



Associate Vice Chancellor for Faculty Diversity and Inclusion

The Associate Vice Chancellor for Faculty Diversity and Inclusion (AVCFDI) at Indiana University-Purdue University Indianapolis (IUPUI) is a key member of the campus's executive leadership team working closely with, and reporting to, the Executive Vice Chancellor and Chief Academic Officer (EVC/CAO), but with deep collaborative ties to the Division of Diversity, Equity, and Inclusion. Primary responsibility is to provide leadership and vision for the recruitment and retention of faculty of color, as well as the diversification of the student pipeline into the academy. The AVCFDI assumes primary responsibility for directing the following:

- I. Advance recruitment and retention of less represented faculty, particularly faculty of color*
 - Consult with academic units on faculty recruitment and retention efforts
 - Present workshops focused on faculty recruitment/retention efforts
 - Support faculty candidates during recruitment process
 - Revive and revitalize web resources aimed at faculty recruitment/retention
 - Partner with OVCR in supporting the EMPOWER program that matches diverse faculty with senior mentors and provides support for a research project
 - Contribute to the development of programming for IUPUI chairs and program directors to support the recruitment and retention of underrepresented faculty

- II. Expand the pipeline of students of color into the academy, but particularly to IUPUI*
 - Collaborate with the Division of Diversity, Equity, and Inclusion and the Graduate Office on campus programming to prepare talented diverse graduate and professional students as well as postdoctoral fellows for future academic careers
 - Partner with the Division of Diversity, Equity, and Inclusion and the Graduate Office to engage diverse IUPUI faculty in campus recruitment programs for graduate and professional students.
 - Work with the Division of Diversity, Equity, and Inclusion and the Graduate Office to promote the President's Diversity Initiative for Graduate and Professional Students IUPUI. This initiative sponsors the Trailblazers and Innovators seminar series which brings faculty experts in graduate education and diversity to IUPUI and IUB. Collaboration is needed to ensure our campus faculty benefit from these experts as well as our students.
 - Work to develop and sustain bridges with partner minority serving institutions for faculty, graduate and professional student recruitment as well as collaborative research and teaching
 - Connect diverse faculty with regional and national programs for career development, mentoring and student recruitment.

- III. Support leadership, advancement, and networking among underrepresented faculty*
 - Provide strategic leadership and programming for faculty recipients of START and SRUF awards
 - Provide strategic leadership and assessment for the Next Gen 2.0 program

- IV. Scholarship related to faculty diversity and inclusion*
 - Engage in research and scholarly activity (publications and presentations at relevant national meetings) related to faculty diversification, with support from the Office of Institutional Research and Decision Support

V. *Liaison to Committees and Councils*

- Diversity Cabinet
- IFC Faculty Affairs Committee
- Academic Deans Council
- Academic Affairs Leadership Council
- Faculty Affairs Leadership Council
- Graduate Affairs Committee

Qualifications: The successful candidate for this key academic leadership role will have the following qualifications:

- A terminal degree and a tenured faculty appointment on the IUPUI campus
- Expertise and multicultural competence to support faculty of Color, women faculty, LGBTQ+ faculty and faculty from other underserved groups
- Extensive administrative experience in a complex organizational context or at least three years of successful administrative experience that involves faculty leadership
- Able to work collaboratively across academic units, as well as the Division of Diversity, Equity and Inclusion, the Graduate Office, and the Office of the Vice Chancellor for Research
- Vision to recommend innovative strategies that enhance the success of faculty of color, as well as attention to details. Familiarity with faculty policies and procedures
- Excellent written and oral communication skills
- Emotionally intelligent and demonstrated ability to collaborate effectively with faculty, staff and administrators
- Demonstrated ability to build collaborative working groups to identify and pursue projects and implement policies
- Flexibility to adapt to changes in a dynamic campus environment, open to innovation and change
- Attentive to details and able to see the big picture
- Ability to disseminate scholarly reports of the many initiatives going on at IUPUI
- Ability to engender respect and trust from many constituents

Terms and Compensation. This is a new executive leadership position at IUPUI and it is anticipated that for the first several years, duties and responsibilities will comprise at least .75 FTE. Terms and compensation will initially be determined based on the qualifications of the successful candidate and in collaboration with the candidate's academic unit, and will be reviewed after 2 years.