**Associate Dean of Students for Intercultural Engagement, Inclusion, & Belonging**

The associate dean of students for intercultural engagement, inclusion & belonging serves as a leader in student life and assists in providing leadership for the college’s diversity, equity, and inclusion (DEI) efforts. The associate dean will support the student success, belonging, and retention efforts across the student lifecycle with particular attention to the student experience of historically marginalized student populations including BIPOC students, international students, LGBTQ+ students, amongst others. Through working with students, faculty, staff, and departments across campus, the associate dean will create a strong sense of community through collaboration, strategic use of resources, partnership, and establishing a seamless student experience for students from historically marginalized backgrounds. The associate dean will oversee the areas of International Student Services and Chaplain’s Office, supporting professional staff, programmatic goals, and impact. This role reports to the Vice President for Student Life.

Assists the President, Vice President for Student Life and other senior leaders in the implementation of initiatives that support diversity, equity, and inclusion (DEI) education across campus including Intercultural and Interfaith student programming, institutional strategic planning for DEI, and co-chair of the University Diversity Committee.

Design, plan, implement and assess student-facing intercultural programming to build connection, foster identity-development, and facilitate student success; collaborate with other student facing or academic departments on university programming and heritage month celebrations as appropriate.

Cultivate and maintain an inclusive campus culture wherein all students feel that they matter and belong. Lead student educational initiatives for inclusion and diversity including new students, returning students, student leaders, and special population students. Partner with relevant and necessary offices and departments in these efforts.

Lead creation and management of resources to facilitate student success and belonging for historically marginalized student populations through multiple avenues that could include physical space, virtual offerings, community-building, programming, and education.

Formally and/or informally advise or support intercultural and identity-based registered student organizations. Serve as a resource for associated theme house communities.

Support student retention strategies involving historically marginalized groups and promote student success via best practices throughout the student lifecycle. Support the psycho-social development of students.

Serve as a student advocate to resolve organizational concerns and student life issues that hinder success with a particular focus on supporting international students, BIPOC, LGBTQ+, and other historically marginalized groups.

Serve as a resource for student concerns, directing them to appropriate campus resources; lead Bias Incident Response Team and assist with processes; act as mediator between students/registered student organizations and campus departments as necessary.

Partner with Institutional research and Academic Affairs on campus climate assessment cycles. Collaborate with Dean of Academic Affairs and dean’s academic strategic leaders, including the Associate Dean of Faculty Affairs, the Director of the Center for Innovation in Teaching and Assessment, and the Executive Director for Academic Advising, Retention and Student Success on the implementation of strategic initiatives related to diversity, equity, and inclusion (DEI).

Leadership and management of department operations; supervision of professional and student staff; monitor and maintain operational budget and program budget; work with Communications regarding social media that highlights heritage celebrations and work in collaboration with campus activities in support of intercultural and identity-based student organizations.

Serve as a member of the Student Life Leadership Team and student life on-call rotation.

Supervise and support professional staff, student support, and programming for the Chaplain’s Office and International Student Services.

Other related duties and responsibilities as assigned.

Annual salary $105,000 - $130,000. The actual salary will be determined based on qualifications and other factors permitted by law.

**Minimum Qualifications**

* Master’s degree is required. Preference for higher education administration, college student personnel, or similar field.
* Minimum 5 years of experience in diversity, equity, and inclusion, multicultural affairs, or student success support for underrepresented populations or equivalent.
* An equivalent combination of education and related experience may be considered.
* Demonstrated understanding of a small, residential, liberal arts-based college and with an appreciation for the role of this type of college in preparing students for lifelong learning.
* Proven experience of developing, implementing, and assessing programs and training for college students.
* Demonstrated ability to provide leadership, development of teams, and utilizing problem-solving skills in challenging students to develop community and engage others about and across their differences.
* Experience developing programs and services that develop a sense of belonging and community for students from historically marginalized identities.
* Experience supervising and developing talent to achieve professional and institutional outcomes
* Demonstrated ability to work with discretion with individuals from a variety of backgrounds.
* Consensus building within collaborative, cross-functional teams

**Preferred Qualifications**

* Doctorate in relevant field
* Progressively responsible experience within student affairs/academic affairs

Interested applicants must apply online at [**http://employment.stlawu.edu**](http://employment.stlawu.edu) uploading all required materials which are defined in the “special instructions to applicant” section. Review of applications will begin immediately and continue until the position is filled. Questions about the position may be emailed to studentlife@stlawu.edu.

All offers of employment are contingent upon the finalist successfully passing a background (including criminal records) check.

Located at 23 Romoda Drive, Canton, NY, St. Lawrence University is a coeducational, private, independent liberal arts institution of about 2,150 students from more than 40 states and 40 nations. The educational opportunities at St. Lawrence inspire students and prepare them to be critical and creative thinkers, to find a compass for their lives and careers, and to pursue knowledge and understanding for the benefit of themselves, humanity, and the planet. Through its focus on active engagement with ideas in and beyond the classroom, a St. Lawrence education leads students to make connections that transform lives and communities, from the local to the global.

The University is committed to and seeks diversity among its faculty, staff, and students. Such a commitment ensures an atmosphere that is diverse and complex in ways that are intellectually and socially enriching for the entire campus community. Applications by members of all underrepresented groups, as well as from individuals with experience teaching or working in a multicultural environment, are encouraged. St. Lawrence University is an Equal Opportunity Employer.

For additional information about St. Lawrence, please visit <http://www.stlawu.edu>.