



Associate Vice President for Inclusive Excellence and Strategic Initiatives
Position Profile

Indiana State University invites nominations and applications in its search for an exceptional leader to serve as its Associate Vice President for Inclusive Excellence. The Associate Vice President for Inclusive Excellence will provide leadership for campus efforts to develop a campus environment that appreciates diversity, in all its forms, as a strength. The Associate Vice President will enhance existing initiatives, and plan and implement new efforts, as required. The holder of the position will also be responsible for additional strategic initiatives related to the university's strategic plan. The Associate Vice President will report to the Provost and Vice President for Academic Affairs.

The University

Founded in 1865, Indiana State University (ISU) is a comprehensive, state-assisted public institution offering degrees through the doctoral level. Classified as a community engaged institution by the Carnegie Foundation, ISU has been named to the President's Higher Education Honor Roll for Community Service each year since its creation. The University was ranked first in the nation among national universities for service by the Washington Monthly in 2015 and has been in the top three institutions in the country for the past five years in hours of community service provided by its students. The Princeton Review has recognized ISU as one of the "Best in the Midwest" for 13 years in a row.

The University offers more than 100 undergraduate majors within the Colleges of Arts and Sciences; Business; Education; Health and Human Services; and Technology. The College of Graduate and Professional Studies offers more than 75 graduate programs in conjunction with the University's academic colleges. Minority students constitute 25% of 2016-2017 enrollees, one of the most diverse student populations in Indiana. Enrollment has grown by more than 30 percent in the past eight years, reaching historic levels in fall 2015 with more than 13,500 students. While the majority of students are from Indiana, the University also attracts students from throughout the United States and more than 70 countries. Indiana State has a long tradition of serving underrepresented populations; more than half of freshmen are Pell-eligible, and a large percentage of enrollees are first-generation college students. In addition, the University has the largest percentage of 21st Century Scholars, Indiana's scholarship program for students from low-income households.

Leadership

Michael Licari became provost and vice president for academic affairs at Indiana State University in July 2015. Prior to joining Indiana State, he served as interim provost and executive vice president for academic affairs at the University of Northern Iowa. Additionally, he served as associate provost and dean of the graduate college; interim associate dean of the graduate college; interim head of the political science department; administrative fellow in the provost's office; associate director of the Master of Public Policy program; and assistant professor, associate professor and professor of political science at Northern Iowa.



Dr. Licari holds a Bachelor of Arts degree in political science from the University of Minnesota, Minneapolis and a Master of Arts and a Ph.D. in political science from the University of Wisconsin-Milwaukee. His teaching has been in public policy, public administration, and statistics, including classes on public health policy.

The Community

The seat of Vigo County, Terre Haute has approximately 60,000 residents. The west-central Indiana community serves as the retail, healthcare, manufacturing, service and cultural hub for 16 Indiana and Illinois counties in the Wabash Valley. Terre Haute is home to four colleges (Rose-Hulman Institute of Technology, Saint-Mary-of-the-Woods College, and Ivy Tech Community College) in addition to ISU.

In the past decade, there has been a resurgence of the downtown due to strong working relationships among the University, the City of Terre Haute, the Terre Haute Economic Development Corporation, the Chamber of Commerce and other public and private entities. Two new hotels have been built and an arts corridor has been developed featuring a growing collection of public art and a number of local museums and boutiques. Indiana State has also partnered with a third-party developer to build apartments for upperclassmen in the heart of downtown. Recently, the ISU Foundation collaborated with Barnes and Noble to build a shared facility that includes the University's bookstore and offices for the Foundation and the ISU Alumni Association.

The Wabash River Development and Beautification Board has created a strategic plan called Riverscape which utilizes Terre Haute's riverfront to spur economic development and provide a landmark destination for tourists. The project includes the development of the Wabashiki Fish and Wildlife Area on the west bank of the river and the development of ISU's Gibson Track and Field on the east side. In early 2017, Core Redevelopment began work on a \$23-million repurposing of a former manufacturing plant adjacent to the track complex to create 165 loft-style, market-rate apartments.

The University is also working with the City of Terre Haute, the Vigo County Commissioners, and the Terre Haute Convention and Visitors Bureau to renovate and add convention meeting space to Hulman Center. The Indiana General Assembly has approved \$37.5 million in funding for this \$75-million project.

Duties and Responsibilities

Guides and focuses efforts to conceptualize, define, assess, and cultivate diversity and inclusive excellence as strengths of the institution. Ensures the definition is broader than racial or ethnic diversity.



Supports, devises, and implements efforts to hire and retain a diverse faculty and staff, including collection and presentation of pertinent data. Helps search committees recruit a diverse applicant pool, and helps ensure candidates are treated fairly throughout the hiring process.

Serves as Chair of the Indiana State University Council on Inclusive Excellence, and works to create a welcoming environment for all people on campus, including the creation and implementation of an action plan based on the university's recently completed diversity report and the university's strategic goals. Is responsible for the Council's annual report and will provide periodic updates to the President's Cabinet.

Oversees the Office of Equity, Diversity, and Inclusion, including Title IX officers and processes.

Serves as the campus research and resource coordinator to help achieve inclusive excellence goals, as an advocate and catalyst for change, and as an institutional resource focused on infusing inclusive excellence into all programs and activities. Acts as a liaison with campus groups that represent constituents from diverse backgrounds.

Develops, strengthens, and maintains partnerships with external constituents in the community in support of diversity and inclusion.

Represents the university regarding the inclusive excellence work being accomplished at Indiana State University. Serves as liaison to, and participant in, various associations and professional organizations.

Represents the university in times of controversy involving diversity or inclusive excellence issues, working with other university leaders with regards to public relations and the university's response to the community.

Qualifications

The successful candidate should possess the following skills and qualifications:

- Earned doctoral or other terminal degree (under exceptional circumstances a candidate with non-terminal master's degree might be considered)
- a minimum of 5 years of experience in the areas of diversity or inclusive excellence, preferably in higher education
- Title IX knowledge, training, or experience, and including federal and state laws regarding civil rights, discrimination, harassment, retaliation, and affirmative action
- preferred qualifications include bilingualism and experience moderating campus debates involving diversity or inclusive excellence
- A record of success in facilitating effective partnerships with and between campus and community constituencies
- demonstrated ability to collaborate across all divisions of the university



- 3-5 years of administrative experience, including responsibility for managing personnel and budgets.

Nomination and Application Process

A search committee, chaired by Dr. Christopher Olsen, Dean – College of Arts and Sciences, will oversee the search process. The Search Committee will begin reviewing applications immediately and continue to accept applications and nominations until the position is filled. However, in order to assure the fullest consideration, candidates are encouraged to have complete applications submitted by May 10, 2019. Requested application materials include a letter of interest; curriculum vitae; and the names, telephone numbers, and e-mail addresses of at least five professional references. All applications, nominations, and inquiries will remain confidential. References will not be contacted until after the first screening of applications and then only after the applicant has given explicit permission. All application materials must be submitted electronically in Microsoft Word or PDF format.

Please direct all applications, nominations, and inquiries for the position to the search committee chairperson at the contact information below:

ISU-AVP for Inclusive Excellence Search
Indiana State University – Attn: Provost
Office of the President and Provost
200 North 7th Street, Parsons Hall 208
Terre Haute, IN 47809
(812) 237-4000
provost@indstate.edu (refer to code: “ISU-AVP for IE” in subject line)

Indiana State University is an affirmative action/equal opportunity employer with a strong institutional commitment to the achievement of diversity among its faculty, staff, and students.