



## **Dartmouth College** **Senior Assistant Dean and Director, Office of Pluralism and Leadership (OPAL)**

Founded in 1769, Dartmouth College forged a singular identity by combining a deep commitment to outstanding education with distinguished research and scholarship. The College serves 6,761 students and encompasses over 161 administrative, academic, residential, and athletic buildings. With its quarter-term academic calendar, Dartmouth's highly residential 269-acre main campus remains a very active 24/7 environment year-round. Dartmouth is located in the small town of Hanover, New Hampshire. It is considered one of the best places to live due to its strong sense of community, rich cultural life, and regional resources, including major teaching hospitals, a burgeoning high-tech sector with global connections, and extensive recreational opportunities.

The Office of Plurality and Leadership (OPAL) is a part of Community Life and Inclusivity in the Division of Student Affairs. It exists to further the educational objectives of Dartmouth College in fostering an environment where all students can thrive, value difference, and contribute to the creation of a socially just world.

Reporting to the Associate Dean for Community Life and Inclusivity, the Senior Assistant Dean and Director of OPAL directs the efforts of the staff in advising, mentoring, and counseling students on a wide variety of academic, personal, social, cultural, career, and community concerns. The Senior Assistant Dean and Director of OPAL is responsible for leading an office of 12 full-time staff in managing stakeholders' expectations, overseeing a budget of \$1.28M, securing critical resources and stewarding gifts and endowments, providing project management infrastructure, and encouraging innovation. Further, the Senior Assistant Dean and Director of OPAL is charged with communicating progress, trends, and pertinent data via reports and presentations to internal and external audiences, establishing departmental priorities and implementing campus-wide programs and services informed by the best available evidence and research. The Senior Assistant Dean and Director is the point of contact for diversity and inclusion initiatives for students and providing leadership for on-campus student-led diversity and inclusion projects. Additionally, they promote utilizing appropriate assessment techniques to measure initiatives' effects and outcomes to inform program and policy development and training of students.

The Senior Assistant Dean and Director of OPAL works closely with the Associate Dean of Community Life and Inclusivity in identifying and addressing student and community needs, serving as a divisional resource on issues of campus climate and diversity, and partnering with the Office of Institutional Diversity and Equity and campus colleagues. The Senior Assistant Dean and Director contributes to the Dartmouth community by building effective partnerships across campus to mobilize the community in efforts to enhance cultural competence and inclusion. They also collaborate with the campus, local, regional, and national networks in identifying emerging trends, adapting best practices, and delivering effective diversity, inclusion, cultural competence, and social justice programs.

Advanced knowledge and mastery of evidence-based and developmentally appropriate frameworks and approaches to identity development, significant and progressively responsible experience in programs

fostering identity and community development, promoting pluralism and inclusion, enhancing leadership development and cultural competency, and maintaining a positive and affirming learning and living environment to support student success are required. Candidates must demonstrate significant experience and success in interpersonal and communication skills, prioritizing tasks, student advising, staff supervision, and positive interactions with diverse populations. Ideal candidates will demonstrate the ability to develop and implement program assessments.

Preferred qualifications include experience developing and providing strategic oversight of diversity, equity, and inclusion programs in higher education, proficiency in program assessment, and expertise in multicultural and social justice education, gender and sexuality studies, ethnic studies, international affairs, and/or leadership development.

Review of applications begins **October 24, 2022** and continue until the position is filled. To apply, candidates submit a resume and cover letter via the Spelman Johnson website at [www.spelmanjohnson.com/open-positions](http://www.spelmanjohnson.com/open-positions). Email nominations for this position to Kara Kravetz Cupoli at [kke@spelmanjohnson.com](mailto:kke@spelmanjohnson.com). Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895 or email [info@spelmanjohnson.com](mailto:info@spelmanjohnson.com).

**Visit the Dartmouth College website at <https://home.dartmouth.edu/>**

*Dartmouth College is an equal opportunity/affirmative action employer with a strong commitment to diversity and inclusion. Discrimination is prohibited on the basis of race, color, religion, sex, age, national origin, sexual orientation, gender identity or expression, disability, veteran status, marital status, or any other legally protected status. Applications by members of all underrepresented groups are encouraged.*

*Employment in this position is contingent upon consent to and successful completion of a pre-employment background check, which may include a criminal background check, reference checks, verification of work history, and verification of any required academic credentials, licenses, and/or certifications, with results acceptable to Dartmouth College. A criminal conviction will not automatically disqualify an applicant from employment. Background check information will be used in a confidential, non-discriminatory manner consistent with state and federal law.*