POSITION PROFILE

Assistant Vice Chancellor
Academy for Diversity & Inclusion
Washington University in St. Louis

March 2018
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Washington University in St. Louis

Founded in 1853, Washington University’s mission is to discover and disseminate knowledge, and protect the freedom of inquiry through research, teaching, and learning. Washington University creates an environment to encourage and support an ethos of wide-ranging exploration. The university’s faculty and staff strive to enhance the lives and livelihoods of students, the people of the greater St. Louis community, the country, and the world.

Washington University is nationally and internationally renowned for teaching, learning, research, and patient care. The University is comprised of seven different schools: Arts and Sciences, Sam Fox School of Design and Visual Arts, Olin Business School, School of Engineering and Applied Sciences, School of Law, School of Medicine, and Brown School. The University’s graduate and undergraduate schools are highly ranked and the research profile of the institution is among the best in the nation. Today, the university has 3,989 faculty and educated 15,155 full-time students in 2017, divided almost equally between undergraduate and graduate/professional students, representing 110 countries.

Positioned to meet imperatives confronting the nation and the world, we take our responsibility seriously. Through innovative research, we are committed to creating the new knowledge necessary to achieve a bright and sustainable future. During the 2017 fiscal year, grants and contracts totaling more than $643 million supported faculty research efforts across all schools of the university with more than 3,000 research projects underway each year. The Washington University School of Medicine is one of the largest recipients of funding for research and training from the National Institutes of Health, with the majority of the funds awarded for research in cancer, diabetes, cardiovascular disease, infectious disease and genomics.

As the 14th chancellor of Washington University, Mark S. Wrighton has served since 1995 and has continued to strengthen the university's impact and reputation. The physical facilities at both the Danforth and Medical campuses have been transformed with 30 new buildings and important new programs in areas such as biomedical engineering, American culture studies, energy and environment, and public health. The finances of the university, fueled by excellent fundraising and careful stewardship, make it a national, first-tier competitor. The endowment has grown to $6.9 billion.

In May 2017, the university broke ground on its largest capital investment project yet, a $250-million transformation of the east end of the Danforth Campus. The east end project will “transform our front door” - encompassing 18 acres of the Danforth Campus, the project will include the addition of three new academic buildings supporting the university’s core missions of teaching and research; an expansion of the Mildred Lane Kemper Art Museum; two new multiuse facilities; a 790-space underground parking garage; and an expansive new green space. https://campusnext.wustl.edu.

For additional information about Washington University in St. Louis, please visit http://wustl.edu.
Diversity and Inclusion at Washington University

Recognizing that diversity strengthens our sense of community and is vital to our knowledge creation, problem-solving, and productivity in the areas of teaching, research, and patient care, Washington University is intensely focused on ensuring that all students, faculty, and staff are valued and respected.

Following a semester of campus activism and dialogue, in February 2015 Chancellor Mark Wrighton and Provost Holden Thorp convened a Steering Committee for Diversity & Inclusion to create a university-wide plan for diversity.

The Report of the Steering Committee for Diversity & Inclusion defined a two-year, 12-point action plan that included the establishment of a Commission on Diversity and Inclusion to implement the plan. The Commission led by Adrienne Davis, vice provost and the William M. Van Cleve Professor of Law, was composed of 27 members of the Washington University community, including faculty members, staff, and students from all campuses, and engaged over 230 members of the university community, in addition to external consultants. The commission’s report — the culmination of two years of deep engagement, focused strategizing, fact-finding, benchmarking, and listening to hundreds of Washington University voices — provides a roadmap to a more diverse, inclusive community.

In recent years, we have made considerable strides in diversifying our faculty and our student populations; the Journal of Blacks in Higher Education recently named us as tied for first place in the highest percentage of incoming African-American freshmen, and this year Forbes Magazine ranked us among America’s 100 best employers for diversity (#65). Our progress is attributable to deep commitment, strong leadership, and rich collaborations among key stakeholders.

As part of our continued efforts in this area and in response to one of the commission’s recommendations, Washington University is establishing the Academy for Diversity & Inclusion for staff and faculty. The Academy will become the university’s primary forum for changing climate and culture by providing diversity and inclusion training resources, supporting campus affinity groups, and coordinating annual events and recognition ceremonies.

To view the commission’s report detailing the 12-point action plan and the myriad of other university diversity and inclusion programs and initiatives, visit the Diversity & Inclusion website.

The Academy for Diversity & Inclusion

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Mission:

The Academy for Diversity & Inclusion will foster a culture and climate of diversity and inclusion among staff and faculty at Washington University by serving as a strategic partner and providing training, programming, and other resources.

Under the leadership and direction of the inaugural Assistant Vice Chancellor, Academy for Diversity & Inclusion, it is envisioned that, among others, the Academy will provide the following resources, programs, and support:

Training
- Develop and conduct diversity and inclusion training for faculty and staff, including customized training to meet the unique needs of individual units/departments

Professional Development
- On its own and/or through campus partnerships, offer professional development programs and opportunities for staff and faculty from under-represented backgrounds

Resources
- Develop and disseminate toolkits and other resources designed to encourage diversity and inclusion practices and improve culture and climate among faculty and staff

Affinity Groups
- Support the creation and operation of employee resource groups ("advocacy/affinity groups") that serve staff and faculty from under-represented backgrounds to ensure that inclusive and diverse perspectives have a voice at the university. The Academy will serve as a “home” for these groups, providing funding, strategic guidance, and programming and logistics support.

Consulting
- Serve as an internal consultant/strategic planning partner for schools/units as they strive to improve their culture of diversity & inclusion

Events and Honors
- Implement signature events and honors/recognition programs that are focused on diversity and inclusion

Campus Leadership
- In collaboration with the Office of Human Resources, the Office of the Provost, the Office of Student Affairs, and other stakeholders, establish and execute against a strategic vision for diversity and inclusion at Washington University

Position Description
Assistant Vice Chancellor
Basic Function and Responsibility

The Assistant Vice Chancellor, Academy for Diversity & Inclusion will set and implement the strategic vision for the Academy. Functioning as the university’s chief diversity officer for staff, the Assistant Vice Chancellor, Academy for Diversity & Inclusion, will work closely with the university’s senior leaders focused on diversity and inclusion, including the Vice Provost for Faculty Advancement and Institutional Diversity, the Dean of the Center for Diversity and Inclusion, and key offices in the School of Medicine. The Assistant Vice Chancellor, Academy for Diversity & Inclusion will also work closely with the university’s seven schools and academic and non-academic units to support localized diversity and inclusion efforts. The Assistant Vice Chancellor, Academy for Diversity & Inclusion will collaborate with key university stakeholders (e.g., Office of the Provost, Deans, Human Resources) to ensure that the Academy’s offerings meet the needs of and are utilized across the university.

The Assistant Vice Chancellor, Academy for Diversity & Inclusion will be an experienced professional with a finely honed set of skills who demonstrates integrity and engenders trust with multiple constituencies. Being able to influence change in a collaborative, but decentralized environment is critical. We seek applicants who are proactive, visionary advocates, and who have a track record of moving the needle on diversity and inclusion. We will consider candidates with professional experience outside of higher education, particularly at an institution or organization of similar size and complexity.

Reporting Structure

The Assistant Vice Chancellor, Academy for Diversity & Inclusion will report to the university’s Executive Vice Chancellor for Administration; four FTEs will report to the Assistant Vice Chancellor, Academy for Diversity & Inclusion.

Essential Job Functions

The Assistant Vice Chancellor, Academy for Diversity & Inclusion will:

- Develop and implement a comprehensive strategic vision for the Academy
- Foster and facilitate relationships to ensure that the Academy’s work is aligned with university-wide and unit-specific diversity and inclusion efforts
- Serve as a strategic consultant to senior administrators and department leaders to support diversity and inclusion efforts in their areas
- Oversee the creation of training, programming, events, and other resources offered by the Academy
• Ensure that administrators, faculty, and staff are informed about the Academy’s work, partnering with Human Resources, Public Affairs, and other outlets to inform the broader community
• Serve as the university’s point person on staff diversity and inclusion with external organizations/associations
• Develop the capacity of employee resource groups (“advocacy/affinity groups”) that serve faculty and staff from under-represented backgrounds to ensure that inclusive and diverse perspectives have a voice at the university
• Develop, implement, and oversee a system of continuous evaluation of the Academy’s work to ensure that it fulfills its mission and meets its intended objectives
• Manage the Academy’s budget and lead efforts to secure external funding to support the Academy’s work
• Conduct training and contribute at a high level to other programming that the Academy offers
• Represent Academy on relevant university committees, projects, task forces, etc.
• Monitor similar work done at peer institutions; share findings and adjust Academy offerings as appropriate

Qualifications

Qualified applicants for this position will:

• Possess a Bachelor’s degree in a relevant field
• Have 5+ years of experience designing and implementing diversity and inclusion initiatives at an institution or organization of similar size and complexity
• Have demonstrated success with infusing diversity and inclusion practices within a professional setting; particularly adept at collaborating with others who have varying perceptions of diversity and inclusion with sensitivity to multicultural variances within one organization
• Possess excellent written and verbal communication skills, and a demonstrated ability to effectively communicate in a diverse environment
• Possess strong emotional intelligence and interpersonal skills, including the ability to:
  o Influence all levels of an organization through a consultative methodology;
  o Work effectively as a leader or member of a team, task force, or committee; and
  o Manage conflict and build consensus
• Have a keen understanding of organizational development and effectiveness methodologies and practical approaches; excellent change management, project management, and process improvement skills
• Be able to balance strategic thinking with tactical implementation to achieve results, and prioritize/manage multiple initiatives/projects serving various audiences
• Display discretion and good judgment to appropriately handle confidential information

Preferred qualifications include:

• A graduate degree in a relevant field, or substantial relevant experience
• Prior professional experience working on diversity and inclusion in a higher education setting
• Advanced education/training in diversity-related field

Applicants are encouraged to apply by Friday, March 30th and should submit a statement of interest and a resume/CV to:

Mark Prosperi, MHA  
Executive Director of Talent Management  
Washington University in St. Louis  
Email: prosperim@wustl.edu

Questions about the position can also be directed to the search committee Chair:

Adrienne Davis, J.D.  
Vice Provost for Faculty Advancement and Institutional Diversity  
William M. Van Cleve Professor of Law  
Washington University in St. Louis  
Email: adriennedavis@wustl.edu

Washington University in St. Louis is committed to the principles and practices of equal employment opportunity. It is the University’s policy to recruit, hire, train, and promote persons in all job titles without regard to race, color, age, religion, sex, sexual orientation, gender identity or expression, national origin, protected veteran status, disability, or genetic information.

The St. Louis Region
Situated at the confluence of two great North American rivers — the Mississippi and the Missouri — the St. Louis region has been a favored destination since Lewis and Clark began their historic westward "Corps of Discovery" from the City in 1804.

Consistently ranked among the nation's most affordable and best places to live and raise a family, the St. Louis region offers many opportunities to watch or participate in a wide range of sports, recreational activities, and cultural events.

Today, the pioneers of St. Louis are the engineers, scientists, business leaders, educators, artists, and other innovative and creative professionals who are working at the forefront of a multitude of fields and endeavors. Thanks in large part to Washington University, other regional universities, and key Fortune 500 corporations, St. Louis has become a national hub for important research and business development, especially in the fields of biotechnology and plant science.

Washington University is a sponsor institution of the Cortex District, the Midwest’s premier innovation hub of bioscience and technology research, development, and commercialization, serving as the anchor of St. Louis’ growing ecosystem for innovative startup programs and established companies. Since its founding in 2002, $500 million has been invested in developing the district and another $2 billion has been committed to its full build out. Once complete, Cortex will offer 4 million square feet of facilities.

A Key Cultural Destination

The St. Louis region is one of the Midwest's key cultural destinations, boasting an abundance of museums, music, and theatre venues and sporting events, fine dining, and shopping districts. Here's a small sampling of what the region offers:

- The iconic Gateway Arch is located along the Mississippi River in Gateway Arch National Park and is operated by the National Park Service. The arch grounds are one of the most visited sites in the country, attracting over 1.5 million visitors a year. The 630-foot monument is the world's tallest arch and the tallest man-made monument in the Western Hemisphere. Underneath the Arch is the extensive Museum of Westward Expansion (currently undergoing renovations).
• Forest Park, site of the 1904 World’s Fair and Olympics, is located just east of the Danforth Campus and just west of the Medical Campus. Larger than New York’s Central Park, it offers 1,400 acres of paths, trails and land for in-line skating, biking, walking, running, golf, tennis, and more. The Saint Louis Art Museum, the Saint Louis Zoo, the Missouri History Museum, and the St. Louis Science Center, all free to the public, are located in Forest Park.

• Professional baseball (Cardinals) and hockey (Blues) teams

• Many professional theatre and music companies and venues, including the Saint Louis Symphony Orchestra, Opera Theatre of St. Louis, Dance St. Louis, the MUNY in Forest Park, Verizon Wireless Amphitheater, the Pageant, and the historic Fox Theatre, the anchor institution behind a revitalized Grand Center arts district located just minutes from the Washington University campus

• The Missouri Botanical Garden is the first of its kind established in the United States. A national historic landmark, "the Garden," as it is affectionately known, includes plant species from around the world as well as a Japanese Garden and the Climatron, a geodesic dome inspired by the work of R. Buckminster Fuller.

• Not far from St. Louis' urban core are the beautiful rolling hills of the Ozark Mountain region and outdoor activities such as hiking, canoeing and spelunking in some of Missouri's more than 7,000 caves.

• World-class shopping and dining locations are diverse and historic. Visitors and residents alike enjoy the fully renovated 1894 Union Station, the modern and close-to-campus St. Louis Galleria mall and several eclectic and historic neighborhood districts including nearby Clayton, Laclede’s Landing along the Mississippi riverfront, Soulard (one of the city's oldest neighborhoods), the "Hill," a traditionally Italian neighborhood, the Central West End near the university's medical center, and the University City Loop, considered one of the top ten downtown streets in the country. It is just a short walk from the Danforth Campus.

• MetroLink, a light rail system, links Lambert Airport to the Danforth Campus, the Washington University Medical Center, North Campus and downtown St. Louis, in addition to the Metro East region of Illinois.

**Interesting St. Louis Area Facts**

• There are more, free, world-class attractions in St. Louis than any place in the nation outside of Washington, DC.

• The Saint Louis Zoo was the first municipally supported zoo in the world and a pioneer in the use of open enclosures, placing animals in natural environments without bars.
• The Eads Bridge over the Mississippi River, near the present site of the Gateway Arch, was the first arched steel truss bridge in the world. When it was first proposed, it was scoffed at as impossible to build. Completed in 1874, it is still in use today.

• In 1904, several competitions for the first World Olympics in the United States and the Western Hemisphere were held in St. Louis at Washington University's Francis Field.

• The Cathedral Basilica of St. Louis contains the largest collection of mosaic art in the world.

• In 1927, a group of St. Louis businessmen gave financial backing to the first solo transatlantic flight from New York to Paris. The pilot was Charles Lindbergh and the plane was named "The Spirit of St. Louis."

• St. Louis' McDonnell Douglas Corporation, now Boeing, designed and built the space capsule that carried the first men into space in the 1960's.

St. Louis Rankings

• Ranked 7th in Forbes' Most Affordable City in America in 2015, Greater St. Louis is a community that shines in numerous areas, from business environment and cost of living to health care and quality of transportation.

• St. Louis was named the second-most affordable major housing market in the country by the National Association of Home Builders in 2015.

• The Saint Louis Zoo was named the third best zoo in the country and the 4th best in the world by Travel Advisor in 2015.

• Barnes-Jewish Hospital (affiliated with Washington University) ranks consistently in the top 10 in U.S. News & World Report's annual list of Best American Hospitals.

• The City of St. Louis ranks 15th in the country for library services, according to a study of America's Most Literate Cities.

For more information about St. Louis, please see links below:
http://www.explorestlouis.com
Interactive St. Louis Map