

SEARCH PROSPECTUS



ASSISTANT VICE PROVOST AT THE UNIVERSITY OF WISCONSIN-MADISON



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON



THE SEARCH

The University of Wisconsin-Madison invites applications and nominations for the next Assistant Vice Provost (AVP) for Strategic Equity, Diversity, Inclusion and Belonging Administration (SEDIBA) to provide administrative, operational, and strategic leadership in the Division of Diversity, Equity & Educational Achievement (DDEEA). As a senior leader in the Division and on campus, the Assistant Vice Provost (AVP) will be an engaged, bold, and inspiring leader committed to supporting the mission of the University of Wisconsin-Madison as it strives to create a diverse, inclusive, and excellent learning and working environment.

THE OPPORTUNITY

The University of Wisconsin-Madison, the flagship campus of the University of Wisconsin System, is recognized internationally for its rigorous academics, ground-breaking research, and steadfast commitment to public service. Since its founding as a land-grant university in 1848, UW-Madison has been at the forefront of education, innovation, and discovery. The Assistant Vice Provost for Strategic Equity, Diversity, Inclusion and Belonging Administration will develop, cultivate, and implement a divisional and campus-wide framework that educates faculty and staff from a variety of intersecting identities and enhances their experiences to support the goal of UW-Madison as a destination of choice. Reporting to the Deputy Vice Chancellor for Diversity and Inclusion, Vice Provost and Chief Diversity Officer (CDO), the AVP will play an integral role in building relationships with colleagues across Schools, Colleges, Units and Divisions, working collaboratively and effectively in the community, and leading and supporting a strong administrative team.

The AVP will be expected to:

- Work closely with the CDO to educate, lead, innovate, and oversee the management of the following areas:
 - Campus-wide Learning Communities for Institutional Change and Excellence (LCICE), a forum for dialogue focused on creating working, teaching, and learning environments where everyone is heard, valued, and included.
 - Employee Disability Resources (EDR) Office, a campus-wide hub providing support for faculty, staff, and job applicants.
 - Office of Affirmative Action Programming and Planning (OAAPP), which oversees UW-Madison's strategies, reporting, compliance, and oversight of Equal Employment Opportunity and Affirmative Action.
- Create a new office of professional development with innovative professional development programming for faculty and staff, implement strategies to communicate and deliver these opportunities across the university, and provide leadership and oversight to building out and supporting the teams who accomplish this work. Provide training and professional development for staff who serve and support a large, complex university community of 75,000 people.
- Provide leadership in developing collaborative, intentional strategies to support the Division's commitment to Equity, Diversity, Inclusion, and Belonging (EDIB) at all levels. The AVP will be expected to represent the Division and the CDO at campus and community events and be able to speak to various stakeholders about the Division's and the University's goals and work.

THE OPPORTUNITY

- Supervise personnel and evaluation, model excellence in service, and provide oversight of the budget, with allocation of staff and financial resources based on programmatic growth and outcomes.
- Demonstrate deep understanding of factors impacting research universities in a public land-grant institution and possess the strategic vision and energy to aid senior leaders in pursuing the appropriate steps toward realizing an inclusive, engaged, and equitable community.
- Develop assessment methods and protocols, and demonstrate familiarity with research related to Equity, Diversity, Inclusion, and Belonging.
- Navigate a large university system and build positive working relationships with UW System officials, UW-Madison executive leadership, other campus leaders, and community/business partners in order to build and strengthen bridges to local community.
- Plan and execute a variety of university-wide, capacity-building events, including the annual Diversity Forum, one of the largest multi-day diversity conferences in the Midwest. The AVP will also participate in the planning of high-profile awards events, including the annual Outstanding Women of Color and P.B. Poorman Awards ceremonies.
- Serve on and lead various university committees and task forces with a wide range of constituents, including Faculty Senate, School and College Deans, General Counsel, Office of Compliance, and University leadership in the context of shared governance.





QUALIFICATIONS

- Master's degree and seven years of increasingly responsible management experience in a leadership position with special attention to diversity and inclusion in a higher education or similar occupational setting required; terminal degree/J.D. and ten or more years of related leadership experience preferred.
- Demonstrated capacity for innovation, and successful development, implementation, and assessment of initiatives related to Equity, Diversity, Inclusion, and Belonging (EDIB).
- Experience in leading, developing, or facilitating professional development, training, research, legal, management, and/or program planning for diverse populations in complex organizations, including higher education, government, non-profit, or corporate sectors.
- Leadership experience working with federal and state policies and laws regarding contract and/or labor compliance, Affirmative Action, and Americans with Disabilities Act (ADA) policies.
- Possess a leadership style that is collaborative, deliberate, and strategically decisive. The AVP must display the highest degree of personal and professional integrity, tact, diplomacy, and confidentiality, while managing a variety of high-level projects concurrently; experience with shared governance structures and processes preferred.
- Demonstrated understanding of the higher education research enterprise.
- Demonstrated excellence in organizational, interpersonal, oral, and written communication skills.



FAST FACTS

The Division of Diversity, Equity & Educational Achievement (DDEEA)

- #1** Directly serves over 1,600 students a year across scholarship and support programs
- #2** 64% of students in the Division are women; 88% are students of color
- #3** 84% of last year's Division graduates were students of color
- #4** 80 staff in the Division (67% women; 62% employees of color)

DIVISION OF DIVERSITY,

EQUITY & EDUCATIONAL

ACHIEVEMENT

Under the direction of the Deputy Vice Chancellor for Diversity & Inclusion, Vice Provost and Chief Diversity Officer (CDO), the Division of Diversity, Equity & Educational Achievement (DDEEA/Division) supports the mission of the University of Wisconsin–Madison as it works to create a diverse, inclusive, and excellent learning and work environment for all students, faculty, staff, alumni, and partners at the university.

The DDEEA's priorities are to increase access for underrepresented minorities in STEM; eliminate the achievement gap between majority and underrepresented students; recruit and retain more diverse students, faculty and staff; prepare all of our students to thrive personally and professionally in a world that is diverse, global, and interconnected; and enhance the campus climate to ensure every member of the UW community knows they belong.

The DDEEA is comprised of administrative, education, scholarship, and service programs whose work overlaps with the core values of community, inclusion, organizational excellence, transparency, accountability, and social justice. The DDEEA collaborates, leads, and consults in efforts to seed new initiatives and coordinate numerous institutional efforts to support, guide, and promote these priorities.



THE UNIVERSITY OF

WISCONSIN-MADISON:

AN OVERVIEW

The University of Wisconsin–Madison is one of the premier public universities and research institutions in the United States. Created at the same time Wisconsin achieved statehood in 1848, the university became the state’s land grant university. It continues to be Wisconsin’s flagship teaching and research university with a state-wide, national, and international mission, offering programs at the undergraduate, graduate, and professional levels in a wide range of field, while engaging in extensive scholarly research, continuing adult education, and public service.

With a \$3.7 billion budget, UW–Madison educates more than 47,000 students and employs some 24,000 faculty and staff. Composed of 13 schools and colleges, the university offers 307 undergraduate majors and certificates, as well as more than 250 master’s, doctoral, and professional programs. UW–Madison’s research enterprise is one of the most robust in the nation, ranking among the top 10 universities in expenditures.

UW–Madison is guided by the Wisconsin Idea, a century-old principle and public-service charge that the university should influence people’s lives beyond the classroom. The university is a member of the Big Ten Conference, and the Wisconsin Badgers brand is recognized internationally with 23 NCAA Division 1 teams. In 2021, Washington Monthly named UW–Madison the top national public university, citing research excellence, social mobility, and community service.

CAMPUS

LEADERSHIP

Dr. Jennifer Mnookin became chancellor of Wisconsin’s flagship university in August 2022. As dean of the UCLA School of Law, she broke fundraising records, built the first new degree program in a generation, and created new institutes in areas ranging from immigration law to technology, law, and policy. She is one of the most cited scholars in the nation in the area of evidence law. Her leadership is reinforcing UW–Madison’s position as one of the world’s top universities — a center for education, discovery, and research, committed to sharing knowledge and innovation that improves lives in Wisconsin and around the globe.



UW-MADISON

RANKINGS

#1: National public university
(*Washington Monthly*, 2021)

#1: Peace Corps volunteers (2020)

#1: Best Hospitals in Wisconsin
(*U.S. News & World Report*, 2022)

#1 University for producing Fortune 500 CEOs (Kittleman & Associates, 2018)

#3: National public university
(*Washington Monthly*, 2022)

#5: Most doctorates granted among U.S. universities (2019)

#8: Total research expenditures among U.S. universities (2021)

#12: Patents among U.S. universities (2021)

#14: America's Best Colleges among public universities (*U.S. News & World Report*, 2021)

#27: Best university worldwide
(Center for World University Rankings, 2022)

STRATEGIC FRAMEWORK

UW-Madison's 2020–2025 strategic framework charts the institution's path forward, building on the success of its past priorities and taking bold steps toward its vision of being a model public university in the 21st century. It preserves the institution's core legacy of research, teaching, and public service and promotes a campus environment where full potential can be met.

UW-Madison's strategic framework contains the following pillars:

- Excellence in teaching and educational achievement
- Excellence in research and scholarship
- Living the Wisconsin Idea
- A vibrant campus community
- A high-performing organization

For more information: strategicframework.wisc.edu

STATEMENT ON DIVERSITY,

EQUITY, AND INCLUSION

Diversity is a source of strength, creativity, and innovation for UW-Madison. We value the contributions of each person and respect the profound ways their identity, culture, background, experience, status, abilities, and opinions enrich the university community. We commit ourselves to the pursuit of excellence in teaching, research, outreach, and diversity as inextricably linked goals. The University of Wisconsin-Madison fulfills its public mission by creating a welcoming and inclusive community for people from every background — people who as students, faculty, and staff serve Wisconsin and the world.

1848

Founded

\$3.7B

Budget (2021-2022)

Campus: 938 acres (main campus)
Degrees awarded: 11,345 (2021-22)
Living alumni: 475,556
Faculty and staff: 25,297

Institution

32

Average class size

24%

Students of color (undergraduate)

49,866

Total students

Academics

13

Schools and colleges

307

Undergraduate majors and certificate

35,184

Undergraduates

14,702

Grad, professional,
& special

\$1.4B

Research expenditures (2021)

UW firsts:

- Poverty research center
- Genetics and wildlife management departments
- University dance program
- Bone marrow transplant conducted

UW discoveries:

- Vitamins A and B (1913 and 1916)
- Synthetic gene creation (1970)
- Embryonic stem cells cultivated in a lab (1998)
- Cosmic neutrino at South Pole (2013)
- *Homo naledi* human ancestor in South Africa (2013)

UW patents:

- Blood-thinner Warfarin
- Vitamin D-based treatments for osteoporosis and cancer
- MRI techniques
- "Wisconsin Solution" that prolongs use of transplant organs

Research

UW-MADISON

FAST FACTS

940

Student organizations

11

Residence learning communities

2,410

Study-abroad participants

116

Countries represented by students

Student life

23

NCAA Division 1 teams

33

Team NCAA National Championships

226

Individual NCAA Championships

800+

Student-athletes

Badgers Athletics

3,369

Peace Corps volunteers (alumni since 1961)

1,060

Badger Volunteers students (2019-20)

Public service

20

Nobel Prize winners (faculty and alumni)



CITY RANKINGS

- #1: Cities with Best Work–Life Balance (smartasset.com, 2020)
- #1: Best College Football Town in America (Sports Illustrated, 2019)
- #1: Best Places in the U.S. for Raising Children (diversitydatakids.com, 2020)
- #2: Best Cities for Bikes (peopleforbikes.org, 2020)
- #2: Happiest Cities in America (menshealth.com, 2020)
- #2: Best Places for Outdoor Enthusiasts to Live and Work (smartasset.com, 2020)
- #3: Top 100 Best Places to Live (livability.com, 2020)
- #4: Greenest Cities in the US (zippia.com, 2020)

MADISON, WISCONSIN:

A VIBRANT CAPITAL CITY

With a population of more than 260,000, Madison is Wisconsin's state capital and the hub of a large metropolitan area. Built on an isthmus and surrounded by lakes, UW–Madison and the city of Madison seamlessly blend together, creating opportunities and an atmosphere unlike any other campus.

As both a midsize city and college town, Madison has all the action and amenities of a major metro area without the inconveniences. Milwaukee and Chicago are short drives away, and the Dane County Regional Airport directly connects Madison to major cities around the country. With a robust arts and dining scene, thousands of acres of natural areas, top-rated health care and school systems, and a thriving economy and technology sector, Madison is routinely ranked one of the best cities to live and work.

For a virtual tour of Madison through the seasons: madison.wisc.edu

FAST FACTS

- Metro area population: 664,865 (2019)
- Average commute time: under 20 minutes
- Lakes: 5 (12 public beaches)
- Parks: 260 (6,000 acres, 15 dog parks)
- Off-road paths and trails: 200+ miles
- One of five platinum-level bike cities in the U.S.
- One of two major U.S. cities built on an isthmus



NOMINATION AND

APPLICATION

PROCESS

Dr. Kim Bobby (kim.bobby@agbsearch.com) and Dr. Tamara Jhashi (tamara.jhashi@agb.search.com) – representing AGB Search – will be assisting the Assistant Vice Provost Search and Screen Committee.

Prospective nominators or potential candidates are encouraged to contact Dr. Bobby or Dr. Jhashi directly by email prior to submitting materials.

Application materials should be submitted by the target date of July 7, 2023, although expressions of interest will be considered until an appointment is made. Applicants should provide: 1) a letter of interest that addresses specifically the leadership priorities described in the profile; 2) a current curriculum vitae or resume; 3) the names and contact information of five professional references and relationship to the candidate. References will not be contacted without prior authorization from the candidate. Application materials should be sent electronically (Word and PDF) to: UWMadisonAVP-SEDIBA@agbsearch.com.

