



**BROWN
UNIVERSITY**

**Associate Vice President for Institutional Equity and Diversity
Providence, Rhode Island**

Brown University seeks a strategic and collaborative leader to serve as the Associate Vice President for Institutional Equity and Diversity.

Located in historic Providence, Rhode Island and founded in 1764, Brown University is the seventh-oldest college in the United States. Brown is an independent, coeducational Ivy League institution comprising undergraduate and graduate programs, plus the Alpert Medical School, School of Public Health, School of Engineering, and the School of Professional Studies.

With its talented and motivated student body and accomplished faculty, Brown is a leading research university that maintains a particular commitment to exceptional undergraduate instruction. Brown's vibrant, diverse campus community consists of about 4,500 staff and faculty, 6,200 undergraduates, 2,000 graduate students, 490 medical school students, more than 5,000 summer, visiting, and online students, and over 700 faculty members. Brown students come from all 50 states and more than 115 countries. Brown is frequently recognized for its global reach, many cultural events, numerous campus groups and activities, active community service programs, highly competitive athletics, and beautiful facilities located in a richly historic urban setting.

The Associate Vice President in the Office of Institutional Equity and Diversity (OIED) will assist with the implementation and assessment of the University's goals and strategic priorities related to diversity, equity, and inclusion—leveraging the strategic Diversity and Inclusion Action Plan (DIAP) as a guide. The Associate Vice President will serve as chief of staff and as a strategic partner to the Vice President for Institutional Equity and Diversity as well as an advisor to University leadership on initiatives and issues related to diversity, inclusion, and campus climate.

Core responsibilities will include sustaining a comprehensive set of initiatives and partnerships across the University by instituting capacity building measures that offer tangible guidance to campus-wide leaders (department managers, academic chairs, etc.) as Brown continues to incorporate diversity, equity, and inclusion into its infrastructure. The Associate Vice President will work closely with academic and administrative departments in fulfilling their diversity and inclusion goals. In partnership with the academic divisions (Deans of Faculty, Engineering, and Public Health) as well as academic departments, the Associate Vice President will design effective strategies to

increase diversity in employment, identifying best practices for recruitment, hiring, promotion, and retention of faculty.

The Associate Vice President will assist with the collection, analysis, monitoring, and dissemination of institutional data to benchmark and promote accountability for diversity and inclusion at Brown University. The position will also ensure the development and communication of diversity, equity, and inclusion policies, standards, and procedures. The Associate Vice President must have a working knowledge of and experience with Title VI, Title VII, Title IX, ADA, and Section 504 of the Rehabilitation Act.

Reporting to the Vice President for Institutional Equity and Diversity, the Associate Vice President will serve as a member of the OIED leadership team and work in close partnership with the Vice President to realize the University's strategic priorities. The following positions currently report to the Associate Vice President: Assistant Vice President of Equal Opportunity and Diversity, Assistant Vice President of Inclusion and Campus Culture and Engagement, and OIED's Equity and Diversity Data Analyst.

Minimum qualifications include an advanced degree (Ph.D. or JD preferred) and at least six years of relevant experience; a working knowledge of and experience with Title IX, Title VI and Title VII of the Civil Rights Act, ADA, and Section 504 of the Rehabilitation Act; and successful experience leading teams.

Preferred qualifications include experience in a university setting and professional expertise in an institutional equity and diversity office, experience leading diversity and inclusion training and education programs for a variety of constituencies, and proven experience working collaboratively with colleagues at all levels in a complex environment to facilitate positive processes, initiatives, and measurable outcomes and deliverables.

Brown University has retained Spelman Johnson to assist with this search. Review of applications will begin immediately and will continue until the position is filled. For fullest consideration, application materials should be received by February 24, 2023. A resume or curriculum vitae with a cover letter that addresses the responsibilities and requirements described in the position specification may be submitted via the Spelman Johnson website at www.spelmanjohnson.com/open-positions.

Confidential inquiries and nominations should be directed to Jim Norfleet, Practice Leader and Senior Consultant, at jmn@spelmanjohnson.com. Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895.

Visit the Brown University website at www.brown.edu

Brown University is an E-Verify Employer.

As an EEO/AA employer, Brown University provides equal opportunity and prohibits discrimination, harassment, and retaliation based upon a person's race, color, religion, sex, age, national or ethnic origin, disability, veteran status, sexual orientation, gender identity, gender expression, or any other characteristic protected under applicable law, and caste, which is protected by our University policies.

In order to maintain 90% or greater universal vaccination rates on campus, all newly hired employees at Brown University must receive the final dose of the COVID-19 vaccine before they begin work, unless they are approved for a medical or religious exemption. All employees must also receive a COVID-19 booster within thirty (30) days of becoming eligible. For more information, please visit the [Healthy Brown](#) site.