



Associate Vice President for Inclusive Excellence Opportunity

Overview

The University of St. Thomas has an exciting opportunity for a dynamic DEI leader to join our team in the role of Associate Vice President for Inclusive Excellence. This role reports directly to the University President and will work with internal collaborators to integrate inclusive excellence across campus and implement an Action Plan to Combat Racism.

The Associate Vice President (AVP) for Inclusive Excellence will lead the development and implementation of a proactive diversity, equity and inclusion strategy, which will support St. Thomas's mission and strategic priorities. The AVP will:

- Report directly to the President and serving as a member of the President's Cabinet.
- Lead the development of a vision and effective strategy that champions the importance and value of a diverse and inclusive university environment. Annual university-wide goals and strategies will be developed by the AVP for Inclusive Excellence to bring together various constituencies across the university.
- Tap into a broad array of existing university resources and engage faculty, staff and students to build a welcoming and inclusive culture at St. Thomas.
- Establish effective and productive relationships with other university leaders in ways that are developmentally supportive and productive.
- Design and implement training initiatives on cultural competency, gender diversity, disability, sexual identity, inter-faith understanding and other topics designed to increase awareness and support of equity and inclusion values, and maintaining compliance with applicable laws. The position serves as a key advisor and resource person for leadership, faculty and staff in the areas of diversity, inclusion and equity.
- Implement an ongoing strategic "action plan to combat racism" designed to activate the university and infuse inclusive practices across the institution.

This position is the nexus of diversity, equity and inclusion efforts at St. Thomas. It is a non-academic, professional staff position that does not have a research requirement. The primary areas of accountability include strategy, support, coordination, and education.

Education and Experience

A Master's degree in education, sociology, anthropology, public administration, human resources management or other related field. A doctorate is preferred. Experience performing the duties described above may substitute for the education requirement on a year-for-year basis. Five years of experience working in a diversity, equity and inclusion role or an affirmative action and EEO compliance function that involved the duties and principal accountabilities described above. Experience in higher education and a demonstrated understanding of faculty, academic freedom and shared governance helpful. Management and supervisory experience desired. Knowledge of training, conflict resolution, restorative justice and mediation methods.

If you have leadership experience in the areas of diversity, equity, inclusion and are passionate about higher education, please contact us!

For more information and to view the full job description visit our St. Thomas [Career Site](#).

About the University

Founded in 1885, the University of St. Thomas a Catholic university is based in St. Paul, Minnesota. St. Thomas is the largest private university in Minnesota with approximately 10,000 students from 50 states and 63 countries, and has metropolitan campuses in St. Paul, Minneapolis and Rome. The University offers more than 100 undergraduate majors with opportunities for cross-disciplinary coursework in the liberal arts, and 60 graduate degree programs, including engineering, business and law. Broad offerings are paired with a low student-faculty ratio of 14 to one, allowing each student to enjoy personal attention from professors and opportunities to collaborate in student-faculty research. In addition, faculty, not teaching assistants, teach one hundred percent of classes.

Rooted in the Catholic intellectual tradition, students are taught to think critically, act wisely and work skillfully to advance the common good. Students contribute nearly 45,000 hours to nonprofits, and more than half of undergraduate students study abroad, expanding their perspectives inside and outside the classroom.

As a community, the University of St. Thomas is committed to the pursuit of truth, academic excellence, faith and reason, dignity, diversity, personal attention and gratitude.

Questions

If you have questions, you may reach **Sara Jude**, St. Thomas Talent Acquisition, at sara.jude@stthomas.edu and/or 651-962-8510