

Specialist – Advising - Continuing

Working/Functional Title

Director, Charles Drew Science Scholars Program

Position Summary

The College of Natural Science (NatSci) at Michigan State University (MSU) invites applications for the next Director of the Charles Drew Science Scholars Program. Since its inception in 1979, the Charles Drew Science Scholars Program has provided comprehensive academic support within a living-learning community to high-achieving undergraduate students from populations historically underrepresented in science and mathematics. The Drew Program offers its members dedicated academic advising, academic coaching, career advising, and specialized programming, including two seminar courses, to foster academic and professional growth.

Drew Scholars are active members of the MSU community, engaging in undergraduate research, peer mentorship, leadership in student organizations, and community service. Many Drew Scholars are also members of the Honors College. The program currently serves about 250 students pursuing majors in the College of Natural Science. NatSci's recently published strategic plan set a goal of doubling the size of the incoming class of Drew Science Scholars to 120 students by 2025. The next Director will be a key partner in this expansion, providing leadership and vision to the process while continuing to foster an environment that supports diversity, equity, and inclusion (DEI).

The Drew Program is also home to MSU's Natural Science Transfer Scholars partnership with Washtenaw Community College and Mott Community College (NSF S-STEM #2221177). This partnership aims to promote successful transfer of academically talented low-income students from 2-year to 4-year institutions in STEM fields by providing scholarships as well as comprehensive academic and psychosocial support to participating students before and after transfer. At MSU, S-STEM scholarships are awarded to eligible students transferring from any Michigan community college into a NatSci degree program. The Drew Program provides transitional and ongoing support to Natural Science Transfer Scholars.

MSU's College of Natural Science has over 5500 undergraduate students in 37 degree programs spanning the biological, physical, mathematical, and computational sciences. NatSci is currently expanding programs and infrastructure to provide coordinated support to students from recruitment through early career. The Drew Program is a key partner in achieving NatSci's vision of comprehensive student support.

The Director will hold a 12-month, 100% appointment in the Academic Specialist Continuing System with salary commensurate with experience. Responsibilities of the position include:

- Vision and leadership for the Drew Program to support student success and retention in the natural sciences
- Coordination with academic units on campus to grow enrichment opportunities to support the academic and professional development of Drew Scholars
- Partnership with Residence Education and Housing Services to support the Drew Program's living-learning community
- Development of internal and external partnerships to create internship and post-graduation opportunities for Drew students
- Coordination with MSU's Office of Admissions, NatSci admissions advisor, and NatSci transfer student success advisor on recruitment of students from populations historically underrepresented in science and mathematics
- Management of the Drew Program operating budget and supervision of Drew Program academic and professional staff
- Training and coordination of academic coaches and peer mentors
- Instruction for Drew seminars (NSC 100 and NSC 200)
- Collaboration with NatSci's Office of Advancement and the Drew Alumni Association to engage with Drew and other NatSci alumni in development efforts
- Participation on the leadership team for the NatSci Transfer Scholars NSF S-STEM project (2023–2028)

Equal Employment Opportunity Statement

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, citizenship, disability or protected veteran status.

Required Degree

Advanced degree (Ph.D., Ed.D., M.D., or D.O.), preferably in STEM, Education, Counseling, Student Affairs, or related field

Required Qualifications

- At least 5 years of experience in higher education (or closely related experience) working and connecting with diverse populations
- Evidence of successful collaborations around issues related to promoting engagement and student success in STEM fields
- Evidence of contributions to diversity, equity, and inclusion in a higher education or a related setting

Required Application Materials

- CV or Resume (education; positions held; scholarly and/or professional activity including publications, presentations, and engagement with professional organizations)
- Candidate Statement (up to 5 pages) - Candidates should discuss how their education and experience have prepared them to lead a program that recruits, engages, and supports the success of STEM students from diverse backgrounds. The candidate statement should address prior experience in
 - Advising, mentoring, teaching, and/or other efforts to support academic, professional, and career development of undergraduate STEM students
 - Building community and creating positive student experiences
 - Advancing diversity, equity, and inclusion within an organization
 - Leading initiatives or managing programs and assessing impact or effectiveness
 - Collaborating with stakeholders in prior roles to support student success, advance initiatives, or achieve program goals
 - Experience supervising academic staff, professional staff, and/or student workers in a higher education or related setting
 - Other experience relevant to position responsibilities listed above
- A list of three professional references

Together-we-will Statement

The University is requiring all MSU students, faculty, and staff to be vaccinated against COVID- 19 with limited exceptions. Learn more at: <https://msu.edu/together-we-will/>

Special Instructions

Review of applications will begin on 03/10/2023 and continue until the position is filled. Applications should be submitted online through the careers.msu.edu website; refer to posting #844940. For additional information or to request accommodations, please contact the Chair of the Search Committee, Dr. Lynmarie Posey at poseyl@msu.edu

Review of Applications Begins On

03/10/2023

Website

<https://natsci.msu.edu> <https://drewscholars.natsci.msu.edu>

Department Statement

MSU is an affirmative-action, equal-opportunity employer and is committed to achieving excellence through a diverse workforce and inclusive culture that encourages all people to reach their full potential. The University actively encourages applications and/or nominations of women, persons of color, veterans and persons with disabilities. MSU is committed to providing a work environment that supports employees' work and personal life and offers employment assistance to the spouse or partner of candidates for faculty and academic staff positions.

MSU Statement

Michigan State University has been advancing the common good with uncommon will for more than 160 years. One of the top research universities in the world, MSU pushes the boundaries of discovery and forges enduring partnerships to solve the most pressing global challenges while providing life-changing opportunities to a diverse and inclusive academic community through more than 200 programs of study in 17 degree-granting colleges.