Bucknell University
Associate Dean of Students for Diversity and Inclusion

Bucknell University, a highly selected private liberal arts college, seeks an accomplished leader in
diversity and inclusion who possesses a strong background in student development and a deep
understanding of different cultures and diverse perspectives.

About Bucknell University
Bucknell is a unique national university where liberal arts and professional programs complement
each other. The university offers more than 50 majors toward baccalaureate degree programs for
3,500 undergraduates. The university is located on a beautiful 450-acre campus in central
Pennsylvania’s Susquehanna Valley. New York City, Washington, D. C., Baltimore and Philadelphia
are three hour drives from Lewisburg, which is ranked among the nation’s “most livable” small
towns, on the basis of key resources of health care, safety, and the economic base. (For more
information about Bucknell University, see www.bucknell.edu).

The mission and vision of the Division of Student Affairs:

Through fostering dynamic and inclusive communities, the Division of Student Affairs supports the well-being
of students, encourages their transformative development, and challenges them to positively affect their
communities as responsible global citizens. Our mission is achieved through our vision of inspiring students to
grow beyond what they thought was possible.

Here, the different departments within the division are collectively committed to assisting students
achieve academic success and developmental growth during their years on campus. Assisting
students in achieving personal goals both inside and outside the classroom is key to the Bucknell
student experience. As a division of the Office of the Provost, Student Affairs strongly values the
integration of academic and student life.

As indicated in the University mission statement, “Bucknell fosters a residential, co-curricular
environment in which students develop intellectual maturity, personal conviction and strength of
character, informed by a deep understanding of different cultures and diverse perspectives.” The
departments within Student Affairs develop initiatives that center around Bucknell’s Educational
Goals.

Bucknell has adopted an unwavering commitment to diversity in all its forms, carried out within a
civil, supportive and nurturing environment of open exchange. More specifically, enhancing diversity
is one of six pillars in The Plan for Bucknell which was approved unanimously by the Board of
Trustees on April 29, 2006 and continues to guide the community as they work to achieve the
university’s highest institutional priorities. The 2014-2019 Diversity Plan, serves as a guide to assist
the University in focusing on diversity in institutional practices and policies, the composition of the
Bucknell community, student learning, and campus culture and climate.
As a result of these goals and priorities, Student Affairs is well positioned to support and assist students in achieving personal and academic success as members of groups and communities. Our endeavors help create enthusiastic alumni and assist Bucknell in educating the leaders of tomorrow.

Bucknell is looking for a partner to join the Division of Student Affairs who recognizes the discipline, focus, and hard work required to help us succeed; embraces the challenges that lie ahead; and thrives on the rewards of achieving this absolutely essential commitment.

About the Position
This position provides the vision and direction regarding diversity and inclusion for the Division of Student Affairs. With a focus on creating and maintaining an inclusive campus community and culture, the Associate Dean leads efforts in the implementation of the Division of Student Affairs' contributions to achieving the University's diversity goals, identifies strategies for incorporating an intentional focus on diversity into campus life, and assists in the transition of diverse students to college and the University. The Associate Dean supervises and provides leadership and direction to the Office of the Chaplains and Religious Life and the Intercultural Equity and Advocacy Offices, which includes the Directors of International Student Services, Multicultural Student Services, LGBTQ Resources, and the Women's Resource Center. Reporting to the Dean of Students (chief student affairs officer), the Associate Dean of Students for Diversity and Inclusion will serve as a member of the leadership team in the Division of Student Affairs.

The Successful Candidate
The successful candidate must possess a thorough knowledge of student development theories and their application to students at a private, liberal arts national university. Key areas for this position include: leading an ongoing strategic plan and assessment process for diversity and inclusion within Student Affairs; building a cohesive team within the department of diversity and inclusion staff and facilitate collaborations needed to accomplish divisional goals; developing and facilitating diversity in the education and professional development within Student Affairs, and in collaboration with Associate Provost for Diversity, which will contribute to campus-wide diversity-related professional development; leading efforts for incorporating a diversity curriculum into student affairs training and programming for areas such as Residential Education, First-year Experience, Campus Activities and Programs, and Fraternity and Sorority Affairs; assisting with the implementation of Bucknell's 2014-2019 Diversity Plan, and maintaining a current knowledge of national trends and best practices related to diversity and inclusion to inform Student Affairs policies and procedures.

In addition, the successful candidate will coordinate the efforts of the Division of Students Affairs, in collaboration with the diversity and inclusion staff and Development and Alumni Relations, to build connections with the Black Alumni Association, the LGBTQ alumni board, and other alumni affinity groups; will represent the Division of Student Affairs on the President's Diversity Council, Diversity Action Team, and other University committees to assist in efforts related to the University Diversity Plan; and will work collaboratively with University partners, such as the Associate Provost for Diversity, Admissions, the Counseling and Student Development Center, Bucknell Student Health, Financial Aid and Development and Alumni Relations.

Minimal Requirements
Master's Degree and seven years of progressively responsible administrative experience in diversity-related positions in higher education with demonstrated leadership and supervisory experience.
Excellent communication and interpersonal skills with a strong commitment to student growth and development. Significant prior experience effectively working with a diverse faculty, staff and student body and a demonstrated commitment to diversity and inclusion. Requires evening and weekend availability.

**How to Apply**

Interested candidates should send a letter describing their interest in and qualifications for the position, a resume, and contact information including name, address, phone and email for five references. The application packet should be sent electronically to ADDIBU@wspelman.com. The subject line in the email should be ADDIBU. Confidential inquiries may be made by contacting Cynthia Woolbright at cynthia@wspelman.com or at 585-787-0325.

Confidentiality will be maintained, and references will not be contacted without prior knowledge or approval of the candidate. For full consideration, all materials should be received by **March 21, 2016**. Materials arriving after this date will be reviewed and considered until the position is filled.

*Bucknell University provides equal opportunity without regard to race, color, gender, gender identity, sexual orientation, age, religion, national or ethnic origin, marital status, veteran status or disability in admissions, employment and in all of its educational programs and activities.*