

Bucknell University is excited to invite nominations and applications for an Associate Provost for Diversity, Equity and Inclusion (APDEI). The APDEI will serve as one of the key leaders along with the Associate Dean of Diversity Equity & Inclusion in Student Affairs and Vice President for Human Resources in championing and effecting diversity strategies and initiatives. The APDEI will provide vision, leadership, coordination, strategic direction and planning to continue implementation and advancement of Bucknell's Diversity Plan to make diversity, equity, access and inclusion a shared responsibility throughout the Campus Community.

The successful candidate will be a proven leader in diversity, equity and inclusion who has demonstrated leadership in advancing diversity, equity and inclusion initiatives within a complex organization and will have some familiarity with organizations grounded in principles of strong shared governance. This individual will possess strong administrative and strategic planning experience and an expansive understanding of diversity issues in hiring and retention, as well as a track record of success implementing systemic change and a record of collaboration and exceptional relationship building across multiple departments and units. Our new APDEI must have knowledge and understanding of higher education, preferably private higher education organizations.

Reporting to the Provost and serving on the Provost's Council, the APDEI will oversee four campus organizations: the Office of Accessibility Resources; the Office of Civic Engagement; the Griot Institute for Africana Studies; and the Teaching and Learning Center. The APDEI will collaborate with the directors of these constituencies to ensure their programmatic, institutional success, and alignment with organizational diversity, equity, and inclusion goals.

The APDEI will along with the President, serve as a co-chair of the President's Diversity Council, which in 2014 promulgated the University's five-year Diversity Plan. The plan embraces the concept of diversity as necessary for achieving a vibrant, inclusive community that reflects the world beyond Bucknell, challenges and encourages the broadening of perspectives and worldviews, and helps prepare students to make valuable contributions as citizens of a diverse, globally integrated world. The 2014-19 Diversity Plan may be found here: [DiversityPlan.pdf](#). The APDEI working closely with the President and the Diversity Council will maintain regular meetings, set the agenda, and direct the work of the Council. Additionally, the APDEI will provide regular reports to the President's Diversity Council and campus community to measure the success of initiatives contained in the plan.

Working with a wide variety of colleagues and campus constituents, the APDEI will assess programmatic needs that advance engagement and ownership of diversity on campus. Partner with the Human Resources Learning and Organizational Development team and Student Affairs to design, deliver and engage impactful and effective orientation, training and development programs that enhance our diversity, equity and inclusion goals. Develop and deliver educational programs, seminars, workshops and trainings designed to broaden awareness, appreciation for, involvement in and ownership of diversity, equity and inclusion.

The APDEI will work with faculty, deans, chairs and the provost to enhance the educational experience for students as it relates to diversity, equity and inclusion.

With a primary focus on faculty recruiting, this role will collaborate with Human Resources to develop and implement strategies to increase workforce readiness, recruitment, retention and engagement and will assist in supporting and enhancing the role of diversity advocates for chairs and members of recruitment search committees. The APDEI also serves on select shared governance committees and represents the Provost at times in interactions with students, staff, faculty, and other university constituents.

In collaboration with the Provost, Academic Deans, Human Resources and Student Affairs, this role will champion and facilitate programs and partnerships across divisions, departments, colleges and other programs and organizations to celebrate progress and develop strategies to eliminate barriers to diversity, equity and inclusion.

Bucknell University is a selective, highly ranked national university where liberal arts and professional programs complement each other. The University's academic programs span the arts, humanities, social sciences, sciences, engineering and management. Bucknell offers its students the resources and programs of the caliber often found at private research universities but in a more intimate residential learning environment that offers the personal attention typical of a smaller liberal arts college.

We invite inquiries, nominations and applications. Review of applications will begin immediately and will continue until the position is filled. Candidates should provide a curriculum vitae, a letter of application that addresses the responsibilities and requirements described in the description, and the names and contact information of five references. References will not be contacted without prior knowledge and approval of candidates. Any questions can be directed to chair of the search committee, Robert Midkiff Jr., Vice Provost, midkiff@bucknell.edu.

Applications are accepted through Bucknell's careers site: careers.bucknell.edu

Minimum Qualifications:

Master's degree in a relevant discipline. Minimum of 5 years experience in higher education (or developing, implementing, evaluating diversity programs).

Preferred Qualifications:

Doctoral degree in a relevant discipline. Eight years of experience with diversity initiatives. Comprehensive knowledge of the broad range of diversity issues in higher education. Strong leadership ability, organizational, and analytical skills.

About Bucknell

Founded in 1846 and located along the banks of the Susquehanna River in historic Lewisburg, Pa., Bucknell University is an undergraduate-focused institution that stands uniquely at the intersection of top-ranked liberal arts, engineering and management programs. Our students choose from more than 50 majors and 60 minors in the arts, engineering, humanities, management, and natural and social sciences, as well as extensive global study, service-learning and research opportunities. Bucknell's 3,600 undergraduate and 100 graduate students enjoy a low 9:1 student-faculty ratio and exceptional opportunities to collaborate with faculty mentors.

Bucknell's beautiful 450-acre campus includes first-rate facilities and is home to more than 90 percent of its students. Residential life is vibrant with about 150 student-run organizations, 27 NCAA Division I athletic teams, a robust arts culture, and a strong student commitment to community and global service work.

Bucknell is committed to fostering an environment that embraces diversity, equity and inclusion, and we seek candidates who will contribute to a climate that supports the growth and development of a diverse campus community. The University provides equal opportunity without regard to race, color, gender, gender identity, gender expression, sexual orientation, age, religion, national or ethnic origin, marital status, veteran status or disability in admissions, employment and in all of its educational programs and activities. We encourage individuals from historically underrepresented groups to apply.

The Community

Located in central Pennsylvania, Lewisburg features a variety of restaurants, beautiful Victorian homes, the restored art deco Campus Theatre (owned by the University), charming shops and boutiques, and the Barnes and Noble at Bucknell University Bookstore. About 33,000 residents live in the region.

The city of Williamsport is about a 30-minute drive from campus, and Penn State University's main campus is about an hour away, as is Harrisburg, Pennsylvania's state capital. Bucknell is about three hours from New York City, Philadelphia, Baltimore and Washington, D.C.

The cost of living here is low compared to that of major U.S. cities and suburbs. Bucknell's surroundings yield fresh produce, cultural activities and events, and many opportunities for outdoor activity on the Susquehanna River and in the nearby state parks and forests. The Lewisburg Area School District receives excellent reviews for its schools at all grade levels. Lewisburg Area High School is consistently ranked among the top 50 high schools in Pennsylvania for SAT scores and statewide exams.

Advertised: 03 Sep 2019 Eastern Daylight Time

Applications close:

Apply Here: <http://www.Click2apply.net/qx4kzycrxmcpfcf3>

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