Call for Applications

Applications are invited from tenured members of the Allegheny faculty for Director of Faculty Diversity and Inclusion, a newly defined position that will report to the Provost and Dean of the College and will work closely with the Dean for Institutional Diversity. The Director of Faculty Diversity and Inclusion will provide leadership to advance the College’s commitment to diversity and inclusion in its many forms with emphasis on academic areas (faculty and curriculum). The Director of Faculty Diversity and Inclusion will continue to teach courses in their home department/program and/or in the FS program (in consultation with the department/program chair and the Provost). The teaching load will be two four-credit courses per year. The Director will maintain their faculty status with four-weeks of compensated administrative commitment between June and August. The appointment will be a four-year term. Anticipated start is summer 2021.

Responsibilities

- In consultation with the Dean for Institutional Diversity and the Director of Faculty Development, plan and deliver a portfolio of resources and professional development opportunities for faculty to build capacity and confidence to create and sustain inclusive teaching and learning environments (e.g., courses, distribution requirements, curriculum).
- Oversee implementation of the Faculty Cohort Program and Diversity Teaching Fellowship programs (including the coordination of mentoring for each program).
- Stay current with national conversations about diversity, equity, and inclusion, as they pertain to faculty, curriculum, and best practices in teaching and learning and disseminate this information to the Allegheny community.
- Serve as the College’s liaison to the Consortium for Faculty Diversity and other faculty-focused DEI consortia (e.g., Liberal Arts Colleges Racial Equity Leadership Alliance).
- Partner with the Offices of Institutional Diversity and Institutional Research to analyze/utilize data from surveys pertaining to campus climate and to assess curricular initiatives for diversity, equity, and inclusion (e.g., distribution requirements).
- Oversee the faculty diversity and inclusion operating budget.
- Meet regularly each semester with the Provost and attend regular meetings of the Provost’s Council\(^1\) to advise and provide updates on faculty diversity initiatives and related faculty or academic area items.

\(^1\) Provost’s Council will include the administrative reports to the Provost (Directors, Deans, VPs) and will usually meet on a weekly or bi-weekly basis when classes are in session with less frequent meetings during winter and summer breaks.
Support
The Director of Faculty Diversity and Inclusion will have a reduced teaching load of two four-credit courses per academic year (typically a 1-1 load), administrative support to assist with logistics for programs (room scheduling, food service), receive a summer stipend of $5,000, and have $2,500 in professional development funding in support of the Director role above regular faculty conference travel. The Provost will discuss with the appointee’s department/program chair potential staffing needs to accommodate the course releases; any staffing replacements will be considered on a case-by-case basis.

Selection Criteria
Criteria for selection will include the following qualifications and skills:

● Tenured member of the Allegheny faculty.

● A record of excellence in teaching and a commitment to pedagogical development.

● Demonstrated knowledge of (or clear willingness to learn) best practices in inclusive excellence and motivation to stay informed of current work and developments in this area.

● Commitment to diversity in its many forms and an appreciation of the value of diversity within a liberal arts learning community.

● Strong collaborative and organizational skills.

● The Director of Faculty Diversity and Inclusion may not concurrently serve as a department or program chair (current chairs may apply, but will not maintain their role as chair if appointed Director).

To Apply
Applicants should send a letter of interest that addresses the selection criteria and a current curriculum vitae (both as PDF) to Provost Ron Cole, at provost@allegheny.edu by January 25, 2021. Applicants should also communicate intent to their department/program chair (unless applicant is chair). Applications will be reviewed by Faculty Council and the Dean for Institutional Diversity, who will make recommendations to the Provost, who will then select a set of finalists. Finalists will meet with the Provost in early February to discuss their interest and qualifications and to learn more about the appointment. The Provost, in consultation with the President and Dean for Institutional Diversity, will make the final selection and appointment by early March. Questions about the position should be directed to Provost Ron Cole at provost@allegheny.edu.