Associate Dean for Diversity and Inclusion

St Lawrence University seeks an accomplished and creative professional for the newly created position of Associate Dean for Diversity and Inclusion.

The successful candidate will work with the University’s Diversity Committee and report to the Vice President of the University and Dean of Academic Affairs and the Vice President and Dean of Student Life. The Associate Dean for Diversity and Inclusion will advise the University’s senior leadership team and lead strategic diversity and inclusion efforts that advance the University’s mission and vision; collaborate with key university constituencies to develop and deploy initiatives that contribute to the achievement of diversity and inclusion related goals; contribute to the recruitment, retention, and success of underrepresented faculty, staff and students; support the efforts of St Lawrence University faculty and academic leaders to enhance the University’s curriculum as it pertains to diversity and inclusion; and serve as a resource for students, student organizations faculty and staff about diversity and inclusion.

More specifically, The Associate Dean for Diversity and Inclusion will meet at least twice a semester, individually and collectively, with the members of the President’s Senior Staff and on a bi-weekly basis with the University's Diversity Committee to:

- Develop strategies, through a diversity and inclusion plan, that are designed to increase and support curricular and co-curricular diversity.
- Collaborate with administrators and faculty to develop strategies specifically designed to increase student retention and success.
- Support faculty development programs focused on creating and assessing diverse classrooms.
- Support the delivery of individual and organizational needs assessment in the areas of diversity and inclusion.
- Demonstrate substantial experience and judgment in intergroup or interpersonal relationships and potential difficulties that involve members of the community, including faculty, staff, students, and others.
- Collaborate with trained campus mediators when acute differences of understanding need to be calmed and bridged.
- Co-sponsor educational experiences, curricular and co-curricular, that foster student learning across difference.
- Collaborate with staff who support international students and who advise students who study in international and domestic off-campus programs.
- Advance, implement and execute, with colleagues, various components of University’s recently completed Diversity Commission Recommendations.
- Lead and coordinate diversity planning, including identifying and creating new initiatives that demonstrate the University’s commitment to a welcoming, inclusive environment for all of its students, faculty, staff and visitors.
Qualifications:
Doctorate or terminal degree preferred, a master’s degree required; minimum five years of experience related to diversity and inclusion in a higher education setting required.

The successful candidate will demonstrate a collaborative and transparent leadership style; strong interpersonal skills; excellent written and verbal communication skills; ability to collaborate with and advise students, student organizations, faculty and staff from all backgrounds and identities; ability to collect and use data to assess the effectiveness of initiatives; outstanding organizational, problem-solving, and program development skills; in-depth, contemporary knowledge of the culture of higher education and the issues of access, inclusion, diversity, equity, and multiculturalism in a higher education setting; and the respect for and understanding of shared governance.

Interested applicants must apply online at [http://employment.stlawu.edu](http://employment.stlawu.edu) uploading all required materials which are defined in the “special instructions to applicant” section. Review of applications will begin immediately and continue until the position is filled. Questions about the position may be directed to Dr. Joseph Tolliver ([jtolliver@stlawu.edu](mailto:jtolliver@stlawu.edu)), Vice President and Dean of Student Life.

All offers of employment are contingent upon the finalist successfully passing a background (including criminal records) check.

Located in Canton, NY, St. Lawrence University is a coeducational, private, independent liberal arts institution of about 2,400 students from more than 40 states and 40 nations. The educational opportunities at St. Lawrence inspire students and prepare them to be critical and creative thinkers, to find a compass for their lives and careers, and to pursue knowledge and understanding for the benefit of themselves, humanity and the planet. Through its focus on active engagement with ideas in and beyond the classroom, a St. Lawrence education leads students to make connections that transform lives and communities, from the local to the global.

The University is committed to and seeks diversity among its faculty, staff and students. Such a commitment ensures an atmosphere that is diverse and complex in ways that are intellectually and socially enriching for the entire campus community. Applications by members of all underrepresented groups, as well as from individuals with experience teaching or working in a multicultural environment, are encouraged. St. Lawrence University is an Equal Opportunity Employer.

For additional information about St. Lawrence, please visit [http://www.stlawu.edu](http://www.stlawu.edu).