POSITION ANNOUNCEMENT

Desir Group Executive Search is pleased to announce that The University of Alabama (UA) in Tuscaloosa has initiated a search for an Inaugural Vice President/Associate Provost for Diversity, Equity, & Inclusion.

The Organization

Founded in 1831, UA is the state’s oldest and largest public university as well as the fastest-growing flagship in the country with enrollment at 37,665 this fall, nearly a 58 percent increase over 2006. The average GPA of entering freshmen is 3.66, and top quarter scored at least a 31 on the ACT. UA is spending $100.6 million in merit aid, up from $8.3 million a decade ago and there are plans to expand graduate programs and hire hundreds of new faculty members in the next five years. Its recruiters have been bullish in positioning UA on college lists of full-paying students who, a few years ago, might not have looked at UA. To support this extraordinary growth, it has added 64 new buildings over the past decade, including an engineering research quad with labs for testing combustion engines and large-scale structures. Around Tuscaloosa are cranes, fenced-off construction zones and new apartments with 8,270 additional beds since 2012.

The University has more than 215,000 living alumni around the globe. It also has a large footprint at home while continuing to welcome students from all 50 states and 77 countries. With 12 percent Black and 53 percent out-of-state students, a shift from the traditional southern culture can be felt throughout campus. Governed by a Board of Trustees composed of leaders from a variety of professions, many of UA’s trustees are graduates of the university with a distinguished history of generous philanthropy.

The Position

The University has continually worked to organize and deploy the resources of a major research institution to help solve critical problems in the state, nation and world in collaboration with faculty, staff, students and community partners. It has launched numerous academic and research initiatives specifically relevant to diversity, equity and inclusion. Thus, it is seeking a strategic, influential and creative leader to assume this inaugural position with strong endorsement of the university’s leadership, students, faculty, staff and community.

This position has campus-wide responsibility for conceptualizing an innovative framework for leading and facilitating strategic initiatives to promote a commitment to diversity, equity and inclusion as a fundamental institutional and educational value to be woven into UA’s culture, operations, business practices and programming.
The VP provides visionary leadership to enable UA to build on the core principles of inclusiveness in learning environments, programs, workforce and strategic partnerships. Reporting to the Executive Vice President and Provost, the VP nurtures collaborative and engaging relationships with both internal and external constituents to provide effective leadership in the coordination of all diversity-related programs and initiatives. In affirming UA’s commitment to equal employment opportunity and affirmative action, the VP establishes a holistic and integrated vision that fosters a welcoming and supportive environment for students, faculty, staff, executives, visitors and the community at large—irrespective of cultural differences, beliefs, values, ethnicity, race, age, gender, sexual orientation, disabilities, gender identity, or religion.

Qualifications/Requirements

A doctoral degree is required along with significant leadership experience and five or more years in the area of diversity, equity and inclusion at a college or university. In addition, the successful candidate will demonstrate maturity, leadership, confidence and academic gravitas to advance diversity, equity and inclusion within a complex organization. Excellent command of contemporary diversity, equity, inclusion and multiculturalism concepts and issues, especially as they apply to higher education (recruitment and retention, access, equity and diversity in curriculum, the educational impact of diversity, policy and legal dynamics of diversity, etc.) is required. The ability to identify best practices of equity, diversity and inclusion with boldness and confidence and influence the adoption and implementation of those best practices that can enhance inclusivity at UA is needed. A passion for students, engaging and relating well to them; and promoting issues of social justice and diversity as fundamental aspects of academic excellence should be demonstrated.

Application and Nomination

Review of applications will begin January 30, 2017 and will continue until the position is filled. A resume/CV with an accompanying cover letter should be submitted via the Desir Group as follows:

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The University of Alabama is an Equal Employment/Equal Educational Opportunity Institution. All qualified applicants will receive consideration for employment without regard to race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, age, genetic information, disability or protected veteran status and will not be discriminated against because of their protected status. Applicants to and employees of this institution are protected under Federal law from discrimination on several bases. For more information on UA visit www.ua.edu