



**Search for the Director of Equity and Civil Rights/Title IX Coordinator**  
**University of Maryland, Baltimore County**  
Baltimore, Maryland

[UMBC \(University of Maryland, Baltimore County\)](#) seeks an experienced civil rights practitioner and strategic leader to serve as its Director of Equity and Civil Rights and Title IX Coordinator (Director), who will build meaningful relationships throughout a diverse campus community and advance the practices of the [Office of Equity and Civil Rights \(ECR\)](#) in pursuit of becoming a model operation in higher education. The Director will manage the Office of Equity and Civil Rights while collaboratively working to provide long-term vision, leadership, and strategic direction to ensure the University's compliance with all federal, state, and local laws and regulations—understanding that the success of these services is the foundation of UMBC's welcoming and supportive culture for all students, faculty, and staff.

Committed to inclusive excellence in practice and values, UMBC is proud to be one of the nation's fastest-growing and most diverse public top-tier universities. With the recent appointment of [President Valerie Sheares Ashby](#) and incoming [Provost Manfred H.M. van Dulmen](#), the campus enters a period of growth, innovation, and transformation. The University's vibrant campus is regarded as a new model for American higher education – a place where talented students, faculty, and staff thrive in a culture that embraces and encourages innovative ideas and collaboration. As the country becomes increasingly diverse, UMBC views itself as a prototype of the university as it evolves; its innovation will come to define public higher education.

Recently created by [Tanyka M. Barber](#), the inaugural Vice President for Institutional Equity and Chief Diversity Officer, to pave the way for a new chapter of high-quality support, ECR is responsible for advancing the university's core value of inclusive excellence by ensuring university compliance with non-discrimination laws, regulations, and policies, including, but not limited to, Title VI, Title VII, Title IX, Americans with Disabilities Act (ADA), ADEA, Section 504 of the Rehabilitation Act, the Clery Act, and VAWA. While leading the full portfolio of UMBC's non-discrimination, fair employment, and equal opportunity services, the Director also serves specifically as the University's Title IX Coordinator.

Reporting to the Vice President for Institutional Equity and Chief Diversity Officer, the University is seeking an innovative, committed, and passionate professional who has broad civil rights knowledge and experience and has a demonstrated commitment to ensuring an inclusive learning, living, and working environment free from harassment, discrimination, hate, and bias for all members of the UMBC community. As a visible and accessible leader who thoughtfully exercises unwavering high integrity in the balance of transparent communication and required confidentiality, the Director will collaborate closely with various campus partners such as the Division of Student Affairs, Human Resources, Campus Police,

Office of the Provost, Inclusion Council, shared governance bodies, Office of the General Counsel, and other campus leaders.

Interested candidates must submit a letter of interest and a current resume or curriculum vitae to be considered for the position. Confidential inquiries, nominations, and application materials should be directed to:

Keight Tucker Kennedy, Partner (she/her)  
Tiffany Weber, Managing Associate (she/her)  
Alexis Ditaway, Associate (she/her)  
Alexis Scott, Senior Search Coordinator (she/her)

<https://www.imsearch.com/open-searches/university-maryland-baltimore-county/director-equity-and-civil-rightstitle-ix>

*The University of Maryland, Baltimore County, values safety, cultural and ethnic diversity, social responsibility, lifelong learning, equity, and civic engagement. Consistent with these principles, the UMBC does not discriminate in offering equal access to its educational programs and activities or with respect to employment terms and conditions on the basis of a UMBC community member's race, creed, color, religion, sex, gender, pregnancy, ancestry, age, gender identity or expression, national origin, veteran status, marital status, sexual orientation, physical or mental disability, or genetic information.*