The University of Arizona (UA) seeks an experienced and collaborative Associate Vice Provost (AVP) for Diversity and Inclusion who will report to the Provost of the University and be a member of the President’s Senior Leadership Team.

Inclusion is one of the University’s core values and the University of Arizona has created an innovative new strategic plan that prioritizes the University’s commitment to diversity and inclusion. Pillar three of the strategic plan, the Arizona Advantage, includes initiatives to strengthen our commitment to equity and support diverse communities; institutionalize our commitment to Hispanic advancement; and support Native American advancement and tribal engagement.

Outstanding UA benefits include health, dental, and vision insurance plans; life insurance and disability programs; paid vacation, sick leave, and holidays; UA/ASU/NAU tuition reduction for the employee and qualified family members; state and optional retirement plans; access to UA recreation and cultural activities; and more!

The University of Arizona has been recognized for our innovative work-life programs. For more information about working at the University of Arizona and relocations services, please click here.

Position Highlights

- Oversee the University’s eight cultural and resource centers for students, the Office of Multicultural Advancement, and Initiatives for Organizational Inclusion, including supervisory, budgetary, and reporting responsibilities.
- Provide strategic vision and direction for the University’s diversity and inclusion work.
- Build upon existing work to identify appropriate diversity and inclusion metrics for the University and its units and partner with campus administrators to develop effective plans to achieve them.
- Advise senior leaders on diversity and inclusion issues.
- Serve as a resource and leader for campus on diversity and inclusion education, best practices, and strategies.
- Partner with administrators to incorporate accountability for diversity and inclusion into all levels of University management and leadership.
- Partner with administrators to develop and implement initiatives to advance inclusion at a systemic level and eliminate barriers to inclusion.
- Engage professionals from across campus who are involved in diversity and inclusion work to increase coordination, collaboration, and effectiveness.
- Partner with University units to engage and collaborate with the University’s diverse alumni and community members.
Knowledge, Skills and Abilities

- Strong knowledge of research and best practices in the areas of diversity and inclusion.
- Knowledge of the experiences of undergraduate and graduate students from marginalized populations and best practices in recruitment, retention, and degree completion.
- Knowledge of best practices for the recruitment, advancement, and retention of employees and faculty members from marginalized populations.
- An ability to work effectively and build strong relationships with students, employees, faculty, administrators, and community members.
- Collaborative management and leadership style.
- Strong communication and advocacy skills, equally effective with both internal and external constituents.
- The ability to set clear and challenging goals and achieve results.
- Strong work ethic, good judgment, and high integrity.
- Excellent writing and communication skills.

Minimum Qualifications

- Master’s degree AND ten years of related work experience advancing diversity and inclusion OR any equivalent combination of education and experience.

Preferred Qualifications

- Terminal Degree.
- Eleven or more years of experience advancing diversity and inclusion.
- Two or more years of higher education experience.