

# SEARCH PROFILE:

ASSOCIATE VICE PRESIDENT FOR  
DIVERSITY, EQUITY AND INCLUSION



UNIVERSITY  
OF WYOMING

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The University of Wyoming seeks to hire a collaborative, inclusive, and forward-thinking thought leader to join the senior leadership structure of the Office of Diversity, Equity and Inclusion (ODEI) as Associate Vice President (AVP). The AVP will serve as the liaison for ODEI, providing the connective tissue for the diversity,

equity and inclusion work occurring across campus units. As the inaugural person to serve in this position, the AVP will establish the role anew, including cultivating the needed partnerships, developing synergy around DEI initiatives, and promoting DEI-informed decision making across campus.

## THE UNIVERSITY

The University of Wyoming (UW) was established as the state's Morrill Act land-grant university in 1886 and serves as Wyoming's only public university. Truly serving as Wyoming's university, 59% of the students call Wyoming home. UW had a Fall 2023 enrollment of 10,913 students who represent 51 states and U.S. territories and 72 countries around the world. Comprising the student body are 8,250 undergraduate students and 2,663 graduate and professional students. Students can choose from 217 majors, including 35 certificate programs, 90 bachelor's programs, 57 master's programs, and 35 doctorate/professional programs. The two largest colleges are the College of Arts and Sciences and the College of Engineering & Physical Sciences, which both claim 18% of the student body as majors.

In addition to the main campus in Laramie, the University has a branch campus in Casper as well as online program offerings. Institutionally accredited through the Higher Learning Commission, specialty accreditation is held by four colleges—Business, Education, Engineering & Physical Sciences, and Law—and 27 programs. As well, UW's Student Health, Family Practice Centers in Cheyenne and Casper, Veterinary Lab, and Art Museum are also accredited.

The UW Cowboys and Cowgirls compete at the National Collegiate Athletic Association (NCAA) Division 1 level in 17 sports, including the Football Bowl Subdivision. Cowboy and Cowgirl teams are a part of the Mountain West Conference. Outside of cheering on their athletic teams, UW students enjoy an active and engaging campus life. There are more than 300 active student organizations, engaging event series throughout each academic year, and robust recreation and wellness options—including access to fitness and aquatic facilities, outdoor and wellness programming, and intramural and club sports.

### MISSION

As Wyoming's university, we unlock the extraordinary in every person through education, research, innovation, engagement, and service.

### VISION

We use our unique strengths to make Wyoming and the world a better place.

### VALUES

We value:

- Access to an affordable, high-quality education.
- Real-world education where students learn by doing.
- A welcoming and supportive learning community fostered by integrity, inclusivity, freedom of expression, and respect.
- The growth, health, and leadership capacity of all members of the university community.
- Wyoming's wild and working lands as an asset to be utilized, understood, stewarded, and treasured.
- Our partnership and engagement with Wyoming communities in the creation and exchange of knowledge and resources.
- Our role as a catalyst for innovation and economic vitality.



## LIFE IN LARAMIE, WY

Those who enjoy a cozy college town and endless possibilities to explore outdoors will love Laramie. Laramie is Wyoming's only college town, with a population of 31,584. It is known for offering a mix of small-town vibes and diverse options for many lifestyles. In 2022, Laramie was named one of the nation's top 3 main streets for both driving economic development and community change while also maintaining historic preservation.

Wyoming is the 10th largest state in the country

by area, though it is the least populated state. Thus, there is ample opportunity to get into nature. Laramie is nestled on a high plain between two mountain ranges, offering both a beautiful view and a playground for hiking, mountain climbing and biking, camping or skiing. For those looking for quick getaways, Laramie is 50 miles west of the Wyoming state capital, Cheyenne, and 65 miles and 130 miles north of Fort Collins and Denver, Colorado, respectively.



## OFFICE OF DIVERSITY, EQUITY AND INCLUSION

The Office of Diversity, Equity and Inclusion (ODEI) at University of Wyoming was established in July 2017, led by UW's inaugural Chief Diversity Officer. The purpose of this move was to provide university-wide leadership to the goal of diversifying the faculty, staff, curriculum, and programming to create an inclusive campus environment for all. The ODEI is charged with setting the tone for shaping a diverse and inclusive environment through partnerships and collaborations that contribute to the attainment of the University's DEI-related goals. To assist ODEI's charge, the Inclusion Council was established to assist with the creation and evaluation of strategic initiatives that extend the reach of the office by working collaboratively with campus partners committed to inclusivity. In 2022, the work of ODEI was elevated to the President's Cabinet with the hire of the inaugural Vice President for Diversity, Equity and Inclusion.

### ODEI VISION STATEMENT

The Office of Diversity, Equity and Inclusion strives to make the University of Wyoming a leading institution where people of all identities, diverse perspectives, and life experiences encounter a welcoming environment where inclusivity, multiplicity, fairness, and parity are steadfast values.

### ODEI MISSION STATEMENT

The mission of the Office of Diversity, Equity and Inclusion is to promote inclusive excellence through:

- providing educational opportunities and diversity workshops that raise awareness, knowledge, and skills.
- supporting the recruitment and retention of diverse students, faculty, and staff.
- facilitating an inclusive campus community that promotes student success through partnerships and collaborations within and around the university community.
- solidifying the University of Wyoming's commitment to valuing and expanding a welcoming, diverse, inclusive, and equitable environment that builds a better university, state, nation, and world.

### SIGNATURE PROGRAMS AND GROUPS

ODEI serves as a beacon supporting and connecting diversity, equity and inclusion work within the UW community and across the State of Wyoming. The office has made strategic progress since 2017 toward several targeted goals that expand opportunities and resources for faculty, staff, and students to pursue DEI-related research and service. Recently, a commitment was made to further operationalize the University's

## OFFICE OF DIVERSITY, EQUITY, AND INCLUSION (CONT.)

commitment to diversity, equity, and inclusion through establishing academic diversity committees in every academic unit; the implementation of this commitment will be ongoing when the new AVP joins the office.

The office maintains an active social media presence and can be found on Instagram (@uwoodei) or Facebook (University of Wyoming Office of Diversity, Equity and Inclusion). Some of the signature events and groups helping to advance ODEI's mission include:

**Accessibility Committee.** UW's Accessibility Committee promotes compliance with the American with Disabilities Act and Section 504 of the Rehabilitation Act of 1973, with the goal of ensuring that individuals with disabilities are afforded equal access to University programs, services, and activities. Recently, the Committee's work has evolved to incorporate aspects of disability justice and expand awareness of the committee throughout the University community.

**Black 14 Social Justice Summer Institute (SJSI).** This program is named in honor of fourteen Black UW football players who were dismissed from the team in 1969 for developing a plan to lead a symbolic protest from the field. Standing on this legacy, ODEI gathers rising high school juniors and seniors for a multi-day, overnight program where they research contemporary issues related to, and important to, the Black community at the local, state, national, and global levels. In addition to serving as a social justice incubator, the program introduces students to the University and to the college experience, as students live and dine in campus facilities. The first SJSI ran in Summer 2022. More information on the Black 14 is available in a 2018 documentary, *Black 14*, executive produced by Spike Lee.

**Inclusion Council.** This group membership has grown each year since its establishment in 2017 and includes campus partners in advancing the University's commitment to DEI. In its current format, this council is tri-chaired by the Director for the School of Culture, Gender, and Justice; the Vice President of Student Affairs; and the Vice President for DEI. The mission of the Inclusion Council is to provide leadership, guidance, and support to coordinate cross-campus efforts and resources intended to develop and sustain an inclusive environment that welcomes and supports all members of the community and leads to their success. Group members focus on building supportive and responsive structures, systems, and processes that connect all corners of the University on issues of relevance to the mission.

**Native American Affairs Advisory Council (NAAAC).** The Native American Affairs Advisory Council works to sustain strategic partnership between the University and the Wind River Indian Reservation communities, to advance education, research, and service that will benefit UW, the Eastern Shoshone and Northern Arapaho tribes, and the state of Wyoming. The NAAAC hosts monthly meetings of the core team and quarterly community-based meetings. ODEI staff are part of the core team, and the Office maintains minutes for all Council meetings, as well as maintains the electronic archive of the Council's minutes.

**Shepard Symposium on Social Justice.** Established in 1997, the Shepard Symposium is an annual event that engages national audiences in discussion and analyses of strategies and actions to eliminate social inequality. The mission of the program is to spotlight contemporary inequities in order to promote transformative learning and engagement in the pursuit of justice. In 2002, this event was renamed to its current title in memory of Matthew Shepard, a UW student and social activist who was the victim of a hate crime in 1998. This year, the Shepard Symposium transitioned from a spring event to a fall convening. Regardless of timing, the event gathers leading voices in social justice—scholars, students, community members, activists, artists, and filmmakers—to support an inclusive dialogue addressing issues of social and environmental justice in interpersonal, community, and structural contexts.





## ASSOCIATE VICE PRESIDENT FOR DIVERSITY, EQUITY, AND INCLUSION

Reporting to the Vice President for Diversity, Equity, and Inclusion (DEI) the Associate Vice President (AVP) for DEI provides leadership, guidance, planning and implementation of initiatives that foster inclusive excellence and equitable outcomes for all students, staff, and faculty with an emphasis on improving equity gaps. The AVP for DEI is a highly visible leader, building and fostering relationships with various units across the University. The AVP will be a strategist consultant for units across campus to help them implement DEI within their areas.

The AVP is an expert who can provide leadership in the coordination, planning, implementation, and evaluation with DEI committee leads to advance DEI at the unit level. In that capacity, the AVP will work closely with any unit who needs a consultant to help them with DEI initiatives that understand intersectionality and foster belonging and mattering within the UW community.

In the absence of the Vice President, the AVP will serve as leader of the Office of DEI, as well as attend meetings on behalf of the Vice President.

### ESSENTIAL DUTIES AND RESPONSIBILITIES

The AVP collaborates with multiple campus offices, constituencies, committees, departments and units to develop a shared understanding of DEI at the unit levels. The AVP will support the DEI committees within individual colleges and departments to create synergy around DEI initiatives throughout the University. The AVP will hold monthly meetings with the DEI leads within the colleges and departments to make sure there is constant support at the unit level to advance DEI. The AVP consults and communicates with DEI leads to help them create vision for enhancing DEI within their specific areas and to ensure each unit's DEI efforts align with vision of the Office of Diversity, Equity and Inclusion. The AVP promotes best practices in DEI through the lens of intersectionality to create welcoming environments where everyone feels like they belong and matter. To ensure that UW is efficiently

and effectively addressing the needs of marginalized identities, the AVP acts as a consultant for units who need to have direct contact with a DEI expert. The AVP will be the glue that works to build cohesiveness and momentum to create DEI initiatives at the unit level that is disperse throughout the campus.

The successful candidate will demonstrate the following competencies specific to the job:

- a record of success leading DEI initiatives in progressively more senior roles;
- a strong sense of cultural humility, including experience with working people from different backgrounds and cultures;
- personable and approachable demeanor, to build relationships and meet people where they are currently within their understanding of DEI; and
- the ability to communicate best practices for equity-minded decision making and inclusive excellence for students, staff, and faculty.

### MINIMUM QUALIFICATIONS, KNOWLEDGE, SKILLS, AND ABILITIES

- An earned Master's degree.
- Significant DEI advocacy, organizational, and work-related experience
- Demonstrated leadership in shaping DEI strategic vision and planning processes and initiating organizational change with a collegial, responsive, and creative approach.
- Demonstrated knowledge of best practices in DEI.
- Demonstrated leadership acumen, including effective communications across boundaries, the ability to lead high functioning teams, and strong analytical skills including the ability to link evidence with desired outcomes.

### DESIRED QUALIFICATIONS

- An earned Doctoral degree.
- Demonstrated ability to work with and advocate for traditionally underserved students, faculty and staff.



# SHEPARD SYMPOSIUM on SOCIAL JUSTICE



## APPLICATION PROCEDURES

This search is assisted by Academic Search. Applications should consist of:

1. a detailed cover letter addressing the expectations of the position;
2. a current curriculum vitae (CV); and
3. a list of five professional references with contact information and a brief description explaining the working relationship of each to the applicant.

References will not be contacted without the explicit permission of the candidate. All documents should be submitted in PDF format.

Nominations and applications should be sent to [WyomingAVP@academicsearch.org](mailto:WyomingAVP@academicsearch.org). The position is open until filled but only applications received by December 11, 2023, can be assured full consideration.

Assisting the University of Wyoming with this search is Mahauganee Shaw ([mshaw@academicsearch.org](mailto:mshaw@academicsearch.org)), Senior Consultant with Academic Search. Nominators and prospective applicants may reach out directly to arrange a confidential discussion about this opportunity.

*The University's policy has been, and will continue to be, one of nondiscrimination, offering equal opportunity to all employees and applicants for employment on the basis of their demonstrated ability and competence without regard to such matters as race, sex, gender, color, religion, national origin, disability, age, veteran status, sexual orientation, genetic information, political belief, or other status protected by state and federal statutes or University Regulations.*

*The University of Wyoming is committed to providing a safe and productive learning and living community. To achieve that goal, we conduct background investigations for all final candidates being considered for employment. Background checks may include, but are not limited to, criminal history, national sex offender search, employment and motor vehicle history. Offers of employment are contingent upon the completion of the background check.*



# ABOUT ACADEMIC SEARCH

Academic Search is assisting University of Wyoming in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.



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