Vice President for Diversity, Equity, and Inclusion

Position Description

October 2021
POSITION SPECIFICATION

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<td><a href="http://www.utoledo.edu">www.utoledo.edu</a> and <a href="http://www.utoledo.edu/diversity">www.utoledo.edu/diversity</a></td>
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THE OPPORTUNITY

The University of Toledo (UToledo), a student-centered, public metropolitan research university, invites nominations and applications for the position of Vice President for Diversity, Equity, and Inclusion. A national search is underway to recruit a transformational DEI leader who will become the next Vice President to propel the University's DEI strategic vision forward. The Vice President, reporting directly to the President, serves as the chief diversity, equity, and inclusion officer of the institution, which includes the University's Medical Center campus. The Vice President will join an institution with a strong sense of community and belonging among the faculty, staff, and students—guided by principles of personal integrity, respect for humanity, diversity, equity, and inclusion, and professionalism. The Vice President will provide leadership in defining and articulating the University's DEI strategic priorities and will promote collaboration, shared teaching and learning, and transparent dialogue through an increased commitment to diversity, equity, and inclusion programs and opportunities across the institution. The Vice President will also play a leadership role in the broader community, stimulating and facilitating collaboration and programming. The Vice President will have the opportunity to strategically plan, implement, strengthen, and review programs across the institution to successfully support diversity, equity, and inclusion as a fundamental value of The University of Toledo.

BACKGROUND INFORMATION

The University of Toledo

The University of Toledo is a student-centered, public metropolitan research university serving almost 20,000 students, many being first generation college students, located in Toledo, Ohio. UToledo draws a diverse population of students from across the U.S. and over 80 countries. The University was established in 1872 and became a member of the state university system in 1967. It is one of 14 state universities in Ohio, offering full- and part-time courses of studies as well as day, evening and online programs at the associate, bachelor's, master's, and doctoral levels. The University is proud to be the first to offer a free-standing Disability Studies major. The University is accredited by The Higher Learning Commission and is composed of 13 Colleges: Arts and Letters, Business and Innovation, Education, Engineering, Graduate Studies, Health and Human Services, Honors, Law, Medicine and Life Sciences, Natural Sciences and Mathematics, Nursing, Pharmacy and Pharmaceutical Sciences and University College.

UToledo has developed into a comprehensive research university and is particularly known for its curriculum in the science, engineering, and medical fields. The University includes five campuses with more than 100 major buildings and a combined area of more 1,400 acres. The Main Campus,
known for its Gothic architecture, is in the Ottawa Hills and Old Orchard neighborhoods of Toledo. The 450-acre Health Science Campus includes the University of Toledo Medical Center, an orthopedics center, a certified rehabilitation hospital, and centers offering innovative treatments for stroke and cancer. The Health Science Campus also houses the Lloyd A. Jacobs Interprofessional Immersive Simulation Center, a state-of-the-art learning facility featuring virtual and interactive learning labs. The University’s facilities also include, the Center for Visual Arts (located at the Toledo Museum of Art), and the Lake Erie Center, a research and education facility located at Maumee Bay State Park. The University of Toledo is ideally located within driving distance of several large universities, allowing practitioners, faculty and researchers to develop productive collaborations and partnerships with colleagues at other institutions.

Mission
The University of Toledo is a national, public research university where students obtain a world-class education and become part of a diverse community of leaders committed to improving the human condition in the region and the world.

Vision
The University of Toledo will be a nationally ranked, public research university with internationally recognized expertise and exceptional strength in discovery, teaching, clinical practice and service.

Values
• Excellence
• Student-centeredness
• Research and Scholarship
• Professionalism and Leadership
• Diversity

Explore our Campus!

The City of Toledo
Toledo is in northwest Ohio at the western end of Lake Erie, bordering Michigan. Home to the automotive industry that focuses on vehicle assembly and parts production, the city also boasts a vibrant arts community, including the world-renowned Toledo Museum of Art. Toledo is also home to the Mud Hens minor league baseball team and the Walleye ice hockey team. There are three large theatres and an 8000-seat arena in Toledo, and the city’s proximity to Lake Erie provides abundant opportunity for water sports. Toledo also offers easy access to Detroit and Ann Arbor for additional amenities in cultural and sports entertainment.

The city was founded in 1833 and was originally incorporated as part of Monroe County, Michigan. Toledo was re-founded in 1837 after the conclusion of the Toledo War, when it was incorporated into Ohio. The city grew quickly after the construction of the Miami and Erie Canals and benefited from its position on the railway line between New York City and Chicago. As of the 2010 census, Toledo’s population was 287,208, making it the 71-st largest city in the United States.

Points of Pride
Thanks to the ongoing commitment of exceptional faculty, physicians, researchers, staff and students, The University of Toledo is proud to continually raise our national status among America’s best universities. The following rankings and recognitions are just a few of the accolades UToledo Colleges and their esteemed programs have earned recently.
• UToldeo contributes $3.3 billion to the region’s economy each year. One-third of graduates stay in the area, fueling the growth of both Toledo and northwest Ohio.
• UToldeo’s six-year graduation rates reached record highs in 2020 following eight consecutive years of increased first-to-second year retention rates.
• UToldeo has 20 academic programs — including undergraduate, graduate, online, and professional programs — that are nationally ranked by U.S. News & World Report.
• UToldeo’s research profile continues to grow with research funding increasing 18.5% in fiscal year 2020 from the previous year. Funding is up 44% from where it was just four years ago.
• The University is ranked among the top 100 public universities in the latest Wall Street Journal/Times Higher Education Rankings.

The Office of Diversity and Inclusion
UToldeo has an active and robust Office of Diversity and Inclusion. Please visit the website, www.utoledo.edu/diversity, for more information on the Office’s team, training programs, events, multicultural emerging scholars program, alliances, resources for faculty, staff, and students, and recent newsletters.

The Office’s primary objectives are:
• Increase the recruitment and retention of underrepresented students (i.e., URM and low-income students)
• Increase the recruitment and retention of underrepresented faculty
• Increase and retain staff and faculty who are minorities, women, people with disabilities, and veterans
• Cultivate mutually beneficial community-university partnerships that further the mission of the University to serve Toledo, with an emphasis on outreach to historically and currently underserved communities
• Increase the University’s supplier diversity
• Enhance the student, faculty, and staff experience of inclusiveness, equity, and respect

Institutional data relating to diversity, as well as detailed summaries of the above goals, can be found within the 2020 – 2023 Strategic Plan for Diversity, Inclusion, and Equity. This report can be found online here: www.utoledo.edu/diversity/diversity-plan/docs/diversity-plan.pdf

Diversity
Diversity is a core value of The University of Toledo. As a scholarly community that encourages diversity of thought as reflected in our broad array of disciplines, we embrace the many things in life that makes us different. The University welcomes people of all racial, ethnic, cultural, socioeconomic, national and international backgrounds. We embrace diversity of pedagogy, religion, age, ability, sexual orientation, gender identity/expression and political affiliation. Diversity is essential to our ability to survive and thrive. Every individual is a necessary asset, and we demonstrate this every day in our policies, practices and operating procedures.

Equity
The concept of equity differs from that of equality by prioritizing fairness over sameness. In this framework, we recognize that we do not all arrive on campus with the same resources, which in turn creates different experiences and may exacerbate existing inequities. The practice of equity equalizes the playing field. In order to create an equitable campus, we must carefully assess the
diverse needs of students, faculty and staff so that we can provide them with the individualized resources they need to be successful and remove institutional barriers that limit achievement.

Inclusion
An inclusive environment provides opportunity for full participation in the classroom and on campus by each of its members. The inclusive university embraces differences and fosters a sense of belonging among all its members, including faculty, staff, students and the community.

KEY RESPONSIBILITIES
The Vice President for Diversity, Equity, and Inclusion has the following key responsibilities:

- Lead and oversee the Office of Diversity and Inclusion
- Lead the development and implantation of a unifying strategic vision and plan for DEI that demonstrates a complex understanding of intersectionality for DEI initiatives across campuses
- Establish and maintain a culture of assessment and evaluation in relation to DEI
- Serve as an ambassador for UToledo and its commitment to DEI externally
- Support and assist in the creation and alignment of enrollment management strategy (including the strategy for improving retention and graduation rates of underrepresented students), as well as strategic marketing and fundraising campaigns targeted towards diverse populations
- Provide leadership and strategic guidance for University DEI leaders, including College Associate Deans of Diversity and Inclusion
- Launch and sustain a DEI education and training program for all students, faculty, and staff related to UToledo’s unique set of DEI challenges and opportunities
- Review current DEI-related practices and policies to address any systemic barriers, overlapping goals, or resource dilution that may be hindering progress
- Communicate with the campus and the broader community DEI successes, challenges, and opportunities

PROFESSIONAL EXPERIENCE & QUALIFICATIONS
The Vice President for Diversity, Equity, and Inclusion will possess 7-10 years of progressive leadership in their field. A terminal degree is preferred. A bachelor’s degree from an accredited institution is required. Additionally, a highly qualified candidate will possess many of the following experiences, qualifications, and attributes:

- Experience within higher education and/or academic medical centers would be highly relevant to this position but not required in light of other possible relevant experience
- Experience working with collective bargaining units would be a plus, but is not required
- Ability to serve as an effective communicator and collaborative leader of the University’s efforts to create a community that is actively committed to DEI and anti-racism
- The vision, emotional intelligence, fortitude, and gravitas necessary to effect change, including the ability to be a catalyst to collaboratively meet the institution’s DEI goals
- Experience advancing DEI and positive change in complex communities and/or mission-driven organizations, including involvement in national DEI conversations
- Ability to work effectively with internal and external constituencies, including excellent interpersonal and public communication skills, including effective messaging to multiple and diverse audiences
- Expertise in the areas of strategic planning, budget management, assessment, and
evidence-based decision making, including the ability to guide the development and implementation of an overarching plan for inclusive excellence, establishing metrics, measuring progress, and adapting as necessary

- Knowledge of current best practices in diversity education and training
- A deep understanding of the dynamics of difference, privilege, and power and a complex intersectional comprehension of identity and inequality, with a fundamental capacity to listen with empathy to different perspectives and experiences and act courageously
- Ability to inspire and lead teams of faculty, staff, students, alumnae, trustees, and community partners who might have different priorities
- Ability to anticipate and proactively address challenges to inclusion, diversity, and accessibility rather than simply reacting to them or fixing problems
- Ability to maintain the highest standards of ethics and integrity

COMPENSATION
The University of Toledo offers outstanding benefits and retirement programs. Compensation arrangements are competitive and commensurate with both experience and achievement.

NOMINATIONS AND APPLICATIONS
The University of Toledo has retained the services of the executive search firm Korn Ferry to conduct this important search. All inquiries, nominations, and applications should be submitted to Dr. Josh Ward at Korn Ferry at the e-mail address below.

Applicants should submit:
1. An up-to-date and detailed resume or curriculum vitae.
2. A brief (2-4 pages) letter of interest describing why you are interested in both the role of Vice President for Diversity, Equity, and Inclusion, as well as the University of Toledo, why you are a good fit for the position based on your professional experience, and why is now a good time for you to consider this opportunity.

For priority consideration, please submit all application materials by December 1, 2021.

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