



## UNIVERSITY of ROCHESTER

### **Vice President, Equity and Inclusion**

Founded in 1850, the University of Rochester is a private research university that is a member of the Association of American Universities (AAU). The University's mission is to "Learn, Discover, Heal, Create-- and Make the World Ever Better," a mission reflected in its Latin motto, Meliora ("ever better"), also an acronym for its recently adopted values: Meliora, Equity, Leadership, Integrity, Openness, Respect, and Accountability. Located in the City of Rochester on the southern shore of Lake Ontario and northwest of the picturesque Finger Lakes in New York State, the University of Rochester enrolls more than 12,000 full-time and part-time undergraduate, graduate, and professional students. Detailed information about the student body can be found in the [2021-22 Fact Sheet](#).

The University employs nearly 3,900 full- and part-time faculty, who serve the university's teaching, research, and clinical missions in eight schools and colleges and its renowned medical center. More than 36 percent are women. Increasing faculty diversity continues to be an institutional priority: approximately 79 percent of faculty are White, nearly 16 percent are Asian, and five percent self-identify as underrepresented minority or having multiple racial/ethnic identities. Approximately 18 percent of staff are from underrepresented minority groups.

The Vice President for Equity & Inclusion (Vice President) is the University's Chief Diversity Officer. With strong support of the University's Board and senior leadership, the Vice President will help synthesize and integrate the University's many effective efforts into a comprehensive strategy for enhancing diversity, equity, access, and inclusion (DEI) across all aspects of the University's mission. In addition to creating the University's overarching diversity, equity and inclusion strategy, the Vice President will lead the [Institutional Office of Equity & Inclusion](#) and will be responsible for appropriate staffing and supervision for all strategic diversity initiatives and organizational issues related to the ongoing development of this office. A link to the full position description can be found here: <https://diversifiedsearchgroup.com/search/rochester-vice-president-equity-inclusion/>

Preferred candidates will have an advanced degree and at least five years of administrative experience, preferably in higher education. Strong preference for candidates with experience leading DEI initiatives across enterprises. The successful candidate must be able to work collaboratively across a complex academic enterprise that includes healthcare and research, as well as a broad range of constituencies, both on campus and in the larger University community. Documented experience working with students from underrepresented backgrounds in higher education is required. Strong quantitative, analytical, and presentation skills; excellent oral and written communication skills; strong collaborative skills for teamwork and consensus building; demonstrated leadership ability, excellent judgment, and a high level of integrity; and the ability to work independently on concurrent projects under pressure of multiple deadlines.

Nominations and applications are welcomed as soon as possible. Application materials requested include a complete résumé or vita and a letter of candidacy that expands upon the desired skill sets and attributes. All application materials will be considered in full confidence and should be submitted electronically to: [URochesterVPEI@storbecksearch.com](mailto:URochesterVPEI@storbecksearch.com).

This is a full-time position that will be performed on site in Rochester, NY. Salary commensurate with experience with a generous benefits package.



Holly Jackson, Managing Associate  
Tajuan Wilson, Managing Associate  
Storbeck Search  
[URochesterVPEI@storbecksearch.com](mailto:URochesterVPEI@storbecksearch.com)

*The University of Rochester is an Affirmative Action/Equal Opportunity Employer, committed to providing employment opportunity without regard to an individual's age, color, disability, genetic information, gender, gender identity, national origin, race, religion, sexual orientation, or veteran status.*