

Position Announcement

Smith College Vice President for Inclusion, Diversity and Equity

Smith College, the largest independent women's college and one of the top 20 liberal-arts colleges in the country, seeks a dynamic intellectual leader, skilled administrator and collaborative campus partner to serve as its next vice president for inclusion, diversity and equity. The vice president will report directly to the president, Dr. Kathleen McCartney, and will be a member of her senior cabinet. The person will be a highly respected leader with a strong commitment to the liberal arts, to the mission of a women's college and to the educational value of diversity. The vice president will play a pivotal role in ensuring that the ideals of equity, inclusion and justice espoused in the college's broader mission are inherent in the relationships, practices and activities of Smith's students, staff and faculty.

The vice president for inclusion, diversity and equity (VPIDE) is singularly positioned to influence Smith's commitment to its institutional mission and to guide the development and administration of all diversity- and equity-related initiatives and programs. Among the position's responsibilities are programming, curricular initiatives, compliance, complaint investigation, and recruitment and retention of faculty, students, and staff. This individual will work with college-wide diversity-related committees, provide an overarching vision to these efforts and harness their power to create a compelling and powerful campus agenda. This mandate requires a highly collaborative leader with a strategic imagination. The successful candidate will have a thorough understanding of best practices in the field, and the creativity to meet the particular challenges facing the largest independent women's college in the country.

The next VPIDE will work closely with the president's senior cabinet to implement and monitor diversity-related initiatives to ensure their success. The individual will also respond to emerging issues, ideas and challenges, and think strategically with the president, dean of the college and other members of the cabinet about how best to position the college in the decade ahead. Even though the VPIDE will have a significant and far-reaching sphere of influence over many aspects of campus life, no one individual can effectively shoulder an institution's entire diversity effort. Working closely with each member of the cabinet, the VPIDE will participate in initiating and supporting data-driven plans to identify where improvement is needed for faculty and staff recruitment, development and retention; expanding Smith's pool of prospective students in concert with the Office of Admission; and ensuring the sustainability of Smith's progress in diversity-related areas and in the recruitment and retention of diverse staff and faculty. The position will lead and further develop the Office of Inclusion, Diversity and Equity (OIDE) and will supervise three direct reports: dean of multicultural affairs, Title IX coordinator, and institutional equity officer, and department coordinator.

This position is an exceptional opportunity for a strategic leader who has a documented history of successfully developing and advancing diversity, equity and inclusive excellence. Smith College seeks candidates whose education, perspectives and personal and professional experiences have together prepared them to serve as an effective and collaborative leader of the college's efforts to create a more diverse, equitable and inclusive environment. The ideal candidate will be an accomplished leader and broad-based manager with strategic capacity, operational strengths, outstanding communications skills and a deep conviction for the mission and values of Smith College. Additional qualifications are outlined in the position specification available on the Spelman Johnson website:

<https://www.spelmanandjohnson.com/position/vice-president-inclusion-diversity-equity/>.

Review of applications will begin September 22, 2017 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.spelmanjohnson.com/open-positions**. Confidential inquiries and nominations for this position may be emailed to James M. Norfleet at jmn@spelmanjohnson.com. Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895.

Spelman Johnson

Smith College – Vice President for Inclusion, Diversity and Equity
James M. Norfleet, Search Associate

Visit the Smith College website at www.smith.edu

Smith College is an Equal Opportunity, Affirmative Action Employer. Women, minorities, veterans, and individuals with disabilities are encouraged to apply.