

## **Director of Intercultural Engagement**

### **University of Puget Sound**

**Job ID:** 7940

**Location:** Office of Intercultural Engmnt

**Full/Part Time:** Full Time

**Regular/Temporary:** Regular

### **Staff Posting Details**

#### **Appointment:**

Regular, full-time (1.0 FTE)

#### **Position Summary:**

The office of Institutional Equity and Diversity (OIED) invites applications for the Director of Intercultural Engagement position. The Director reports to the Vice President for Institutional Equity and Diversity and contributes to the work of the OIED by providing leadership related to cultural competency, intercultural understanding, communication, and continued improvement of an inclusive institutional climate. Responsibilities include supporting diverse, historically marginalized and minoritized student communities and related student organizations through programming, and leadership development. The Director also provides professional development support to staff and faculty on equitable and inclusive environments and inclusive pedagogy. The position also involves budget management responsibilities.

#### **Why join University of Puget Sound:**

We are a campus community that values the intrinsic worth of its members, recognizes our shared qualities, and embraces our differences. All members of this community share in cultivating, sustaining, and continuously developing an environment in which equity is intentionally sought and inclusiveness is practiced. The Office of Institutional Equity and Diversity believes that reflective, thoughtful, and respectful examination of the differing dimensions of diversity educate and empower all who work and study here to be advocates for inclusion, equity and belonging. The OIED consists of an energetic and diverse team of professionals that believe and practice innovation, collaboration, equity, inclusion and social justice.

#### **Successful candidate will have the opportunity to:**

- Develop and prioritize Intercultural Engagement learning outcome goals, policies, and priorities aligned with the <https://www.pugetsound.edu/equity-diversity-puget->

sound/belonging-choosing-equity-and-engaging-inclusive-excellence and the <https://www.pugetsound.edu/about-puget-sound-0/leadership/strategic-plan>.

- Provide leadership on institutional retention efforts with emphasis on supporting students identified as people of color, first-generation, low socioeconomic status, LGBTQ+, and other historically marginalized populations.
- Partner with offices across the institution on the implementation of Puget Sound's Diversity Strategic Plan to cultivate an environment that meaningfully and thoughtfully fosters a diverse learning and living community on campus, and prepares students to live in a diverse world.
- Provide leadership on diversity, equity, inclusion and belonging professional development for students, staff and faculty.
- Actively develop supportive, mentoring relationships with students, meeting regularly with leaders of racial, ethnic, LGBTQ+ and other organizations of underrepresented students to provide support and programming assistance.
- Utilize multiple assessment approaches to aid in the evaluation of institutional equity and inclusion goals and priorities, leading to revision and implementation of revised policies and practices.
- Provide leadership in developing and implementing resources in support of an inclusive community.
- Partner with student cohort programs to support institutional initiatives toward college access and retention efforts aligned with the Access Scholars Program, the Tacoma Public Schools Commitment, and the POSSE program.
- Manage operating budget for Intercultural engagement programming
- Oversee daily operations of the Student Diversity Center and Social Justice Center and supervise undergraduate student staff and the Intercultural Engagement Coordinator.
- Serve on committees as assigned by the Vice President for Institutional Equity and Diversity.
- Lead annual campus-wide events and celebrations related to minoritized identities and to cultural awareness events.

**To succeed in this role, candidates need:**

- Master's Degree in diversity, equity and inclusion related field.
- Three or more years' experience in a diversity, equity and inclusion position in higher education, or in a student affairs position(s), including experience working in support of diverse, underrepresented, and minoritized student populations.
- Demonstrated ability to work effectively with diverse populations, including racial and ethnically minoritized students, member of the LGBTQ+ community, First Generation in College, neurodivergent populations and students with diverse religious background.
- Training and or demonstrated experience in facilitating conversations across differences.
- Ability to exercise a considerable degree of independent judgment and action.
- Strong written and verbal communication skills.
- Knowledge of and commitment to liberal arts education.
- Experience facilitating diversity and inclusion professional development.

If this sounds like the job for you, submit a cover letter describing your interest in the position, your CV, and the names and contact information of three references.

**Compensation and Benefits:**

The anticipated range for this position is \$85,000 - \$90,000 annually. Decisions about starting salaries are made based on the extent and relatedness of the candidate's education and experience and on internal equity and market considerations.

Puget Sound offers a generous benefits package for eligible staff employees, including:

- Medical, dental, and vision
- Life insurance and long-term disability
- Employee Assistance Program
- Retirement plan options and 403(b) contributions
- Paid vacation, sick leave, floating holiday, campus holidays and bonus holidays
- Education benefits, such as full tuition for eligible employees and their families
- Access to university facilities and entertainment (fitness center, pool, library, concerts, lectures and more!)

**Please note:**

- Positions that work less than .75 FTE (1,560 hours per year) do not qualify for long-term disability or education benefits.
- Positions that work less than .50 FTE (1,040 hours per year) will accrue paid sick leave but are not eligible for additional benefits.
- Temporary positions that work at least .50 FTE (1,040 hours per year) will be eligible for benefits.

This position is exempt from the provisions of the Fair Labor Standards Act.

For more information on Puget Sound's exempt staff benefits package, visit:

<https://www.pugetsound.edu/sites/default/files/2023-12/Summary%20of%202024%20Benefits%20for%20Staff%20Members%20in%20Exempt%20Positions.pdf>

For the Campus Holiday and Bonus Day Schedule, visit:

<https://www.pugetsound.edu/human-resources>

**Application Deadline:**

Applications Review will begin on October 21, 2024. The position will remain open and applications reviewed until filled.

**Required Documents:**

- Resume
- Letter of Interest

Applications submitted without the required attachments will not be considered.

All offers of employment are contingent on successful completion of all required background checks.

### **University Diversity Statement**

- **We acknowledge** the richness of commonalities and differences we share as a university community; the intrinsic worth of all who work and study here; that education is enhanced by investigation of and reflection upon multiple perspectives.
- **We aspire** to create respect for and appreciation of all persons as a key characteristic of our campus community; to increase the diversity of all parts of our University community through commitment to diversity in our recruitment and retention efforts; to foster a spirit of openness to active engagement among all members of our campus community.
- **We act** to achieve an environment that welcomes and supports diversity; to ensure full educational opportunity for all who teach and learn here; to prepare effectively citizen-leaders for a pluralistic world.

Puget Sound is committed to an environment that welcomes and supports diversity. We seek diversity of identity, thought, perspective, and background in our students, faculty, and staff. To learn more please visit: <https://pugetsound.edu/about-puget-sound-0/mission-core-values/institutional-equity-diversity>

The University of Puget Sound is an equal opportunity employer.

### How to Apply

For complete job description and application instructions, visit:  
<https://apptrkr.com/5670006>

### About Puget Sound

Puget Sound is a selective national liberal arts college in Tacoma, Washington, drawing 2,600 students from 48 states and 20 countries. Puget Sound graduates include Rhodes and Fulbright scholars, notables in the arts and culture, entrepreneurs and elected officials, and leaders in business and finance locally and throughout the world. A low student-faculty ratio provides Puget Sound students with personal attention from faculty who have a strong commitment to teaching and offer 1,200 courses each year in more than 40 traditional and interdisciplinary fields, including graduate programs in occupational and physical therapy and in education. Puget Sound is the only nationally ranked independent undergraduate liberal arts college in Western Washington, and one of just five independent colleges in the Pacific Northwest granted a charter by Phi Beta Kappa, the nation's most prestigious academic honorary society. Visit "About Puget Sound" (<http://www.pugetsound.edu/about>) to learn more about the college.

**As a strategic goal and through our core values, University of Puget Sound is committed to an environment that welcomes and supports diversity. We seek diversity of identity, thought, perspective, and background in our students, faculty, and staff. EOE/AA**

Copyright ©2024 Jobelephant.com Inc. All rights reserved.

<https://www.jobelephant.com/>