



Vice President, Community and Belonging

[St. Olaf College](#) (Northfield, MN) invites applications, expressions of interest, and nominations of candidates in its search for its next Vice President for Community and Belonging (VPCB). St. Olaf seeks a strategic, entrepreneurial, and collaborative leader to serve the college. The VPCB will be joining St. Olaf at an exciting inflection point, following its welcoming of [Dr. Susan Rundell Singer](#) as its new President in June 2023. A strategic partner to Dr. Rundell Singer, the VPCB will join a forward-thinking and innovative leader as St. Olaf positions itself for continued momentum into the future.

St. Olaf's mission is to challenge students to excel in the liberal arts, examine faith and values, and explore meaningful vocation in an inclusive, globally engaged community nourished by Lutheran tradition. Founded in 1874 by Norwegian Lutheran immigrants and one of 26 colleges of the [ELCA](#), the largest Lutheran denomination in the US, St. Olaf is both religiously affiliated and religiously diverse, including many community members who identify as spiritually curious but not religious. St. Olaf College is among the country's best liberal arts colleges, recognized for its academic excellence, its strong sense of community, and its success in preparing individuals of action and substance who will shape the world.

The work of the Vice President for Community and Belonging will be broad and all encompassing. The VPCB will focus on the following essential job duties:

- Drive progress toward shared goals by providing expertise, insight, strategic vision, and counsel to a wide range of constituencies in a variety of contexts; in consultation with student, staff, faculty, and community leadership, the VPCB will analyze policies, practices, legislation, and regulations related to DEIB and make recommendations to College leadership;
- Partner with key offices and leaders to recruit a talented and diverse body of students, faculty, and staff; responsible for retaining a talented, dedicated, and experienced team;
- Collaborate with intentionality; effectively communicate challenges, efforts and progress; amplify existing strengths; implement policies and programs; and build new campus initiatives while forging strong connections with students, faculty, staff, and alumni;
- Facilitate, develop, and execute professional development and training opportunities to address anti-racism, anti-oppression, and other important diversity, equity, and inclusion issues; and
- Develop signature programs and events that promote cultural awareness and intercultural engagement for all members of the campus community.

The VPCB is anticipated to manage the following established departments/administrators: TRIO college preparation and access programs (Educational Talent Search, Upward Bound); The Glenn and Myretta Taylor Center for Equity and Inclusion; Posse Foundation; Title IX/Section 504; and Bias Reporting.

The successful candidate will possess 3+ years of demonstrated experience providing leadership for equity and inclusion efforts within an organization; 7+ years of strategic leadership of diversity, equity and inclusion in an institution of higher education or a related organization across multiple functional areas is preferred.

A minimum of a bachelor's degree in cultural studies, ethnic studies, social services, sociology, psychology, organizational development or a related field is required; a master's degree or doctorate in higher education, organizational leadership, equity and inclusion, or a related field or certification in the fundamentals of diversity, inclusion and belonging is preferred. A full position description can be found here <https://diversifiedsearchgroup.com/search/20553-st-olaf-college-vice-president-community-and-belonging>

Nominations and applications should be submitted electronically as soon as possible. Although applications will be welcomed until the time that a new VP is selected, candidates should submit materials no later than April 12, 2024, to ensure fullest consideration. Applications should include a letter of candidacy that responds to the agenda for leadership and the desired qualities and qualifications for the VPCB and a CV. All application materials will be considered in full confidence. Please send all nominations, inquiries, and applications, electronically to:



Julie E. Tea, Managing Director
Holly Jackson, Managing Associate
Danielle Mebert, Senior Associate
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St. Olaf College is an equal employment opportunity and voluntary affirmative action employer. The college is committed to providing an inclusive and welcoming environment for all members of our community. With regard to its hiring and employment practices, the college prohibits all forms of discrimination and harassment based upon an individual's legally protected status including race, color, creed, national origin, gender, gender identity, gender expression, sexual orientation, age, religion, disability, marital status, veteran status, or status with regard to public assistance.