

Position Announcement

University of Michigan Associate Vice President for Institutional Equity

The University of Michigan (U-M), the state's public flagship university and one of the world's preeminent research universities, invites inquiries, nominations, and applications for the position of Associate Vice President for Institutional Equity.

Now operating in its third century, U-M continues to explore how it will fulfill its mission to develop leaders and citizens who will challenge the present and enrich the future. Currently, the main campus in Ann Arbor has an enrollment of 46,000 students, about a third of whom are in graduate and professional studies, and a tenured and tenure-track faculty of nearly 3,200 (total faculty of over 7,200 and a total staff of more than 15,000). U-M is consistently ranked among the top institutions of higher education globally with 263 degree programs, a 97 percent first-year student retention rate, and 102 graduate programs ranked in the top 10 nationally. In addition to the main campus and medical center, the university has regional campuses in Flint and Dearborn.

From its status as one of the first universities in the nation to admit women in 1870, to its historic defense of race-conscious admission policies at the United States Supreme Court in 2003, U-M continues to lead the way in making higher education accessible to all. In the fall of 2016, after a yearlong period of intense planning, U-M launched its five-year strategic plan for diversity, equity, and inclusion, which signified the university's renewed pledge for developing a diverse university community while creating an inclusive and equitable campus climate.

The Office for Institutional Equity (OIE) has recently been reorganized and now fully reports to the Office of the Provost. OIE is currently expanding its staff to accomplish its core functions and support the university's plan to create a diverse, equitable, and inclusive environment for the entire campus community. OIE is responsible for carrying out the university's protected class discrimination and harassment policies with respect to faculty and staff, and the sexual harassment policies related to students, faculty, and staff. OIE is a key leader in the development of these policies and in educational efforts related to equity and anti-discrimination issues across the campus and health system. OIE collaborates with the Office of Diversity, Equity, and Inclusion; Human Resources; the Division of Student Life; Office of the General Counsel; university and local law enforcement; and other stakeholders in serving as a resource and leader in the university's commitment to diversity and equity for all members of its community.

The Associate Vice President for Institutional Equity (AVPIE) provides leadership and direction in support of diversity, inclusiveness, equal access, equitable treatment, and cultural understanding and competency; oversees and ensures compliance with affirmative action, equal opportunity, civil rights, and higher education laws, including Title IX, Title VII, the Americans with Disabilities Act, and other federal and state laws; oversees the delivery of investigations, programming, educational opportunities, and other services; works collaboratively with other senior leaders on strategic planning, policy creation, and various efforts to build a community rich in cultural understanding and an ethical work environment free from all forms of discrimination and harassment; serves as a thought leader and resource in developing and implementing equity and diversity initiatives within the U-M community; and oversees the university's mediation efforts involving faculty and staff. The position directs OIE's administrative functions and operations and is responsible for a \$2 million budget and 17 FTE staff, including 11 direct

reports, including the university's Title IX Coordinator and its ADA Coordinator. The position reports directly to the Provost and Executive Vice President for Academic Affairs.

Requirements include a record of successful administrative experience in diversity and equity, affirmative action, and resolution of discrimination and harassment complaints, preferably at a higher education institution or an organization with similar complexity; extensive knowledge of AA/EEO/civil rights and higher education laws; experience overseeing and/or personally conducting investigations on various issues related to discrimination, discriminatory harassment, and sexual harassment; experience overseeing, developing, and/or presenting educational programming, related to issues of diversity, equity, inclusion, and/or related legal compliance; and a JD or master's degree in a related field or equivalent education and experience. The ideal candidate will present evidence of strategic agility, excellent judgment, supervisory experience, strong communication and interpersonal skills, impeccable integrity, and ability to respond with equanimity to crisis, criticism, high risk, and situations that are highly sensitive or have been escalated publicly or within the university.

U-M has retained Spelman Johnson to assist with this search. Review of applications will continue until the position is filled; complete applications received by September 20, 2019, will be assured full consideration. 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 should be directed to Jim Norfleet at jmn@spelmanjohnson.com. Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895.

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