



**College of Engineering**  
UNIVERSITY OF WISCONSIN-MADISON

**Associate Dean for Inclusion, Equity, and Diversity in Engineering  
Madison, WI**

The College of Engineering at the University of Wisconsin-Madison (UW-Madison) invites inquiries, nominations, and applications for the inaugural position of associate dean for inclusion, equity, and diversity (associate dean). As the college's senior diversity officer, the associate dean will advance the college's strategic commitment to build and sustain an inclusive learning and working environment.

With a history spanning more than 170 years, UW-Madison is a world-class teaching and research institution dedicated to advancing the public good, solving real-world problems, and cultivating the future leaders of tomorrow. Founded in 1848, UW-Madison is both the oldest and largest university in the state of Wisconsin as well as the state's flagship public land-grant university.

Recognized as a powerhouse in research, teaching, and service, the UW-Madison College of Engineering is among the nation's top colleges of engineering. Among its faculty are more than 20 members of the National Academy of Engineering and more than 120 recipients of National Science Foundation Presidential Young Investigator, PECASE, or CAREER awards. The college's faculty, and graduate and undergraduate students, disclose more than 100 patents annually. With an enrollment of more than 4,500 undergraduates and 1,500 graduate students, the college offers 13 undergraduate majors, nine graduate majors, and one of the nation's oldest and largest continuing education programs for professional engineers. The college hosts the largest career fair on the UW-Madison campus and has a 95% placement rate. Its alumni base consists of 50,000 engineers who live, work, and serve communities throughout the world.

The College of Engineering aspires to become a national model for fostering inclusion, equity, and diversity (IED) in engineering and to inspire change in engineering colleges, and beyond, across the nation. To achieve its bold aspirations, the college seeks a dynamic professional to lead the development of a unifying strategy for IED and guide its efforts to create an inclusive environment in which all members can learn, innovate, create, and thrive.

Reporting to the dean of the College of Engineering and serving on the dean's senior leadership team, the associate dean will partner with various stakeholders to craft the college's first-ever IED strategic plan; oversee the newly reconfigured Office of Inclusion, Equity, and Diversity in

Engineering; develop strategies to build greater diversity among the college's students, faculty, and staff, and increase student retention and success across the college's educational pipeline; and provide expert consultation, resources, programs, and initiatives that improve climate and both educate and promote inclusion, equity, and diversity as core values of the college.

The inaugural associate dean will prioritize and champion IED to bring about the change necessary to further the college's aspirations. The successful candidate will be a collaborative, results-oriented individual who has successful experience leading IED initiatives and driving organizational change in a complex environment with multiple constituencies. Minimum qualifications include an advanced degree, subject matter expertise in IED, and five years of relevant experience.

The University of Wisconsin-Madison has retained Spelman Johnson to assist with this search. Review of applications will continue until the position is filled; complete applications received by October 8, 2021 will be assured full consideration. A resume or CV with a cover letter that addresses the responsibilities and requirements outlined in the position specification may be submitted via the Spelman Johnson website at <https://www.spelmanandjohnson.com/open-positions/>.

Confidential inquiries and nominations should be directed to Jim Norfleet, Practice Leader and Senior Consultant, at [jmn@spelmanjohnson.com](mailto:jmn@spelmanjohnson.com). Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895.

The search committee encourages applications and nominations of women and persons of underrepresented groups. Please note that in accordance with Wisconsin statutes, the names of nominees and applicants who explicitly request confidentiality will not be made public. However, the university may be required to release the names and titles of the finalists who will be interviewed by the dean of College of Engineering.

**Visit the University of Wisconsin-Madison website at: <https://www.wisc.edu/>.**

*The University of Wisconsin-Madison is an equal opportunity/affirmative action employer that promotes excellence through diversity and encourages all qualified individuals to apply.*