



Winston Salem, NC

**Search for
Associate Vice Chancellor and Chief Diversity Officer
Vice Provost for Equity, Diversity, Inclusion, and Belonging**

THE SEARCH

The University of North Carolina School of the Arts (UNCSA or the University), a nationally recognized public arts conservatory, seeks an entrepreneurial, systems-oriented, relationship-builder-leader to serve as their inaugural Associate Vice Chancellor and Vice Provost for EDIB (or CDO). The inaugural CDO is the senior institutional administrator responsible for broadly shaping, implementing, and assessing goals and strategies to advance equity, diversity, inclusion, and belonging (EDIB) across the UNCSA community. UNCSA seeks in its CDO a leader who believes in the power of education and the arts and welcomes the opportunity to identify and remove barriers to equity, inclusion, and belonging impacting historically marginalized and underserved groups. The University realizes that the work of EDIB cannot fall to one person alone. As an integral member of the Chancellor's leadership team, the CDO will work alongside senior leadership, including two former CDOs, and a campus community that are energized to invest the resources, time, and energy needed to address EDIB issues at the University and within the arts.

In the summer of 2020, the University campus community collaborated to develop an [EDI Framework](#), which guides UNCSA forward in making short- and long-term change efforts. This new CDO role is a direct result of the work of that EDIB framework. Recently, UNCSA adopted a 2022-2027 Strategic Plan to assist in accomplishing its goals. This roadmap includes five areas of growth: EDIB, health and wellness, interdisciplinary work in the arts, maintaining and expanding industry relevance, and institutional sustainability. Specifically, the EDIB initiatives are a commitment to an explicit and continual process of identifying and dismantling systems and practices of bias, exclusion, and oppression.

This leader will bring creative, strategic, and organizational leadership, along with proven EDIB, social justice, and change management expertise. They will be an excellent communicator, able to speak to broad audiences about EDIB and its impact on the academy and industry. The ideal candidate will have relevant, progressive EDIB-related leadership experience and familiarity with the various artistic disciplines UNCSA offers.

Above all, the CDO must be a community builder, able to listen genuinely, center marginalized voices, and build consensus and buy-in while also being decisive when action is needed. This is a tremendous opportunity to directly impact the face of a conservatory arts education and give faculty, staff,

administrators, and students the tools to enact meaningful change across campus and within their industries. UNCOSA's CDO will inherit an engaged network of people across the institution who are ready to be EDIB allies and partners and build out additional support and infrastructure around EDIB. In recent years, UNCOSA has accelerated its commitment to deeply embedding EDIB into its institution and is proactively working to transform the campus into a more welcoming, responsive, and inclusive community for everyone.

In accordance with UNC System guidelines, the salary for this position is \$140,000, the maximum market rate approved by the System.

UNCOSA has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. All inquiries, nominations, and applications with letters of interest should be submitted in confidence to the search firm as indicated at the end of this document.

TO APPLY

Inquiries, nominations, and applications (a CV or resume and letter of interest) may be directed online and in confidence to:

Rebecca Swartz, Partner
Mx. Angelo Alexander, Associate
Harley Bartles, Search Coordinator
Isaacson, Miller

<https://www.imsearch.com/search-detail/8639>

The University of North Carolina School of the Arts strives to cultivate an environment that is diverse, inclusive, and free from discrimination. UNCOSA is committed to prohibiting employment discrimination based on race, religion, color, national origin, ethnicity, sex, pregnancy, gender identity or expression, sexual orientation, age, political affiliation, National Guard or Veteran status, genetic information, or a disability.

UNCOSA also is committed to providing a safe and secure environment for faculty, staff, students, and visitors, and publishes an annual security and fire safety report.