Interim Senior Associate Vice President for Diversity & Equity

NOTE: This position is being hired on an interim basis. A search for the permanent SAVPDE will be launched with an anticipated start date of July 1, 2020. Applying for or being selected as the interim SAVPDE will not disqualify an individual from being considered for the permanent role.

Position Summary

The Interim Senior Associate Vice President for Diversity and Equity (SAVPDE) works closely with Office of the President and related administrative and academic leaders to develop and implement all Diversity, Equity and Inclusion (DEI) initiatives for the University of Louisville (UofL). The SAVPDE is the primary administrator responsible for fostering an inclusive work and learning environment, and ensuring the university community celebrates diversity of thought, life experiences and perspectives. This leader is responsible for creating and communicating a vision for diversity; initiating and managing diversity-related programs and assessing their effectiveness; developing and communicating diversity-related policies; and intervening to improve programs and policies when necessary. The Interim SAVPDE oversees the Cultural Center, Office of Diversity Education and Inclusive Excellence, International Center, LGBT Center, Muhammad Ali Institute for Peace and Justice, and Women’s Center in order to build upon intentional practices that promote DEI on UofL’s Belknap, Health Sciences Center (HSC) and ShelbyHurst campuses. The Interim SAVPDE serves as a member of the President’s Cabinet.

Position Responsibilities

- Collaborate with key stakeholders to develop and advance the university’s mission to pursue excellence and inclusiveness to educate and serve its community, and to deliver on the shared vision of the university to be a great place to learn, work and invest because it celebrates diversity, fosters equity and strives to achieve inclusion;
- Develop and implement DEI strategic plan for the university and work with academic and administrative unit partners to develop and implement unit-level strategic plans;
- Advocate for diverse student, staff and faculty populations to increase retention; and
- Regularly report to the President’s Cabinet and campus community on progress toward DEI initiatives and goals.

Required Qualifications

- Current employee of the University of Louisville;
- Ph.D. or master’s degree and a minimum of five (5) years of experience in diversity initiatives, or a bachelor’s degree and a minimum of seven (7) years of experience in diversity initiatives;
- Demonstrated experience in diversity programming, assessment and evaluation.
Position Summary

- Innovative and strategic visionary leader with demonstrated ability to articulate a clear vision and build a cohesive team;
- Successful track record of resource development supporting diversity initiatives, developing and aligning initiatives, and strategically managing resources to advance DEI;
- Display excellent written and oral communication skills to organize and present proposals and strategies in a clear and concise fashion; and
- Advance the University’s mission by embodying the “Cardinal Principles” : Community of Care; Accountability to the Team, Respect, Diversity and Inclusion, Integrity and Transparency, Noble Purpose, Agility and Leadership.

Application Requirements

- Cover Letter of no more than two (2) pages describing how you meet the position responsibilities and qualifications, and what you believe the role of the Office of Diversity & Equity should be at the University of Louisville.
- Attach a current resume/CV, including educational background, academic appointments or professional experience, civic engagement, and honors and awards.
- Attach a document providing the following information:
  - Please include the following information at the top of the document:
    - Name
    - Title
    - Department/Unit
    - Supervisor Name
    - Years in Current Role
    - Years at UofL
  - Please provide answers to the following questions (no more than 250 words per answer):
    1. How would you describe your current thinking about diversity and how has your thinking changed over time?
    2. How would you handle a situation in which one of your peer administrators made a sexist, racist, homophobic or otherwise prejudiced remark?
    3. What areas of diversity do you think you have to learn more about and how would you go about doing it?
    4. Sometimes there is a belief that a commitment to diversity conflicts with a commitment to excellence (i.e. we will have to lower our standards to achieve or accommodate diversity). How would you describe the relationship between diversity and excellence? What kinds of leadership efforts would you undertake to encourage a commitment to excellence through diversity?

How to Apply

Applications are due by EOD on June 19, 2019. Applications and attachments should be sent to uoflpres@louisville.edu