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UNIVERSITY OF RHODE ISLAND
Position Description

TITLE: Vice President of Community, Equity, and Diversity
DIVISION: President's Office
REPORTS TO: President
GRADE: N/A
SUPERVISES: Professional and administrative staff

BASIC FUNCTION:

Serve as the primary advisor to the President on all issues related to diversity, equity, and inclusion at the University of Rhode Island. Help lead the development and sustenance of a vibrant and diverse community of students, staff, and faculty throughout the University. Provide diversity-related vision, leadership, strategic direction and planning, and coordination to advance the University's mission and strategic plan. Assess and work collaboratively across the university community to address needs that enhance the experience for all students, staff, and faculty at the University of Rhode Island.

Collaborate with all Vice Presidents to ensure that goal-oriented diversity, equity, and inclusion initiatives are actively being developed and implemented in all divisions. Serve on the President's Leadership Council. Lead the Office of Community Equity and Diversity and support and enhance an ever-increasing sense of inclusion among campus community members. Provide innovative and inspirational leadership and lead the University's efforts to build an environment of inclusive excellence. Actively guide equity efforts across the University to promote access and cultivate diversity as an institutional asset and educational resource. Serve as the University's leadership voice for community, equity, and diversity. Collaborate with leaders and units across campus to establish and sustain employment diversity across all job areas and ranks, positioning the University as an employer of choice for a multicultural workforce.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Advise and inform the President on matters pertaining to diversity, equity, and campus inclusion and community initiatives. Serve as a member of the Senior Leadership Team and give voice to emergent issues of equity, diversity, and inclusion within the University and locally and

nationally as it affects the University. Serve as a recognized, reputable, and respected diversity, equity, and inclusion subject matter expert and thought leader to the University's leadership team and across campus.

Develop, articulate, promote, and measure the effectiveness of a diversity, equity, and inclusion strategy that comprehensively supports the University's mission and strategic plan, as well as its position as the flagship public institution of the state of Rhode Island and reputation as a leading national and global research university.

Serve as the direct reporting authority for the Assistant Vice President of Community, Equity, and Diversity, and provide oversight and leadership to CED staff.

Continuously evaluate diversity, equity, and inclusion performance across all campus areas and units and recommend strategic policy and operational guidance that maximizes institutional goal achievement in the areas of equity, diversity, and inclusion and community.

Advise the Vice Presidents of each Division on matters pertaining to diversity, equity, and campus community, and assist each Division in developing self-sustaining knowledge and capabilities in order to effectively create and execute Division-specific diversity-enhancing organizational policies and practices.

In partnership with Divisions, Colleges, and other units and stakeholder groups across campus, develop and support the implementation of initiatives, plans, and programs that educate faculty, staff, students, and other stakeholders on diversity, equity, and inclusion as core values of the institution.

Collaborate with academic units to develop strategies and measurable actions for infusing diversity, equity, and community and inclusion into undergraduate and graduate teaching and learning.

Employ a continuous-improvement approach to diversity, equity, and inclusion assessment and evaluation that is data-driven and informed by theory and best practice. Utilize analytics to establish metrics and KPIs (key performance indicators) to ensure that community, equity, and diversity performance across campus is effectively contributing to the larger University mission and strategic plan.

Partner with Institutional Research to create analytics and insights tools (e.g., DEI dashboards, scorecards, visualizations, and other consumable metrics) related to diversity and equity performance, and regularly communicate general and targeted diversity performance effectiveness to the President and Senior Leadership Team for use in data-based decision making. Prepare and report on DEI efforts per state or university mandates.

Periodically collect and analyze data on diversity, equity, and inclusion-related performance across campus units and areas (e.g., via campus climate surveys and other evaluation methods), benchmark results against similar and aspirational universities and industry recommendations

and best practices, and utilize findings to guide targeted and general diversity, equity, and inclusion policy and practice interventions.

Work collaboratively with Senior Leadership, College and academic unit leaders, and other offices and stakeholder groups to create decentralized, self-sustaining capacity to build and effectively execute faculty and staff development and mentoring programs that foster retention and career progression, institutional support structures for members of under-represented groups, and awareness of issues of equity and access.

Develop and support efforts to attract, recruit, hire, and retain underrepresented and historically-disadvantaged employees, with particular emphasis on tenure-track faculty and senior-level administrators.

Provide subject matter expertise and guidance to colleges and functional units in support of tenure-track faculty and senior-level administrator searches.

Provide expertise and executive level direction in institutional equity and compliance, academic diversity initiatives, and faculty recruitment and retention and development. Assess and promote areas of oversight in support of university mission and strategic plan.

Work alongside Affirmative Action and University leadership including Human Resources to identify evidence-based practices in recruitment, retention, and promotion of a diverse, engaged workforce.

Maintain ongoing research and awareness of changes in federal and state laws and regulations, and trends within higher education to ensure the integration of best practices.

Provide leadership, strategic direction, and oversight to the leaders of the Multicultural Student Services Center, Gender and Sexuality Center, Women's Center, and Center for Military and Veteran Education, as well as college-based Assistant Deans of Diversity, to support the work of students, alumni, and other stakeholders that advance social justice and foster cultural and historical awareness.

OTHER DUTIES AND RESPONSIBILITIES:

Participate in University committees as appropriate.

Represent the University externally on matters pertaining to diversity, equity, and community.

Perform additional responsibilities as required.

LICENSES, TOOLS, AND EQUIPMENT:

Personal computers, printers and word processing, database management, spreadsheet software, presentation software, social media, data analysis and business intelligence software (e.g., Tableau, Power BI, SPSS, Stata, R).

ENVIRONMENTAL CONDITIONS:

This position is not substantially exposed to adverse environmental conditions.

QUALIFICATIONS:

REQUIRED: Master's degree from an accredited higher education institution; Demonstrated experience in a senior organizational leadership role related to workplace or institutional diversity, inclusion, and equity and community building; Demonstrated ability to work collaboratively with executive-level leadership and with decision makers at multiple levels of an organization; Demonstrated administrative experience including supervision of professional staff, financial stewardship, and strategic planning; Demonstrated working knowledge of scholarly research and industry best practices regarding issues related to institutional access, diversity, multiculturalism, affirmative action, community building, and educational and workplace equity; Demonstrated understanding of the role of diversity, equity, and inclusion in supporting and enabling individual and organizational performance at a flagship, public, research-intensive university; Demonstrated understanding of individual and organizational performance management and measurement and the ability to generate, analyze, visualize, and effectively communicate diversity-related data to senior leaders and a wide range of organizational constituents; Demonstrated commitment to enhancing diversity and equal opportunity for individuals from underrepresented groups; Demonstrated ability to build boundary-spanning relationships across complex sets of individuals and organizations with the result of producing measurable performance outcomes; Demonstrated strong interpersonal and verbal communication skills; Demonstrated proficiency in written communication skills; and Demonstrated ability to work with diverse groups/populations.

PREFERRED: Ph.D. or equivalent degree and qualifications for a tenured or research faculty position, with a record of academic research and teaching accomplishments; Demonstrated senior-level administrator experience in higher education; Demonstrated understanding of faculty tenure and promotion processes; Demonstrated publishing and scholarship in areas related to diversity, equity, and community and inclusion; Demonstrated verifiable public thought leadership in diversity, equity, and inclusion (e.g., organizational DEI consulting engagement, being featured in news or popular press, delivering DEI-related keynote addresses or providing expert witness testimony, awards or recognitions for DEI accomplishments, etc.); Demonstrated university teaching related to diversity, equity, and inclusion; Demonstrated professional, academic, or industry certifications; Demonstrated higher education fundraising and donor-relations experience; and Demonstrated experience applying for and obtaining grants and external funding.

ALL REQUIREMENTS ARE SUBJECT TO POSSIBLE MODIFICATION TO REASONABLY ACCOMMODATE INDIVIDUALS WITH DISABILITIES.