

**SEARCH FOR THE ASSISTANT VICE PRESIDENT OF EQUITY AND ACCESS**

**The University of Massachusetts**

*Boston, MA*

The University of Massachusetts System (UMass or “the System”) seeks an inspiring, collaborative, and solution-oriented leader to serve as its inaugural Assistant Vice President of Equity and Access (AVP). Reporting to the Senior Vice President & Deputy Vice President for Academic Affairs, Student Affairs, and Equity, the AVP will serve as the System’s primary advisor on all issues related to equity and access and aid in developing and sustaining a new equity and access unit within the System office. Working collaboratively across System campuses, they will assess and address needs that enhance the System experience for all constituents in order to continue advancing and sustaining an intellectually curious, welcoming, and diverse community for students, staff, and faculty. As UMass looks to its future growth, the AVP will provide innovative leadership in the System’s effort to cultivate a stronger and more inclusive university community by providing information, sharing resources and best practices, and facilitating conversations around issues related to diversity, equity, inclusion, and accessibility.

The University of Massachusetts is a revolutionary university that harnesses the spirit of Massachusetts to deliver a world-class education that transforms lives. Massachusetts is home to one of the world's most expansive, knowledge-intensive economies, a culture that greatly appreciates university innovation, and a spirit of academic achievement where DEI efforts are able to thrive and have impact. As the second-largest employer in the state and the largest contributor to the Massachusetts workforce, UMass continues to expand opportunities for employers to do business with us and is implementing systems to open doors of opportunity for women- veteran- and minority-owned businesses.

The UMass community recognizes the seismic changes produced by social unrest stemming from increasing political polarization, growing racial, gender, and sexual discrimination, partisan disputes, and the recovery from a global pandemic. In this galvanizing time of change, the AVP has an incredible opportunity to harness the energy of this current moment to guide the UMass community into actualizing a more just and equitable future.

The University of Massachusetts System has retained Isaacson, Miller, a national executive search firm, to assist with this search. All confidential inquiries, referrals, and nominations should be directed to the search firm as indicated at the end of the document.

**WORK ARRANGEMENT**

The Office of the President is supportive of flexible work arrangements when aligned with the ability to meet the needs of the unit and the essential duties of the position. The location of this position is flexible (Option to work in offices located in Boston, MA and Westborough, MA) and can operate in a hybrid model.

**TO APPLY**

The University of Massachusetts System has retained Isaacson, Miller, a national executive search firm, to assist in the search for the Assistant Vice President of Equity and Access. Confidential inquiries, nominations, referrals, and curricula vitae with letters of interest should be sent electronically to the following:

**Donna Cramer, Partner**

**Miguel Santiago, Senior Associate**

**Ryan Smillie, Senior Search Coordinator**

Isaacson, Miller

<https://www.imsearch.com/open-searches/university-massachusetts-system/assistant-vice-president-equity-and-access>

Electronic submission of application materials is strongly preferred.

*UMass is committed to a policy of equal opportunity without regard to race, color, religion, gender, gender identity or expression, age, sexual orientation, national origin, ancestry, disability, military status, or genetic information in employment, admission to and participation in academic programs, activities, and services, and the selection of vendors who provide services or products to the University. To fulfill that policy, UMass is further committed to a program of affirmative action to eliminate or mitigate artificial barriers and to increase opportunities for the recruitment and advancement of qualified minorities, women, persons with disabilities, and covered veterans. It is the policy of UMass to comply with the applicable federal and state statutes, rules, and regulations concerning equal opportunity and affirmative action.*