, please send a letter of interest addressing your qualifications for the position along with a resume or curriculum vitae and three professional references to hr@salem.edu. The letter of interest may be addressed to the "Search Committee." The review of applications will begin on March 14, 2022, and will be ongoing until the position is filled.

Salem Academy and College is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, national origin, age, religion, disability status, sex, sexual orientation, gender identity, veteran status, pregnancy, or any other characteristic protected by law.