

Social Equity & Inclusion Faculty Fellow  
RISD - Rhode Island School of Design - Providence, RI

Rhode Island School of Design (RISD) invites applications for three full-time term appointment Social Equity & Inclusion Faculty Fellowships at the rank of Assistant Professor-in-Residence, to commence Fall 2024. These positions are for 2-year term appointments (AY 24/25-AY 25/26).

The Social Equity & Inclusion Faculty Fellow is part of the RISD faculty and a member of a cohort of three fellows who each teach courses in academic departments, offer workshops through RISD's Teaching & Learning Lab, and contribute to the Division of Social Equity & Inclusion. The discipline for the fellowship is open, although applicants with expertise in Illustration, Industrial Design, or Literary Arts and Studies (LAS) are particularly encouraged to apply.

Principles of social equity, inclusion, and diversity are fundamental to RISD's academic mission as an art and design school. We understand these principles to require ongoing attention to differential embodied experience and expansion of the forms of knowledge from which our curricula originate. RISD is engaged in the collective work of institutional transformation and would value applicants whose pedagogical and professional experiences have prepared them to foster equitable teaching and learning environments. We seek applicants whose teaching and professional work (creative practice and/or academic scholarship) attends to embodied difference as intersectional and centers on bodies of knowledge from historically underrepresented communities. We particularly encourage applicants who can help advance the institution's social equity, inclusion, and diversity goals and those from groups whose underrepresentation in the American professoriate has been severe and long standing, including Black, Indigenous, Latinx, and other People of Color, people who identify as LGBTQIA+, veterans, people with disabilities, and first-generation college students.

We are seeking a creative practitioner, scholar, and/or researcher whose work engages non-western, indigenous, and/or historically marginalized cultures, histories, and forms of knowledge; investigates, critiques, or addresses the ways in which power shapes notions of value and inequality, in particular understandings of race and its intersections with other issues; and/or fosters inclusion by exploring pedagogies and practices that meaningfully engage a diverse range of students/communities.

The ideal candidate will be able to offer courses that will appeal to an internationally diverse student population of artists and designers and will be pursuing creative/scholarly work that has the potential to engage the RISD community. We seek candidates who demonstrate a high level of creative and/or scholarly practice, quality undergraduate teaching, and an ability to contribute programming to RISD's Teaching & Learning Lab, as well as to other institutional initiatives to further social equity, inclusion, and diversity.

Required Qualifications

- A terminal degree in applicant's discipline conferred by July 1, 2024
- Ability to teach in one or more academic departments at RISD
- Evidence of successful teaching at the college level
- Evidence of a high level of creative/scholarly practice
- Expertise in social equity, inclusion, and diversity in relation to teaching and/or creative/scholarly practice
- Demonstrated ability to work supportively with students, faculty, and staff to advance social equity, inclusion, and diversity at RISD

Preferred Qualifications

- Expertise in Illustration, Industrial Design, or Literary Arts and Studies

#### RISD/ Department Description

Rhode Island School of Design (RISD) is an undergraduate and graduate college of art and design with approximately 2,500 graduate and undergraduate students. For more information, please visit [www.risd.edu](http://www.risd.edu).

The Teaching & Learning Lab offers workshops and other events to faculty, staff, and graduate students who are teaching at RISD. The aim of these events is to promote inclusive teaching practices, support innovative decolonial approaches to curricular development, highlight modes of transformational teaching, address pressing issues in the RISD classroom, and support colleagues in advancing their own reflective teaching practices.

The Division of Social Equity & Inclusion, in partnership with all units of the institution, carries out diversity, inclusion, and equity work at the strategic and structural level to build institutional capacity and empower RISD students, faculty, and staff by providing: leadership and guidance; community engagement and partnership; and resources and education. The Division includes the central office for Social Equity & Inclusion, the office of Equity & Compliance, which works to create a learning, living, and working environment for RISD community members free from bias, discrimination, and harassment, and the office of Intercultural Student Engagement, which serves as a hands-on resource for RISD students from minoritized and marginalized communities through advising, mentorship, programming, and advocacy.

#### Faculty Responsibilities

The full-time faculty teaching load at RISD for AY 24-25 is five teaching units a year. In addition to teaching, full-time faculty (including Social Equity & Inclusion Faculty Fellows) are expected to maintain a dynamic professional practice, serve on college committees, advise students, participate in curriculum development and other departmental and/or divisional activities and projects, and contribute to the vibrancy of the intellectual life of the college.

Each year of appointment, the responsibilities of the Social Equity & Inclusion Faculty Fellow include:

- Teaching the equivalent of 3 teaching units
- Contribution to the Teaching & Learning Lab: develop and offer Teaching & Learning Lab workshops, other programming, and resources related to social equity, inclusion, and diversity (time commitment equivalent to 1 teaching unit)
- Contribution to initiatives in the Division of Social Equity & Inclusion in collaboration with the Vice President for Social Equity & Inclusion (time commitment equivalent to 1 teaching unit)
- Engaging in professional practice (scholarly or creative work)
- College Service: participate on one college-wide committee per year
- College Service: participate in academic departmental meetings and pedagogical initiatives
- College Service: work with students as mentor, degree project and/or thesis advisor, and guest critic

#### Union Yes

#### Salary Information

For information about base pay for this position, please refer to Article XII "Salaries" (p. 19-22) in the Faculty Association Collective Bargaining Contract 2022-2025. The contract indicates the minimum base salary for each rank.

#### Pre-employment Requirement

The successful candidate will be required to meet our pre-employment background screening requirements.

## Special Instructions to Applicants

RISD Faculty Search Committees comprise colleagues from within and outside of the hiring Department.

Please attach the following to the appropriate links in the section labeled "Documents Needed to Apply":

- 1) A cover letter that includes an expression of interest in teaching at RISD, an overview of your creative or scholarly work, and a description of your unique perspective on your past and present contributions to promoting social equity, inclusion, and diversity in your professional career. This description should also articulate your approach to inclusive pedagogy and discuss your demonstrated commitment to, past evidence of, and future plans for creating equitable opportunities for learning and mentoring, especially for students from marginalized and minoritized groups. (3 pages, maximum, as a single PDF file)
- 2) A Curriculum Vitae (as a single PDF file)
- 3) Either a portfolio of images of recent professional creative work OR a writing sample (as a single PDF file). The portfolio is limited to 20 images maximum and each image should be labeled with descriptive captions including media, date of completion, dimensions, etc. The writing sample is limited to 20 pages maximum
- 4) A list of 3 potential courses you could offer, with a short description of each (1 page, maximum, as a single PDF file)
- 5) A list of 3 proposed workshops or other programming that you could offer through the Teaching & Learning Lab, with a short description of each (1 page, maximum, as a single PDF file) (attach to tab labeled "Other 1")

Applications may not be edited once they are certified and submitted.

File size is limited to 10 MB per file.

Only materials that have been requested will be considered. The only links that may be included are those that refer to work already contained in the portfolio of images of recent professional work. Links to time-based work are permitted. Time-based samples of recent professional work should not exceed 15 minutes, in total.

Names and contact information for three references are requested as part of the application process. Requests for reference letters are sent directly to the reference providers when candidates become finalists.

Review of applications begins immediately and continues until the position is filled. Applicants who submit their materials by May 5, 2024 are assured full consideration.

## EEO Statement

RISD is an Equal Opportunity Employer. Employment decisions are made without regard to race, color, religion, sex, age, national origin, disability, veteran status, sexual orientation, gender identity or expression, genetics, or any other protected characteristic as established by law.

Please apply directly at <https://careers.risd.edu/postings/2333>.