Associate Provost for Diversity, Equity and Inclusion

The Associate Provost for Diversity, Equity and Inclusion (DEI) will report directly to the Provost and provide leadership and expertise to execute the University’s vision on diversity and inclusion related to academic matters. The Associate Provost for DEI will work in collaboration with the Office of Institutional Diversity and Equity (OIDE) and other entities on campus dedicated to diversity and inclusion, to ensure that the University furthers its commitment to be an inclusive community that draws on diversity as a source of learning and understanding.

The Associate Provost for DEI will work with the colleges on matters dealing with diversity and inclusion, including the recruitment and retention of diverse faculty; mentoring of diverse faculty; infusing DEI into the curriculum; and improving the sense of faculty members’ belonging and inclusion in the academic environment. In all of this work, they will integrate best practices for diversity, equity and inclusion.

Required Qualifications

- Tenured associate or full professor
- Mastery of academic diversity issues
- Ability to cultivate a common vision
- Background in managing conflict and difficult conversations
- Demonstrated effective communication and interpersonal skills
- Excellent organizational and administrative skills
- Demonstrated DEI competency

Responsibilities

- Collaborate with campus leaders, OIDE, university committees, faculty, Human Resources, the Center for Access and Attainment, and other major units on campus to advance the University’s vision and goals related to DEI in the academic environment.

- For example, engage in planning and programming with the Presidential Fellows, President’s Equity and Inclusion Council, AANAPISI, Black Equity Project and HSI initiative; and coordinate the National Center for Faculty Development and Diversity contract, faculty enrollment and faculty selection for the Writing Boot camp.

- Analyze and provide recommendations on the current recruitment, hiring, retention, and mentoring of faculty. Develop and implement strategies in consultation with various stakeholders.

- Monitor the faculty recruitment process to increase faculty diversity, including monitoring the pool of applicants, certifying that the academic hiring units followed stated faculty hiring procedures (including attending search training) and providing faculty diversity doctoral benchmarking data.

- Work with the College Diversity Advocates in actualizing their roles in implementing DEI efforts in the colleges.

- Develop and execute faculty inclusion training as part of the professional development portfolio for faculty. These efforts will include assisting with current search training and new faculty orientation, developing and
facilitating workshops regarding difficult conversations in the classroom, and facilitating initiatives designed to enhance the campus climate for faculty.

- Serve as a resource to faculty, academic committees, and others in infusing equity and inclusion into the curriculum and classroom.

- Conduct diversity-related data analysis, review and assess current relevant data on diversity and inclusion and other tools to measure strategies for recruiting, retention and success of diverse faculty, and develop diversity reports and proposals as needed.

- Serve as consultative partner with the Title IX Coordinator for Faculty.

- Serve on committees that focus on diversity and inclusion, as needed to coordinate and effectuate University-wide goals in DEI. Will serve as chair of the Speech and Expression Advisory Committee.

- Manage, steward and administer unit budget.

For fullest consideration, candidate materials should be received by May 1, 2023. Candidates should include, as separate documents, a CV or resume and a letter of interest submitted through WittKieffer’s candidate portal by applying here.

Related Documents: DePaul University Associate Provost for DEI Leadership Profile FINAL


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