AUBURN UNIVERSITY

Associate Provost and Vice President for Inclusion and Diversity

Auburn University (Auburn) is seeking candidates for the position of Associate Provost and Vice President for Inclusion and Diversity. This is a 12-month, non-tenure track faculty position. Reporting to the Provost, the Associate Provost and Vice President is responsible for providing strategic vision, leadership, coordination, and planning to further inclusion and diversity as core values throughout Auburn University. The successful candidate must have substantial experience working in an academic community and work experiences that demonstrate an understanding of issues integral to diversity, equity and inclusion within a large, complex institutional environment.

Auburn University is one of the nation’s premier land, sea, and space grant institutions. In the 2015 edition of U.S. News and World Report, the institution was ranked 46th among public universities. Auburn is a highly research-active University and is committed to maintaining teaching excellence, offering Bachelor’s, Master’s, Educational Specialist, and Doctoral degrees. Its fall 2015 enrollment of 27,287 students includes 21,786 undergraduates and 5,501 post-baccalaureate students. There are 1,216 instructional faculty members distributed across nine Colleges and three Schools with degrees offered in more than 200 academic programs. Auburn University is nationally recognized for its commitment to academic excellence, positive work environment, exciting student life, and campus beauty.

Auburn University is geographically located in a moderate climate with easy access to both beach and mountain recreational facilities and is situated along the rapidly developing I-85 corridor between Atlanta, Ga., and Montgomery, Ala. The Auburn-Opelika metropolitan statistical area has a population of 140,000, excellent public school systems, a regional medical center and the distinction of being recognized as one of the “Best Small Places for Business and Careers” by Forbes Magazine in 2015.

General responsibilities:

The Associate Provost and Vice President for Inclusion and Diversity will report to the Provost and serve as the primary advisor to the administration, faculty, staff and students on the institution’s inclusion and diversity initiatives.

- Review and assess existing unit operations, staff and organizational structure and implement changes designed to transform the office into one that fosters an engaging environment that meets the needs of leadership, faculty, and students;
- Develop and implement strategic goals and commitments related to inclusion and diversity that align with the institution’s strategic plan and identified priorities;
- Collaborate with the Provost, Vice Presidents and Deans to assess, develop and implement strategies, activities and programs that are designed to increase faculty, student and staff diversity, and enhance understanding, appreciation and respect for inclusion in the broadest context of diversity;
Cultivate collaborative working relationships with individuals and units within Auburn University to achieve diversity, equity and inclusion objectives outlined in the 2016 Climate Study for Inclusion, Equity and Diversity; identify and foster strong external relationships to advance diversity-building partnerships.

**Minimum Qualifications:**

The successful candidate must have a terminal degree (earned PhD desired), at least 10 years of leadership experience in a role directly related to advancing diversity, inclusion, equity, multiculturalism (professional work experience in higher education desired). We particularly seek candidates who demonstrate vision, inspiration, awareness and appreciation for the complexity of the academic pedagogy.

- Demonstrated maturity, leadership, confidence and academic gravitas to advance diversity, equity, inclusion and multiculturalism within a complex organization;
- Demonstrated passion for students, engaging and relating well to them; promoting issues of social justice and diversity as fundamental aspects of academic excellence;
- Proven ability to work collaboratively and effectively with students, staff, faculty, administrators, related entities, and others encouraging teamwork and accountability;
- Exceptional communication, organizational, interpersonal, listening and emotional intelligence skills to embrace the mission of the role, articulating a compelling and consistent message to all audiences, including the media at the local, state and national level;
- Familiarity with the Standards of Professional Practice for Chief Diversity Officers as outlined by the National Association of Diversity Officers in Higher Education is desired.

**Application and Nomination:**

Review of applications will begin June 30, 2016 and will continue until the position is filled. Auburn has retained Desir Group as the executive search firm for the Associate Provost and Vice President for Inclusion & Diversity position. Application materials (resume with an accompanying cover letter and list of 3-5 references) should be sent electronically to Donna Warner at dwarner@desirgroup.com. The assigned search consultant, Etheline Desir, can be reached by email at edesir@desirgroup.com or 770-431-4664

**Desir Group Executive Search**

3350 Riverwood Parkway, Suite 1900
Atlanta, GA 30339
Phone: 770-431-4664

For more information on Auburn's Diversity Program visit [www.auburn.edu/diversity](http://www.auburn.edu/diversity)

The candidate selected for this position must be able to meet eligibility requirements to work in the United States at the time appointment is scheduled to begin, and must continue working legally for the proposed term of employment.
Diversity among its administrators, faculty, staff, and students is an Auburn University commitment. Auburn University is an Affirmative Action/Equal Opportunity Employer. It is our policy to provide equal employment opportunities for all individuals without regard to race, sex, religion, color, national origin, age, disability, protected veteran status, genetic information, sexual orientation, gender identity, or any other classification protected by applicable law.