Diversity, Equity, and Inclusion (DEI) Director and Student Success Coordinator

The College of Science and Mathematics (CSM) invites applications for a Diversity, Equity, and Inclusion (DEI) Director and Student Success Coordinator. Our vision for this position builds on existing initiatives within CSM departments, the College, and the University. As a member of the CSM Dean’s leadership team, this person will advise and support CSM faculty, staff, students and administration in the development and implementation of initiatives and programming that support the learning of students in all CSM courses. As DEI Director, this person will oversee the development of annual CSM DEI Action Plans (click here for access to the Action Plan for 2022-2023), represent CSM DEI efforts across campus, and oversee the implementation of the Action Plan. We recognize that all community members are responsible for the doing DEI work but will look to the DEI Director for expertise, insight, and oversight of the larger plan. Further, the DEI Director would take the lead in supporting the student-success-related action items. We anticipate that this person will work closely with the new CSM Associate Dean for Faculty Professional Development (also being searched for this year) on action items that involve faculty development or action. This person will participate in short-term and long-term strategic planning related to student success and DEI initiatives. Collaboration with units on campus such as the Office of Student Academic Success and Enrollment Management and the Associate Provost for Inclusive Strategies and Equity Initiatives to effect change and support student success is expected.

The College of Science and Mathematics (CSM) is comprised of the departments of Biology, Chemistry and Biochemistry, Geology and Environmental Science, Mathematics and Statistics, and Physics and Astronomy, as well as collaborative offerings in Biotechnology, Data Analytics, and three Environmental programs. CSM is a vibrant college that places undergraduate student learning as its primary focus in which our students learn by doing. Faculty are passionate about using high impact pedagogies and providing research experiences for undergraduates, offering high quality experiences for graduate students in a limited number of programs, as well as cross-disciplinary collaborations in teaching and research. CSM is deeply committed to student, staff, and faculty diversity, with a focus on enhancing inclusivity and belonging. Four of CSM’s five academic units host NSF REU (research experience for undergraduates) grants including one in Biology that provides community college students with an REU experience. The Department of Biology is funded by an HHMI Inclusive Excellence grant to support the development of the Biocommons, a student community space for academic and personal growth. CSM recently received an NSF S-STEM grant to support 22 Pell eligible high-academic achievement majors.

This position will report to the CSM Dean and is a 12-month Administrative and Professional (A&P) position.

Duties and Responsibilities:
Responsibilities for this position center on the development and implementation of initiatives and programming that support student success in CSM. CSM believes in a shared equity approach to DEI. Therefore, these efforts will involve leading the continued development and implementation of CSM’s DEI Action Plan, including collaborating with CSM DEI Activators (faculty members championing DEI-minded work within their department), CSM Diversity Council, and colleagues across campus. This person will, through a data-driven approach, help the college identify, develop, and implement student success efforts that improve retention and success of students in CSM courses and that align with our DEI Action Plan. The successful candidate will represent CSM on committees, working groups, etc. on issues related to DEI (e.g., University DEI Leaders group that consists of representatives from each college) and student support (e.g., working with transfer coordinators within CSM, Student Academic Success and Enrollment Management, and Admissions). To further support students, in conjunction with
appropriate offices on campus (e.g., SOGIE, CMSS, UCC), this person will lead and coordinate efforts to develop and implement events that support student identity building and career development. Related to supporting student success, this person will have oversight of the scholarship award process within the Dean’s office (e.g., Second Century Scholarships, Madison Awards for Academic Excellence). The successful candidate will be expected to stay current on emerging issues and developments about DEI and student support as they relate to STEM. Opportunities for teaching for qualified candidates are negotiable.

**Qualifications:**
Successful applicants must have a graduate degree (Master’s or Doctoral level) in an area relevant to the position. There is a preference for candidates to have an undergraduate degree in a STEM area represented within CSM (e.g., Astronomy, Biology, Biochemistry, Biotechnology, Chemistry, Environmental Sciences, Geology, Mathematics, Physics, Statistics). Applicants with a Master’s degree must have relevant experience in higher education, ideally in a student-facing area. Relevant experience for applicants with a PhD is strongly preferred.

Experience in student support or engagement through activities such as teaching, mentoring, advising, or related programming is strongly preferred. Evidence of a strong commitment to the principles of diversity, inclusion, and equity and a willingness to continually promote and practice those principles as well as the ability to collaborate effectively with a variety of campus stakeholders is a must. Experience in leadership roles that require effective communication and collaboration is required.

To learn more and to apply, go to [joblink.jmu.edu](http://joblink.jmu.edu) and reference posting F2054 or go to [https://joblink.jmu.edu/postings/13385](https://joblink.jmu.edu/postings/13385). For more information, contact the co-chair of the search committee, Dr. Celes Woodruff (woodruca@jmu.edu). Screening of applicants will begin on Dec. 12, 2022 and will continue until the positions are filled. Salary is commensurate with experience.

*James Madison University is committed to creating and supporting a diverse and inclusive work and educational community that is free of all forms of discrimination. This institution does not tolerate discrimination or harassment on the basis of age, color, disability, gender identity or expression, genetic information, national origin, parental status, political affiliation, race, religion, sex, sexual orientation or veteran status. We promote access, inclusion and diversity for all students, faculty, staff, constituents and programs, believing that these qualities are foundational components of an outstanding education in keeping with our mission. The university is interested in candidates whose experience and qualifications support an ongoing commitment to this core quality. Anyone having questions concerning discrimination should contact the Office for Equal Opportunity: (540) 568-6991.*