Colorado College
Senior Associate Dean of Students for Equity & Inclusion/Director of the Butler Center

Founded in 1874, Colorado College is an independent, coeducational, liberal arts and sciences college of bold ideas, located in the beautiful city of Colorado Springs on the Front Range of the Rocky Mountains at the foot of Pikes Peak. Ranked among the top 30 National Liberal Arts Colleges by *U.S. News & World Report*, Colorado College enjoys an unequivocal mission: to provide the finest liberal arts education in the country. What makes Colorado College distinct is its inimitable combination of program, place, and people. Colorado College is a unique institution in terms of geography and pedagogy. Set in the foothills of the Rocky Mountains, Colorado College is the only selective liberal arts college in the region and enrolls just over 2,000 undergraduate students. Through 37 academic departments, faculty engage students directly and prepare them for leadership in the 21st century. The College’s signature academic program, the “Block Plan,” is an intensive academic schedule that allows students to immerse themselves in a single subject for three and a half weeks, rather than balancing several courses over a semester. One example of the College’s innovative work is the integration with the world-renowned Colorado Springs Fine Arts Center (now the Fine Arts Center at Colorado College), which has greatly expanded arts programming and sparked new interdisciplinary learning opportunities. Students at Colorado College learn more than theoretical approaches; they learn to embrace the importance of diverse backgrounds and viewpoints and appreciate how diversity enriches their understanding of the world.

Reporting to the Vice President for Student Life/Dean of Students, the Senior Associate Dean of Students for Equity and Inclusion/Director of the Butler Center provides strategic vision, thoughtful and collaborative leadership and guidance as a member of the College’s team, leading efforts to imbue the principles of diversity, equity, inclusion (DEI), and belonging within the life of Colorado College. As a senior strategic leader within the Student Life Division and the College, the Senior Associate Dean will advance efforts that build a diverse and welcoming learning environment and culture in addition to furthering inclusive excellence, belonging, and inclusion for all Colorado College students.

The Senior Associate Dean serves as a member of a three-person leadership team, along with the Senior Associate Dean for Equity, Inclusion and Faculty Development and the Director of Diversity, Equity, and Inclusion for Staff. Together, this team will work collaboratively to lead strategic implementation to keep antiracism and DEI efforts a priority at the college. The Senior Associate Dean will collaborate with campus constituencies to coordinate effective co-curricular educational opportunities and avenues to address issues of inclusion and difference as they relate to race, ethnicity, culture, class, sex, gender, religion, sexual identity, nationality, and other dimensions of identity.

The Senior Associate Dean manages the Butler Center budget and leads a small staff, complemented by student interns, at the Center; shapes and delivers student-directed programming in coordination with student leaders and other campus colleagues; and, serves as Ombudsperson for students. Further, the Senior Associate Dean assists with division administrative functions as requested by the Vice President for Student Life/Dean of Students to include development, implementation, and assessment of division goals, policy development, budget planning, and personnel management; and, represents the Vice President for Student Life/Dean of Students as requested in their absence.
Candidates must possess a master’s degree from an accredited university and five to seven years of experience and documented success taking a leadership role in developing and implementing programs, curricula, and/or other institutional/organizational activities that place DEI concerns and commitments at their center in a higher education or community-based organization. Qualified candidates possessing a doctoral degree, DEI certification(s), and/or advanced training in diversity related fields are strongly encouraged to apply.

The successful candidate must demonstrate evidence of successful programming designed to build cultural competencies; documented experience engaging varied constituencies on issues of race, ethnicity, class, gender, sexual identity, and religion; an understanding of, and experience with, effective student support and advocacy; deep knowledge of assessment practices focused on student learning; and, an ability to guide data-driven efforts across a large department. Further, the candidate must possess knowledge of professional development modalities and needs within student affairs/student life; experience developing professional development activities for staff and student leaders; demonstrated success in working across traditional boundaries with a diverse group of people, including students, faculty, administrators, and alumni; and, demonstrated critical thinking, creativity, and self-direction. In addition, the candidate must demonstrate outstanding organizational, interpersonal, and communication skills; the ability to manage change through a highly collaborative and collegial process; and, an understanding and appreciation for a liberal arts approach to higher education.

Review of applications will begin April 13, 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 Quincy Martin III at qm3@spelmanjohnson.com. Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895.

Visit the Colorado College website at www.coloradocollege.edu

Colorado College is an equal opportunity employer committed to increasing the diversity of its community. We do not discriminate on the basis of race, color, national origin, gender, age, religion, gender identity or expression, disability, or sexual orientation in our educational programs and activities or our employment practices.