

# Assistant Provost for Faculty Recruitment, Retention, Equity & Diversity

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## Posting Details

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### Position Information

<b>Job Title</b>	Assistant Provost for Faculty Recruitment, Retention, Equity & Diversity
<b>Posting Number</b>	S002121
<b>Hiring Department</b>	Faculty Affairs
<b>Grade</b>	UHE UNG
<b>Hiring Range</b>	Commensurate With Experience
<b>Full Time/Part Time</b>	Full Time
<b>App Type Search By</b>	External / Internal
<b>Job Description</b>	<p>The Assistant Provost for Faculty Recruitment, Retention, Equity and Diversity is responsible for Faculty recruitment and retention in a manner that ensures equity and achieves and sustains diversity, each as an indispensable element of academic excellence.</p> <p>With broad-based stakeholder involvement, design and implement a needs assessment and then a multi-year strategic plan for addressing campus issues related to recruitment, retention, equity, and diversity.</p> <p>Initiate programs, training sessions in partnership with the Center for Faculty Engagement and Development (FED), and discussions to foster campus-wide awareness of and commitment to Faculty diversity goals, including gender equity and equitable opportunity for all qualified candidates in the recruitment and retention process.</p> <p>Contribute to planning and action that will enable search committees to develop diverse pools of candidates for Faculty positions.</p> <p>Collaborate with Deans, Chairs, the Faculty Senate, and search committees to develop and implement a cohesive, intentional plan for recruitment aimed at issues of equity and diversity.</p> <p>Work collaboratively with FED to create and deploy faculty development programs that are likely to foster career progression, institutional support structures for members of under-represented groups, and actions aimed at achieving greater equity diversity and access for all Faculty.</p> <p>Assist the Associate Provost for Faculty Development and Faculty Affairs in obtaining extramural funding for programs targeting Faculty recruitment, retention, equity, and diversity.</p>

Interface significantly with Equal Opportunity Services to assure that procedures in Faculty searches are equitable and seek diversity.

Partner with the Assistant Provost for Academic Policy to review and propose revisions as well as new policies that will enhance talent development among under-represented groups and also generally promote high quality recruitment and retention activities.

Contribute to, and as feasible, support initiatives promoting diversity campus-wide.

Performs other job-related duties as required.

**Minimum Qualifications** Requires a PhD or equivalent.

Requires a minimum of seven (7) years of directly job-related experience.