

Chief Equity and Inclusion Officer

Amherst College invites nominations and applications for its Chief Equity and Inclusion Officer (CEIO). As a visible and engaged leader, the CEIO will provide clear-eyed vision and strategic direction to shape priorities, policy and programming utilizing best practices around all aspects of inclusion, equity, and community to advance the mission of the College. This is an opportunity for a confident, collaborative, and strategic professional to work in partnership with the full Amherst community to advance the college's vision of an inclusive, equitable community and in so doing, to provide leadership in the sphere of liberal arts colleges and universities nationally. This leader will report directly to <https://www.amherst.edu/about/president-college-leadership/president> and as a member of senior administration, will have broad, effective campus-wide reach and influence.

Founded in 1821, Amherst College is committed to its motto, Terras Irradiant ("Let them give light to the world"), and has demonstrated steadfast confidence in the value of the liberal arts. Amherst educates students of exceptional potential from all backgrounds so that they may seek, value, and advance knowledge, engage the world around them, and lead principled lives of consequence. Diversity, equity and inclusion are foundational to an Amherst education, and this commitment fosters a vibrant intellectual community that looks like the world. A renewed focus on the College's commitment to student diversity marked the first decade of the new millennium, and in the 2010s, the College prioritized fostering a truly inclusive and equitable community for all students, faculty, and staff. Over these past two decades, diversity and academic excellence have increased in tandem, and the College's faculty has become markedly more diverse. This combination of academic quality and diversity uniquely positions Amherst College to rethink residential liberal arts education, adapting for a changing population and preparing to embrace and meet promises and challenges of the future.

A champion for equity and inclusion, the chief equity and inclusion officer will lead a sustained effort supporting a vibrant campus culture in which everyone has the opportunity to thrive through a true sense of belonging. Amherst has made significant progress, but there remains work to be done in a number of realms, including the cultivation of a unified vision for this work across a small but decentralized institution. Working closely with the president, faculty and staff leadership, the CEIO will strive to create a holistic approach to equity, diversity and inclusion in partnership with others in recruitment, hiring, and retention and research, creative works, management, policy and pedagogy in an effort to build a strong foundation from which every community member can thrive. The CEIO will lead an office of approximately 20 professionals: the Office of Diversity, Equity, and Inclusion (ODEI) who are seen as leaders and experts in the work across Amherst's campus.

The successful candidate will bring a strong intellectual grasp of how to prioritize and coalesce equity, and inclusion efforts for meaningful impact, as well as experience furthering a process of cultural change in an environment where people are motivated to progress while also being connected to history and tradition. They must have at least seven years of experience in diversity, equity and inclusion or related fields, and

excellent listening and communication skills, including effectiveness in building trust, leading through influence, and achieving consensus from a broad range of internal and external constituents. As a transformational, results-oriented leader, the CEIO will serve as an advisor and connector among ODEI, academic unit heads, faculty, students, staff, and the greater community. They will demonstrate a strong commitment to equity, anti-racism, and inclusive excellence — and embrace a leadership role in an academic community where there will be competing visions of how to achieve those goals. Additionally, the CEIO must have the capacity to initiate the collection, analysis, and presentation of data, employing meaningful metrics of change.

Additional information about Amherst College may be found at <https://www.amherst.edu/about>.

A complete leadership profile can be found at WittKieffer: <https://www.wittkieffer.com/position/24560-chief-equity-and-inclusion-officer/>. We welcome direct interest and ask candidates to submit a cover letter that addresses key responsibilities and requirements of the position and a resume by April 17, 2023 through the WittKieffer candidate portal: <https://apptrkr.com/3984526>. For nominating a colleague or for a specific question, please email our consultant team at AmherstCEIO@wittkieffer.com.