Position Announcement

Massachusetts Institute of Technology
Senior Associate Dean for Diversity and Community Involvement

The Massachusetts Institute of Technology (MIT), an independent, coeducational, and privately endowed institution, was founded in 1861 and is today one of the world’s top universities. Teaching and research—with relevance to the practical world as a guiding principle—continue to be its primary purpose. Its five schools and one college encompass numerous academic departments, divisions, and degree-granting programs, as well as interdisciplinary centers, laboratories, and programs whose work cuts across traditional departmental boundaries. Located in Cambridge, Massachusetts, across the Charles River from downtown Boston, MIT is home to 4,527 undergraduate and 6,804 graduate students. MIT is dedicated to providing its students with an education that combines rigorous academic study and the excitement of discovery with the support and intellectual stimulation of a diverse campus community.

Reporting directly to the Vice President and Dean for Student Life, the Senior Associate Dean is responsible for providing strategic direction and leadership with an overarching focus on the development of multicultural initiatives for the Division of Student Life. The Senior Associate Dean advances the broad range of strategic initiatives to advance community involvement programs through the oversight of five multi-purpose buildings, a $4 million operating budget, over 500 student organizations, and fifty staff on campus. The Senior Associate Dean will be a results-oriented leader and will inspire a shared vision for engaging students and developing a welcoming and supportive campus community. The leadership team reporting to the Senior Associate Dean is comprised of five direct reports who provide administrative oversight to: The Office of Multicultural Programs, LBGTQ@MIT, MIT Religious Life, including the Chaplain to the Institute, Student Leadership and Engagement, the Priscilla King Gray Public Service Center, the Campus Activities Complex, the Hobby Shop, and DSLx Life Learning (a student life online learning initiative). The Senior Associate Dean sets the broad organizational direction and priorities, oversees budgets and communications, advances policy development, encourages faculty involvement, and conducts assessment of learning outcomes. The Senior Associate Dean works as a key member of the Vice President’s senior leadership team within the Division of Student Life and collaborates with partners throughout MIT to build engagement, support leadership development, strengthen cultural fluency while expanding appreciation for issues of social justice, equity, and inclusion, and advance a community in which all undergraduate and graduate students thrive personally and intellectually.

A master’s degree (doctorate preferred) with extensive experience in the design, coordination, and assessment of educationally purposeful student engagement initiatives and diversity programming, complemented by a track record of progressive experience in a university setting are required. A broad knowledge of student life/student development and demonstrated experience working successfully with diverse student populations are essential. Additional competencies and experience that will be important in the selection of the Senior Associate Dean include: substantive budget management and supervisory experience; proven record of engaging students in program development and implementation; demonstrated ability to work and lead in a cross-functional, fast-paced educational environment; record of leadership and commitment to developing a cohesive team focused on continuous improvement and professional growth; knowledge of student center/student union operations and facilities management; excellent organizational, communication (oral and written), and interpersonal skills; ability to work collaboratively with others in an environment of multiple voices and perspectives; and an unwavering
commitment to excellence, coupled with an ability to inspire and influence others to achieve their full potential.

Review of applications will begin December 12, 2016 and will continue until the position is filled. A resume with an accompanying cover letter may be submitted via the Spelman Johnson website at www.spelmanandjohnson.com/open-positions. Nominations for this position may be emailed to Valerie B. Szymkowicz at vbs@spelmanjohnson.com. Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895.

Spelman Johnson
MIT – Senior Associate Dean for Diversity and Community Involvement
Valerie B. Szymkowicz, Senior Associate

Visit the MIT website at www.mit.edu

MIT is an equal employment opportunity employer. All qualified applicants will receive consideration for employment and will not be discriminated against on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, veteran status, or disability.