

New Position Now Open: Associate Dean for Equity and Engagement

Job Description

We are searching for a visionary leader to enhance equity and engagement in the College of Engineering (COE) at Iowa State University. The College of Engineering is recognized as an international leader in engineering education and research. To help grow and expand success, the college is inviting applications for a newly created position of Associate Dean for Equity and Engagement. This position reflects the college's commitment toward achieving its strategic objective of fostering an inclusive culture for our college community through effective programming, engagement and accountability.

This position will report to the College of Engineering Dean, serve on the college leadership team and be responsible for: the vision, leadership and oversight of the diversity, equity and inclusion initiatives and programs at all levels; and shared leadership and oversight of recruitment and retention strategies and activities. This full time, 9 or 12 month position will be appointed for 5 years and can be renewed at the discretion of the Dean.

A critical focus of this position is ensuring access, support and equity for populations with marginalized identities: ethnicity and race (African American, Asian, Pacific Islander, Desi American, Latinx, Native American/Alaskan Native and/or Multiracial), women, veterans and military-affiliated personnel, first-generation, international, persons with disabilities, and the LGBTQIA+ community.

While this position is new with ample room for growth and opportunities, it will also leverage a strong commitment to equity at the college and university. The successful candidate will serve as a faculty member within an engineering academic department at Iowa State and opportunities may also exist for research and teaching. The new Associate Dean will also strategically manage staff, budgets and information resources.

Diversity and inclusion responsibilities

- » As the college's chief diversity, equity and inclusion (DEI) officer, the associate dean will have the opportunity to develop and lead a significant expansion of diversity, equity and inclusion efforts.

- » Help shape and support the college's strategic commitment to DEI and diversity-related policies by fostering an inclusive learning and working environment where all members of the college community have an equal opportunity to succeed and a feel a sense of belonging.
- » Lead the college's diversity committee; serve as the main point of contact for any concerns related to DEI; oversee outreach and recruitment activities; engage with student organizations to support equity initiatives; and represent the college on various committees.
- » Collaborate with and provide guidance and recommendations to the dean, associate deans, department chairs, directors and others on matters of inclusion, equity and diversity; and serve as the dean's representative for diversity-related matters on campus.
- » Develop evaluation tools and establish metrics to measure progress and promote continuous assessment and improvement of DEI efforts.

Recruitment, engagement and retention responsibilities

- » Develop and implement programmatic recruitment initiatives designed to increase undergraduate and graduate enrollment in the college. This includes efforts to build a recruiting pathway in the K-12 arena through outreach and engagement efforts.
- » Collaborate with the Office of Admissions, the Graduate College, the Office of Diversity and Inclusion, diversity student organizations and other key organizations across campus on recruitment efforts.
- » Collaborate with the associate dean for research to develop and implement initiatives to recruit and retain graduate students and support their academic, professional and personal development to promote student success.
- » Collaborate with the associate dean for academic affairs, department chairs and other college offices to implement strategies to recruit faculty and staff.

Required Qualifications

- » Ph.D. or equivalent terminal degree in a STEM or STEM education discipline commensurate for faculty rank in the College of Engineering.
- » 5 or more years of experience working within a higher education environment.
- » Recognized professional standing in diversity, equity, and inclusion as evidenced by a sustained record of accomplishment.

Application Instructions

The search committee will start reviewing candidates **February 1, 2021**. However, the committee will continue to review candidates until the position is filled. The following items are required to apply for this position:

- » Letter of application/cover letter (maximum two pages)
- » Resume/curriculum vitae
- » Minimum of 3 professional references including name, contact information, nature of relationship and number of years known
- » Separate detailed statements on each of the following (maximum of one page each):
 - » Statement on leadership experience.
 - » Statement on diversity, equity and inclusion – include your previous diversity, equity and inclusion experience, accomplishments and vision.
 - » Statement on recruitment, outreach and retention— include your previous experience with recruiting/ outreach with prospective college students.

Applications that do not include the above 6 documents (letter, resume/CV, references and 3 separate statements) will not be considered.

Apply Online: https://isu.wd1.myworkdayjobs.com/lowaStateJobs/job/Ames-IA/Associate-Dean-for-Equity-and-Engagement_R3746

If you have questions regarding this application process, please email employment@iastate.edu or call 515-294-4800 or Toll Free: 1-877-477-7485.

Preferred Qualifications

- » Excellent interpersonal and communication skills with demonstrated success in creating a collegial academic community that celebrates multiple viewpoints.
- » Demonstrated knowledge of trends, issues, current research and effective practices in broadening participation, including current efforts in a variety of STEM disciplines to strengthen and transform the higher education environment.
- » Demonstrated commitment to supporting the success of marginalized groups in engineering.
- » Demonstrated ability to lead people toward meeting the organization's vision, mission, and goals
- » Demonstrated ability to manage human, financial, and information resources strategically

About Iowa State

Iowa State University is classified as a Carnegie Foundation Doctoral/Research University-Extensive, a member of the Association of American Universities (AAU), and ranked by U.S. News and World Report as one of the top public universities in the nation. More than 30,000 students are enrolled and are served by over 6,200 faculty and staff. Iowa State University is a global and culturally diverse university committed to providing an inclusive, equitable, and diverse environment for both learning and employment. We know that diversity in experience and perspective is vital to advancing innovation, critical thinking, solving complex problems, and building an inclusive academic community. At Iowa State, we translate these values into action by seeking individuals who have experience working with diverse students, colleagues, and constituents. The university has an expectation that all employees will demonstrate a contribution to diversity and inclusion as embodied in Iowa State University's Principles of Community.

About the College

The Iowa State University College of Engineering is a prestigious program inspiring future leaders, pursuing groundbreaking research, transforming technology to make a difference, celebrating diversity of thought and culture and creating solutions to make the world a better place. Engineering is the largest college on campus with more than 8,000 students, 500 faculty and staff, 14 academic majors, multiple research centers and programs, and 12 buildings that comprise the engineering complex.

Iowa State University does not discriminate on the basis of race, color, age, ethnicity, religion, national origin, pregnancy, sexual orientation, gender identity, genetic information, sex, marital status, disability, or status as a U.S. veteran. Inquiries regarding non-discrimination policies may be directed to Office of Equal Opportunity, 3410 Beardshear Hall, 515 Morrill Road, Ames, Iowa 50011, Tel. 515-294-7612, Hotline: 515-294-1222, email eooffice@iastate.edu.