



Position Announcement

Carnegie Mellon University, College of Fine Arts Associate Dean for Diversity, Equity, and Inclusion

The College of Fine Arts at [Carnegie Mellon University](#) (CMU) invites inquiries, nominations, and applications for the position of associate dean for diversity, equity, and inclusion. This is an in-person position, and the next associate dean is expected to start in summer 2023.

The [College of Fine Arts](#) (CFA) is a community of nationally and internationally recognized artists and professionals within five highly distinctive and distinguished schools (Architecture, Art, Design, Drama, and Music) as well as three important units (BXA intercollegiate degree programs, the Frank-Ratchye STUDIO for Creative Inquiry, and the Miller Institute for Contemporary Art). The schools are internationally renowned for their unique multidisciplinary capabilities and distinctive pedagogical approaches, for the success and influence of their students and alumni, for their visionary leadership in the development and transformation of the professions, and for their vital role in melding the exceptional capabilities of a great university with society and culture.

The associate dean for diversity, equity, and inclusion (associate dean) will report directly to the CFA dean and will serve as a crucial voice on the executive team (comprising the school heads and unit directors as well as assistant and associate deans). As the college's senior diversity officer, the associate dean will collaborate with members of the college community to envision and pave the way toward a future for CFA that is more diverse and inclusive, actively working to eradicate racism and exploring intersections with gender, class, and other aspects of identity and positionality. The associate dean will provide intellectual and strategic leadership and serve as an advocate, catalyst, and resource for conceptualizing, implementing, and evaluating DEI initiatives throughout the college.

The associate dean will lead the development and implementation of a college-wide diversity, equity, and inclusion (DEI) strategic plan; develop evaluation tools and establish metrics to measure progress and promote continuous assessment and improvement; convene and lead the college's DEI council; serve as the main point of contact and central resource for students, faculty, and staff on DEI matters; and partner with student leaders to support student-led equity initiatives to enhance the climate and experience for students of the global majority. The associate dean will work closely with other leaders across campus, notably CMU's vice provost for DEI and her team, to share best practices, manage bias response, coordinate efforts, and guide the college and university toward a more inclusive future. The position will supervise a full-time program coordinator and a graduate assistant.

The College of Fine Arts seeks candidates whose professional, educational, and lived experiences have prepared them to advance the college's vision of a vibrant community characterized in all it does by a central commitment to inclusive excellence. Minimum qualifications include a bachelor's degree (advanced degree preferred) and five years of relevant experience. Demonstrable engagement with arts communities and an understanding of their place within a university is a plus. While this is a full-time administrative position, qualified candidates may be eligible for a non-tenure-track faculty appointment.

Carnegie Mellon University has retained Spelman Johnson, a leading national executive search firm, to assist with this search. Review of applications will continue until the position is filled; complete

applications received by **April 3, 2023**, will be assured full consideration. A resume with an accompanying cover letter may be submitted via the Spelman Johnson website at www.spelmanjohnson.com/open-positions.

Nominations for this position may be emailed to Jim Norfleet at jmn@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.

The Commonwealth of Pennsylvania does not require public salary disclosure. For salary information, please contact Jim Norfleet.

As a condition of employment, Carnegie Mellon University requires all staff and faculty working in the United States to provide proof of their vaccination against COVID-19, including a booster when eligible, or have an approved exemption.

Visit the Carnegie Mellon University website at www.cmu.edu.

Carnegie Mellon University is an Equal Opportunity Employer/Disability/Veteran.