**VICE PRESIDENT FOR DIVERSITY, EQUITY AND INCLUSION**

**Utica College**, located in the heart of Central New York, seeks nominations and applications for the position of Vice President for Diversity, Equity and Inclusion. Utica College seeks an innovative and exceptional leader with a strong record of professional accomplishment to serve in this key, Cabinet-level leadership position. The new Vice President will have the opportunity to develop and advance strategies that further develop Utica College as an inclusive community that celebrates its diversity. The person in this position will work in conjunction with the College president, cabinet members, faculty, staff, students, and external constituencies to foster diversity and equity practices and policies across the institution.

**OVERVIEW**

A comprehensive, independent, coeducational private institution of higher education located in the heart of Central New York, Utica College offers an academic experience that is deeply engaging and enriching, with a vibrant and diverse community of life-long learners. Excitement, enthusiasm, and gratitude are common themes used by Utica College graduates when describing their experiences at the College. 

Originally established by Syracuse University in partnership with Utica-area business and civic leaders, Utica College applied for and received its own accreditation in 1978. A 1995 agreement afforded Utica governance and autonomy as an independently chartered institution; however, Utica and Syracuse maintained an academic relationship, whereby Utica undergraduates continued to earn the Syracuse baccalaureate degree. Since 1998, the College has offered graduate degree programs, including master’s and doctoral options in a broad range of fields. In the fall of 2008, the College announced that it would transition to full independence from Syracuse University, with the entering freshman and transfer students of fall 2010 becoming the first class of a truly independent Utica College.  
  
Today’s Utica College is a leader among educational institutions: a progressive, creative and adaptive enterprise fully committed to the exploration of pedagogical and structural innovation. The College graduates fundamentally well-educated men and women, able to guide the course of their own lives and shape the contributions they will make to the world in which they live.

**OUR DIVERSE COMMUNITY**

Utica College’s very foundation lies in valuing the provision of a liberal arts education for veterans returning from World War II, and our commitment to continuing to provide a quality education for veterans and to students who might not otherwise pursue a college degree remains strong. Our community’s strength lies in our welcoming of and commitment to first generation college students, who in recent years have included increasing numbers of first generation Americans, students coming from families of varying socioeconomic statuses, international students, students of color, LGBTQ+ students, students of differing abilities, and those who practice many different faith traditions, among other ways our lived experiences can differ. Recognizing both the gifts and challenges of a diverse educational community, we strive to create an inclusive community within which we can provide a quality education to all students where they are. Our student population encompasses residential, commuter, adult, and online populations, including students that represent 48 states and 39 countries.

Utica students thrive in a community that is ethnically, socio-economically, and culturally diverse. The diversity of experiences available to students expands their possibilities. Along with career preparation, students have a firm grounding in a broad arts and sciences curriculum through general education courses and liberal arts electives. They learn by doing, as they engage in internships, pure and applied research, leadership and service activities, and off-campus study, including a number of overseas programs in such countries as the Dominican Republic, Albania, Bulgaria, and Romania. They learn in a community with students from all across the nation with differing backgrounds. Such experiences not only foster students’ cultural sensitivity, but also widen their viewpoints and their future prospects. The College also maintains standing faculty and student exchange relationships with Aberystwyth University in Wales, Åbo Akademi in Turku, Finland, and the Jagiellonian University in Kraków, Poland.

**UTICA COLLEGE TODAY**

Since 2000, Utica College has grown remarkably, driven by the desire to meet the needs of society and its students. A commitment to entrepreneurial and strategic change has resulted in an increase of 77 percent in freshman enrollment and a 250 percent increase in total enrollment. While maintaining its commitment to its traditional programs, the College also has introduced more than 40 new academic programs, including programs in Cybersecurity, which have earned the College national and international recognition. The addition of online and blended programs, investment in the physical plant, expanded athletic offerings (from 11 to 26 programs) and the completion of a comprehensive campaign that exceeded its goal by $9 million have garnered additional recognition. In 2014, the College opened its first out-of-state campus in St. Petersburg, Florida, home to the Accelerated Bachelor of Science in Nursing Program (ABSN). It has since created a similar site in Miramar, Florida, as well.  
  
The College has dedicated a number of new buildings, including three state-of-the-art academic buildings serving the Health Professions, Cybersecurity, Criminal Justice, and Construction Management; a new welcome center for visitors and prospective students; new suite-style residential living set to open next summer; and the 135,000 square-foot Todd and Jen Hutton Sports and Recreation Center. Moreover, it has opened the Robert Brvenik Center for Business Education in Utica’s downtown financial district.  
  
Utica College currently enrolls approximately 4,933 full- and part-time students on campus and online, including 3,170 undergraduate and 1,270 graduate students. Approximately 55% of those students are on the Utica campus, with the remaining 45% in fully online, hybrid programs or other physical sites.

**STUDENT INVOLVEMENT**  
  
Students are involved in more than 100 campus organizations. The Utica College Pioneers compete in 26 NCAA Division III sports as a member of the Empire 8 Conference and the Eastern College Athletic Conference. Approximately 25 percent of undergraduate on-campus students participate in intercollegiate athletics. A wide selection of intramural and club sports provides additional recreational opportunities.  
  
More than three-quarters of first-year undergraduate students reside on campus. Themed Housing units provide an exciting and unique experience for students to become even more involved with the campus community by living with students who share the same interests and with a faculty/staff mentor who shares those same interests and works with the residential floor.

**LOCATION**

The City of Utica is the county seat of Oneida County and an economic and cultural hub of the beautiful Mohawk Valley. Located approximately 45 miles east of Syracuse and 90 miles northwest of Albany, Utica is undergoing a revitalization and reinvention focused on nanotechnology, healthcare, higher education, and industrial services.  
  
A diverse and inclusive community – known as the “Second Chance City” and home to one of the largest refugee populations in the United States – Utica offers a vibrant cultural scene supported by first-rate facilities such as the historic Stanley Theatre and Munson-Williams-Proctor Museum of Art.  
  
Outdoor and athletic opportunities include the Boilermaker Road Race (one of the largest 15K races in the country) and close proximity to both the mountains and lakes of the Adirondacks as well as the Thousand Islands of the Saint Lawrence River. In addition, the Utica College Pioneers and the Utica Comets of the American Hockey League regularly sell out the Utica Memorial Auditorium, providing both a source of pride and economic benefit to the city.  
  
With the continued redevelopment and revitalization of the city, a number of restaurants and other establishments have opened in the downtown area, including some that have received state and national recognition.  
  
Utica College is an important resource for the greater Utica-Rome metropolitan area and the Mohawk Valley. It not only provides myriad educational, cultural, and athletic opportunities, but plays a vital role in the economic growth of the entire region. Students participate in internships, clinical placements, and practicums in hundreds of agencies, businesses, and facilities throughout the region. Utica College’s commitment to the community and to the revitalization of the City of Utica is perhaps best illustrated by the decision to relocate the business programs in the heart of downtown. Busloads of students and faculty members commute daily to the Robert Brvenik Center for Business Education, a state-of-the-art educational facility located in a beautifully restored early twentieth-century building, the Clark City Center.

**COLLEGE MISSION, VALUES, AND VISION**

**Mission**

We empower learners to achieve their career and life goals through personally enriching experiences and outstanding educational pathways. We deliver value.

**Values**

Our mission rests upon a foundation of values that guide our decisions and actions:

* Individual attention
* Intellectual growth and creativity in the pursuit of knowledge
* Innovative and relevant approaches to teaching and learning
* Diversity of perspective, background, and experience in an equitable and inclusive environment
* Freedom of expression and civil discourse
* Community engagement
* Ethical behavior and integrity
* Continual improvement

**Vision**

We will focus our innovative energy on inspiring learners to create a future beyond their imagining.

**STRATEGIC PLAN**

Following the conclusion of the Middle States visit and reaccreditation last spring, the College embarked on a comprehensive strategic planning process. The new Strategic Plan is expected to be in place before the Spring 2020 semester and will prioritize, among other things, the furtherance of many important initiatives that support a culture of community. In addition, it will be supported by an operational plan that contains components around diversity, equity and inclusion in all areas of the College.

**PRESIDENT’S CABINET**

The President’s Cabinet includes, in addition to the President, the Provost and Senior Vice President for Academic Affairs, the Senior Vice President for Student Life and Enrollment Management, the Vice President for Financial Affairs and Treasurer, the Vice President for Legal Affairs and General Counsel, the Associate Provost for Online and Extended Studies/Senior Vice President for Market Innovation and New Ventures, the Vice President for Advancement, the Vice President for College Infrastructure/Chief Information Officer, the Vice President for Human Resources and Personnel Development, the Vice President for Marketing and Communication, the Assistant Vice President for Presidential Affairs/Secretary to the Board of Trustees, the Vice President for Institutional Effectiveness/Dean of Assessment, the Director of Emergency Management, and the Director of Physical Education and Athletics.   
  
**ACADEMICS**

The foundation of the Utica College academic experience is integration of the liberal arts, professional study, and co-curricular experiences. Utica College students gain a broad base of knowledge and skills through the liberal arts and sciences that complements programs with a career focus, developing skills that prepare them for lifelong learning and career development. Co-curricular student experiences are especially important to their development and are another aspect of Utica College’s Academic Promise. At Utica, a broad liberal-arts core of classwork is combined with learning that is gained outside the classroom, where students have opportunities to engage with the community and with colleagues and peers.  
  
The College provides a level of personal attention unimaginable at larger institutions. Whether held on campus or online, classes are small and interactive – with a typical class size of 18 students and an average 12:1 student-to-faculty ratio. This level of personal attention could not exist without a dedicated and talented faculty. As of the fall of 2018, the faculty includes 145 full-time members, most holding doctorates or the highest degree in their field. The 331 part-time and adjunct faculty members are dedicated to excellence in teaching, both on campus and online, and to sharing their industry and professional experience.  
  
In addition to the main campus in Utica, there are academic sites in Syracuse, NY; Miramar, Florida; and St. Petersburg, Florida that are currently devoted to an accelerated bachelor of science in nursing program.  
  
The College’s academic structure includes the schools of [Arts and Sciences](https://www.utica.edu/academic/as/), [Business and Justice Studies](https://www.utica.edu/academic/ssm/), [Health Professions and Education](https://www.utica.edu/academic/hhs/), and [Online and Extended Studies.](https://www.utica.edu/oes/) Utica College is always moving forward with innovative programs and pedagogies that expand access and improve quality. Members of the faculty are continually exploring new ideas, carving new academic pathways, and preparing students to meet the challenges of the modern workforce. Utica College offers 45 undergraduate majors, 31 minors, and 20 graduate programs, including master’s degrees, doctoral programs, and graduate-level certificates, on-campus and online. There are also numerous pre-professional and special programs.  
  
**Accreditations**

Utica College is fully [accredited](https://www.utica.edu/accreditation/accreditations.cfm) by the Middle States Commission on Higher Education. The College recently completed its site visit from Middle States and remains fully accredited with no required actions. In addition, a number of programs have been accredited or given recognition by discipline-specific accrediting agencies, including Chemistry, Construction Management, Education, Nursing, Occupational Therapy, and Physical Therapy. The Business programs were recently reaccredited through the Accreditation Council for Business Schools and Programs (ACBSP).

**POSITION AND QUALIFICATIONS**

The Vice President of Diversity, Equity, and Inclusion is a senior-level staff member that supports and directly reports to the President, and also provides leadership in matters related to diversity, equity and inclusion across the entire Utica College community. This role is highly visible and requires executive presence and strong planning, execution, and collaborative skills. The role also requires demonstrated ability and expertise in bringing about the institutional change that will create a more diverse curriculum, embrace an inclusive study body, faculty and staff, and ensure an equitable learning and work environment.

The Vice President for Diversity, Equity and Inclusion is responsible for helping the President and the Provost and Senior Vice President for Academic Affairs with the administration, management, and planning of the College’s policies, programs, and services within the assigned area(s). The person in this position will be responsible for developing and implementing programs/initiatives that promote a thriving diverse, multicultural, equitable, ethical, and inclusive College community where students succeed, knowledge is advanced, and community and global engagement are championed.

To be considered for the position, candidates must have an earned terminal degree or equivalent professional experience in the field or a related field.

Furthermore, the successful candidate must:

* possess the ability to establish and maintain effective working relationships with diverse groups.
* hold a distinguished record of progressively advanced leadership experiences;
* possess a demonstrated responsibility for a broad range of organizational areas including:
  + planning and assessment;
  + strategic planning;
  + faculty, staff and student development;
  + operational budgeting; and
* have outstanding listening, writing, and communication skills; and

Additional preferred experiences include:

* the ability to work collaboratively and effectively with all members of the College community – to listen, to engage, to persuade, and to foster individual and community-wide development;
* the ability to serve as an advocate for the College to internal and external constituencies, including involvement in friend- and fund-raising activities and relationship-building;
* an appreciation and demonstrated advocacy for both liberal arts and professional programs;
* honesty, integrity, common sense, good judgment, energy, and a sense of humor.

Utica College is actively seeking and welcomes applications from candidates with exceptional qualifications, particularly those with demonstrable commitments to a more inclusive society.  
  
For full consideration, a letter of application, current curriculum vitae, a diversity statement, and the contact information for four professional references should be forwarded to the email address listed below no later than December 31, 2019. The diversity statement should address experiences in working in and fostering a diverse and inclusive environment. The search process will begin immediately with the intent to fill the position no later than June 1, 2020. All application materials must be submitted electronically at:

Further nominations or inquiries may be forwarded, in confidence, to: Lisa Green, Vice President for Human Resources and Personnel Development, [lcgreen@utica.edu](mailto:lcgreen@utica.edu).