

Vice President of Inclusion, Access, and Belonging

Salisbury University (SU) (<https://www.salisbury.edu/>) invites inquiries, nominations and applications for a passionate, accomplished, and committed leader to serve as its next Vice President (VP) of Inclusion, Access, and Belonging.

As a student-centered, public regional comprehensive University, SU provides a high-quality undergraduate education, along with excellent graduate and certificate programs. Located on Maryland's Lower Eastern Shore, the friendly campus has a powerful sense of community and "just right size" feel, and the beautiful grounds are a nationally recognized arboretum. SU is a campus of more than 1,600 staff and 600 full- and part-time faculty. These dedicated and devoted faculty and staff value a culture of collaboration and shared governance, and a creative and engaged student population that is increasingly diverse.

SU's core values include diversity and inclusion because the institution recognizes and values the considerable educational benefits that can be gained from engaging with people and ideas from a wide range of backgrounds and experiences. SU is committed to providing the campus with the tools and resources needed to ensure that SU is a welcoming and inclusive living and learning environment that prepares students to excel in a global workplace and in diverse communities. The University attracts and recruits exceptional and diverse faculty, staff, and undergraduate and graduate students from across Maryland, throughout the U.S., and around the world. The new VP will build on existing practices and resources, and forge new programs and initiatives to ensure every person on campus – from students and employees to visitors and guests – feels supported, welcome, and included at SU.

Reporting directly to President Carolyn Ringer Lepre, (<https://www.salisbury.edu/administration/president/>) the incoming VP will oversee the Disability Resource Center, Office of Diversity and Inclusion, and Office of Institutional Equity, chair the newly formed Inclusion, Access, and Belonging Working Group, and they will play a crucial role on the President's Advisory Team. This VP will also liaise with the Institute of Retired Persons to build community engagement, Veterans Services which is housed in the Registrar's Office, and other special populations. Additionally, the VP will be responsible for the Powerful Connections and DRC STARS (Student Transition, Access, Retention, and Success) programs, the ODI Faculty Fellows and Student Fellows Programs, and the First-Generation Sea Gull Scholars Program. The VP will oversee additional campus resources including the Charles A. Wight Multicultural Center for Equity, Justice, and Inclusion as well as an interfaith meditation space. The VP will partner with and provide support to the SU Multicultural Alliance as well as Delta Alpha Pi National Honor Society. Annual events that the division will coordinate include Multicultural Festival Week, a Multicultural Leadership Summit, an Anti-Racism Summit, heritage month celebrations, and guest performers and speakers, to name just a few.

The incoming VP will be a thought leader with the interpersonal and communication skills to serve as the University's chief spokesperson and advocate for issues related to DEI. The new VP will have a minimum of ten years of progressively responsible, substantial, and successful experience in multicultural affairs, accessibility, human resources or a related field with a demonstrated commitment to diversity, equity, and inclusion. An advanced degree is required.

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in the leadership profile. WittKieffer is assisting Salisbury University in this search. For fullest consideration, candidate materials should be received by Monday, April 2, 2024.

Application materials should be submitted using WittKieffer's candidate portal at <https://candidateportal.wittkieffer.com/description?jobID=24612>. Nominations and inquiries can be directed to Charlene Aguilar, Corin Edwards, and Jen Meyers Pickard, Ph.D. at SalisburyVP-IAB@wittkieffer.com.

Salisbury University is an equal educational and employment opportunity institution.