Position Announcement

Appalachian State University
Director of Intercultural Student Affairs

Appalachian State University, located in Boone, North Carolina’s Blue Ridge Mountains, prepares students to lead purposeful lives as engaged global citizens who understand their responsibilities in creating a sustainable future for all. The transformational Appalachian experience promotes a spirit of inclusion that brings people together in inspiring ways to acquire and create knowledge, to grow holistically, to act with passion and determination, and embrace diversity and difference. Appalachian enrolls over 19,000 students, has a low student-to-faculty ratio and offers more than 150 undergraduate and graduate majors. It is one of 16 universities in the University of North Carolina system.

Appalachian State University is excited to announce a senior level opportunity within the Division of Student Affairs, the Director of Intercultural Student Affairs. As an integral office within the Division of Student Affairs, Intercultural Student Affairs contributes to preparing students to be transformational leaders in a diverse world. Accordingly, this director will advance the mission and strategic plan of the university as an advocate for student success and inclusion and as aligned with the division’s goal to care for, engage and transform students. The primary purpose for the Director of Intercultural Student Affairs (“director”) position is to develop initiatives that promote student engagement and cultivate a climate of awareness, understanding, and respect for those within the Appalachian State University community.

Reporting directly to the assistant vice chancellor for student affairs, the director will be responsible for developing and providing programs and services, primarily for minoritized students, that will support and enhance their academic, social, emotional, and overall success. As a result, the director’s efforts should result in the creation of an Office of Intercultural Student Affairs that epitomizes development and inclusive excellence. Moreover, the director will be responsible for providing opportunities for the broader campus community in order to successfully increase the community’s intercultural competence. Ultimately, the director will be empowered to work with, and will be supported by, the campus community in order to create a climate which supports a welcoming and inclusive experience for all within Appalachian State University.

The director provides oversight to the Office of Intercultural Student Affairs including four full time staff and three graduate assistants. The director is also responsible for the supervision of the Women’s Center, LGBT Center, and the Multicultural Student Center. Additionally, this office works on an ongoing basis with partners such as: Chief Diversity Officer, Academic Affairs Director of Inclusive Excellence, academic colleges, Admissions, Financial Aid, Office of International Education and Development, Office of Disability Resources and all units within the Division of Student Affairs related to education and intercultural programming with a focus on recruitment, retention, and success of minoritized students.

The successful candidate will have an earned master’s degree from an accredited institution in student development, higher education, counseling, or other fields related to the delivery of services and/or support to minoritized populations. A demonstrated progression of experiences which must include engagement around inclusivity, intercultural education, group facilitation, navigation of complex organizational structures, and direct support of individuals navigating challenging circumstances.
Preferred qualifications include seven or more years of progressive experience working in the field of inclusion. Extensive experience with both large and small scale programming on a college campus; experience supervising full time staff as well as budgetary experience; and the ability to speak Spanish fluently. Further, demonstrable experience in advocating for success of minoritized people as well as demonstrated experience balancing varied ideas, perspectives and conflict present when engaged with advocacy work are all preferred qualifications.

Review of applications will begin January 29, 2020 and continue until the position is filled. A resume with an accompanying cover letter may be submitted via the Spelman Johnson website at www.spelmanjohnson.com/open-positions. Nominations for this position may be emailed to Heather J. Larabee at hjl@spelmanjohnson.com. Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895.

Visit the Appalachian State University website at www.appstate.edu

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