

Assistant Chancellor for Equity and Inclusion **Position Profile**

The University of Washington Tacoma (UW Tacoma) invites nominations and applications for a visionary and inspiring leader to serve as the Assistant Chancellor for Equity and Inclusion. The University seeks an Assistant Chancellor who is a highly collaborative leader who has a passion for equity, a broad concept of diversity and inclusion, a strong academic sensibility, demonstrated administrative competence and an in-depth knowledge of theories and practices relevant to fulfilling the promise of our vision and values. The Assistant Chancellor will play a critical role in advancing [Charting Our Course: UW Tacoma's Strategic Plan 2016-2021](#).

Introduction

The University of Washington Tacoma is a growing, urban-serving university that is deeply invested in its local communities. As one of three campuses of a world-class university, UW Tacoma is dedicated to interdisciplinary and innovative teaching and scholarship and to engaging the community in mutually beneficial partnerships.

The UW Tacoma vision is to foster a thriving and equitable society by educating diverse learners and expanding knowledge through partnerships and collaborations with all our communities. UW Tacoma's commitment to diversity is central to an environment where students, staff, faculty and South Sound residents find abundant opportunities for intellectual, personal and professional growth. The University prides itself on the diversity of our students and the enriching campus life and learning such diversity brings.

The University first opened its doors in 1990 as an upper division institution, later adding graduate programs, a full four-year curriculum, and a doctoral degree in Educational Leadership. Today there are 5,000 students, more than 80% of whom attend full-time. Characteristics of UW Tacoma's student population include:

- 35% of students are first generation students.
- Approximately 48% of students identify themselves as persons of color, 27% as underrepresented minorities, and 6% are international students.
- A significant proportion of undergraduate students receive financial aid: 70% of students access some form of financial aid and 44% are Pell-eligible.
- Over 10% of students receive Veterans Affairs benefits. UW Tacoma has been designated a Veteran Supportive Campus by the Washington State Department of Veterans Affairs and recognized nationally as a Military Friendly Campus.
- The average age of students is approximately 25.3 years old.

UW Tacoma has roughly 446 faculty members, 573 staff, and 300 student employees. The student faculty ratio is 18:1, and class size averages about 29 students. UW Tacoma offers undergraduate and graduate degrees through seven academic units, including the School of Interdisciplinary Arts and Sciences, the Milgard School of Business, the School of Education, the Institute of Technology, Social Work and Criminal Justice Program, Nursing & Healthcare Leadership Program, and Urban Studies Program.

UW Tacoma's annual operating budget is approximately \$60M, primarily generated from tuition and state appropriation. Undergraduate tuition rates (resident tuition and fees currently at \$11,046) are set by the Board of Regents of the University of Washington with approval by the State Legislature, while graduate program pricing is variable by program. The UW Tacoma endowment is approximately \$35M. Since its founding, the University of Washington Tacoma has been first and foremost a change agent for the region, providing access for students in a way that transforms families and communities. UW Tacoma is accredited by the Northwest Commission on Colleges and Universities as one of three campuses of the University of Washington.

For more information about UW Tacoma, please visit: <http://www.tacoma.uw.edu/>

University of Washington Tacoma Strategic Equity Goals:

- A. Improve the satisfaction of traditionally underrepresented students, especially racial/ethnic minority students, with the UW Tacoma experience.
- B. Increase the number and percentage of traditionally underrepresented racial/ethnic minority faculty members and staff by rank or position, and achieve equity in relation to promotions, compensation and workload.
- C. Better systematize and regularize the reporting of data incorporating the intersectionality of students, faculty and staff identities to inform our decision making and benchmark our activities.
- D. Reduce disparities in achievement, experience and opportunity across diverse groups of faculty, staff and students.
- E. Increase the percentage of faculty and staff with demonstrated expertise and experience in multicultural competency, inclusive pedagogy and culturally responsive curriculum design.
- F. Increase opportunities for students to understand and embrace the assets of our diverse communities through local and global learning and engagement experiences.

The Position

The Assistant Chancellor for Equity and Inclusion (ACEI) reports to the Chancellor of the University of Washington Tacoma and serves on the Chancellor's Cabinet. The ACEI advises the chancellor and vice chancellors on matters related to campus climate and community relations as these affect UW Tacoma's objectives for greater equity, diversity and inclusion. The ACEI will work closely with the Executive Vice Chancellor for Academic Affairs, Vice Chancellor for Student and Enrollment Services and the University of Washington Seattle Vice President for Minority Affairs and Diversity to advance and implement the strategic diversity and inclusion strategic direction set forth by the university. The ACEI provides direct supervision to the director of the Center for Equity and Inclusion and champions initiatives, programs, and research fostering a culture of equity, inclusion and success for students, faculty, and staff.

This leadership position fosters change and embraces the value of equity, diversity and inclusion as components of a social justice agenda for higher education. This includes informing, educating and working collaboratively with the University's executive team on matters affecting recruitment, selection and retention of diverse faculty and staff such as potential barriers that underrepresented faculty face in the promotion and/or tenure process in context of diversity-related activities (e.g. teaching, research, service). The Assistant Chancellor for Equity and Inclusion will promote initiatives that create an inclusive campus climate to advance the development of institutional strategic planning efforts. Likewise, the Assistant Chancellor for Equity and Inclusion advises and consults with all campus constituencies about institutional

policies and procedures related to nondiscrimination, and the interplay among various laws/regulations, to ensure equitable and inclusive practices.

The Assistant Chancellor for Equity and Inclusion will use various forms of institutional data to benchmark and promote accountability for the diversity mission in the classroom and beyond. The Assistant Chancellor for Equity and Inclusion oversees the Center for Equity and Inclusion to manage the development and implementation of progressive programs that mentor and retain students, as well as engage, support and educate the campus community on social justice issues related to diversity, equity, and inclusion. In addition, the Assistant Chancellor for Equity and Inclusion facilitates the use of pedagogical strategies that support and affirm different student backgrounds, experiences, and learning styles while developing strong critical thinking skills for global citizenry. This also includes supporting curriculum development that focuses on diversity and addresses the social construction of differences as well as the causes and effects of structural inequality.

Responsibilities

The next Assistant Chancellor for Equity and Inclusion will:

- Communicate, identify, and introduce high impact strategies that advance the priorities of inclusion and retention of historically marginalized student populations.
- Lead equity, diversity, and inclusion initiatives, programs, and related activities in collaboration with the established advisory structures.
- Oversee the prioritization and delivery of diversity, equity, and inclusion programs and learning opportunities to the UW Tacoma student population and larger campus community, especially through the auspices of the Center for Equity and Inclusion.
- Work with established boards, committees, registered student organizations, and others to garner input and receive feedback on the priority, focus, and effectiveness of programs and services.
- Lead the development of short and long range plans aimed at promoting a culture of inclusion and success for all UW Tacoma students, faculty, and staff.
- Identify and prioritize data collection needs to enhance program planning and decision making, determining the accessibility and credibility of various sources. Propose targeted data collection efforts when relevant sources are limited or non-existent.
- Represent UW Tacoma on University-wide committees and task forces related to equity, diversity, and inclusion and assist in the implementation of the Tri-campus *Diversity Blueprint*.
- Collaborate with Academic Affairs and faculty leadership in designing and delivering learning opportunities that enhance faculty skills in ways relevant to the unique needs of the UW Tacoma student population.
- Work with faculty search committees and Academic HR in identifying, recruitment, selection, and onboarding strategies aimed at achieving and retaining a more diverse composition of faculty members, one that is more reflective of the diversity of the UW Tacoma student body. Likewise, work with Campus HR in identifying recruitment, selection, and onboarding strategies aimed at achieving and retaining a more diverse composition of staff members.
- Oversee the responsible planning, stewardship, management and accountability for the fiscal and human resources of the UW Tacoma Office of Equity and Inclusion.

Qualification Summary

The University of Washington Tacoma seeks a dynamic candidate who demonstrates cultural awareness and agility, exercises emotional intelligence, builds trust and credibility, and collaborates with a wide variety of stakeholders. They will have the ability to articulate in verbal and written form the importance of equity, inclusion and diversity to the broader education mission of higher education institutions. The successful candidate will have an in-depth knowledge of theory and practice with regard to leadership in diversity, human development, training and change management; knowledge of the academy; an excellent track record in managing change; and experience as an organizational leader.

Required Qualifications

Successful candidates for the Assistant Chancellor of Equity and Inclusion will possess the following:

- 5 years of successful and progressive experience in a leadership and supervisory role directly related to diversity, inclusion, equity, and/or social justice.
- Successful record of influence, community building, networking, and deploying effective programs for diversity and inclusion.
- Ability to communicate effectively, through written as well as interpersonal and group communication skills, at all levels of the university, with administration, faculty, staff, students, and external constituents.
- Visionary and highly collaborative leadership skills, with an in-depth understanding of diversity, equity, and inclusion issues and opportunities.
- Experience working collaboratively with a wide array of stakeholders in a politically sensitive context often complicated by the presence of differing perspectives.
- Higher education leadership experience, including significant organizational oversight.
- Highly skilled at presenting, writing about, and discussing difficult or controversial topics with diverse audiences in a way that promotes productive interactions and positive outcomes.
- Strong conflict-resolution skills needed to navigate politically-charged situations to resolve problems, build consensus, and reconcile competing interests.
- Highest ethics, integrity and confidentiality consistent with the position.
- Previous experience developing and facilitating professional development training for staff and faculty on inclusive and culturally relevant pedagogy, diversity and hiring, and anti-bias practices including implementation, compliance and regulation.
- Previous experience in engaging external communities, with understanding of urban locations, multilingual and multicultural, and indigenous communities.
- Demonstrated experience and understanding with the procedural knowledge for responding to bias incidents when they occur on campus.
- Master's degree with significant related experience.

Preferred Qualifications

- Demonstrated evidence of research and scholarship in related higher education and diversity fields, including critical studies in race, class, gender, sexuality, ability, age, nationality, religion, and privilege; higher educational leadership, multiculturalism, restorative justice, and diversity.
- It is desirable to have an accomplished record of teaching and scholarship that could warrant academic appointment
- An earned doctorate from an accredited institution.

Location and Community

Tacoma is located on the Puget Sound's majestic Commencement Bay, 18 miles south of the Seattle-Tacoma International Airport. As Washington's third-largest city, with a population of 205,000, Tacoma boasts an abundance of cultural events and activities, six major museums, beautiful parks, and waterfront walking trails. Tacoma provides easy access to all the outdoor activities for which the Pacific Northwest is famous.

Set in the historic Union Station District, UW Tacoma owes its charm to century-old, brick buildings that housed businesses relying on the railroad in the late 1880s and early 1900s. The University has earned architectural awards for transforming these buildings into modern classrooms. The design of its campus honors the traditions of the Northern Pacific Railroad and its part in establishing Tacoma as the "City of Destiny". The campus consists of 21 buildings on a 46-acre campus located on a hillside overlooking the Port of Tacoma and Mount Rainier, on the southern edge of downtown Tacoma, next to museums and the beautifully reconstructed Union Station. Within walking distance are an array of restaurants, attractions, businesses, shops, parks, theatres, museums and historic architecture.

The Tacoma community was instrumental in the founding of the University of Washington Tacoma, aggressively advocating for a campus in Tacoma and specifically in the downtown core. The community intended that UW Tacoma increase the educational attainment of the region and improve the economic health of Tacoma. The University has enjoyed an exceptional level of support from, and engagement with, the region that has evolved over time through proactive partnerships and initiatives. Collaborations that build community and economic capacity are a core element of the campus mission.

Application / Nomination Process

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applicants must submit a current curriculum vitae and a letter of interest describing relevant experience and interest in the position. Nomination letters should include the name, position, address and telephone number of the nominee. All nominations and applications will be handled in confidence.

Applications and letters of nomination should be submitted to:



Alberto Pimentel, Managing Partner
or
Navid Nakai, Senior Associate

Storbeck/Pimentel & Associates
6512 Painter Avenue
Whittier, CA 90601
562-360-1353 (FAX)

Email: apsearch@storbeckpimentel.com
Refer to code "UWT-ACEI" in subject line

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