

VPEI and Chief Diversity Officer

April 29, 2021

University of Michigan

Vice Provost for Equity and Inclusion and Chief Diversity Officer

Position Description

Background

In the context of the university's longstanding and profound commitment to diversity, equity and inclusion (DE&I) as expressed most recently in the university's 5-year strategic plan on DE&I, the University is searching for its next Vice Provost for Equity and Inclusion and Chief Diversity Officer. This position serves an elevated and expanded leadership function to guide and support the community's progress in this critical domain across all components of the institution.

Primary Role and Responsibilities

The new Vice Provost for Equity and Inclusion and Chief Diversity Officer (VPEI-CDO) role will be an identified overall leadership voice on diversity, equity and inclusion for the entire university. They will serve as a principal advisor to the president on DE&I and be a member of the university's executive leadership team.

The Office of the VPEI-CDO will be responsible for leading the implementation, general oversight and ongoing evaluation of UM's Diversity, Equity & Inclusion Strategic Plan. This includes: (1) facilitating and supporting progress in all of the university's schools, colleges and campus units, including student life, athletics, and the health system, towards achieving their DEI goals (2) overseeing assessment of the first five-year (FY2016-2020) DEI strategic plan across campus, to identify and communicate progress toward the plan goals; (3) planning for and implementing the next five-year plan (intended to begin in FY2024); (4) conducting the University's climate survey on DE&I and serving as a key curator of other institutional data and information on DE&I; and (5) reporting and communicating with university leadership and the community about progress under the strategic plan and facilitating attention and action in any needed areas.

To achieve its objectives, the Office of the VPEI-CDO will also be charged with communicating broadly regarding DE&I with faculty, staff, students, alumni and all the stakeholders in our health care system. In partnership with the Office of the Vice President for Communications, the office of the VPEI-CDO will oversee one of the University's primary forums for DE&I work and issues:
www.diversity.umich.edu.

The office of the VPEI-CDO will maintain responsibility for the numerous existing programs in the Office of the Provost and Executive Vice President for Academic Affairs that support DE&I efforts involving faculty, students and staff in our schools and colleges as well as taking on responsibility for many other new programs and

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initiatives across the institution as part of the strategic plan. The VPEI-CDO oversees the Office of Diversity, Equity, and Inclusion (comprised of the Office of Academic Multicultural Affairs, Center for Educational Outreach, Wolverine Pathways, ODEI business support team, DEI Development team, and Evaluation and Assessment team).

The VPEI-CDO serves as a member of the provost's leadership team, attends regular meetings of that team, and is involved in areas of academic affairs including faculty recruitment and retention, tenure and promotion, and faculty development. The VPEI-CDO also manages a budget for the Office of Diversity, Equity, and Inclusion.

Reporting

The VPEI-CDO will report to the Provost and Executive Vice President for Academic Affairs and the office of the VPEI-CDO will be part of the Office of the Provost and EVPAA. The VPEI-CDO will meet regularly with the president and serve as the principal advisor to the president on DE&I issues and provide overall leadership of these efforts. They will be part of the executive leadership team of the university and attend the regular meetings of that team.

Expressions of Interest

Tenured members of the Ann Arbor faculty at the University of Michigan who wish to express interest in serving in this important role should submit a letter of interest and curriculum vitae to VPEICDO.search@umich.edu by May 30, 2021.

The selected candidate will begin this multi-year, full-time, year-round role on January 1, 2022.