

A letter of interest and CV are due to Phil Kass at phkass@ucdavis.edu by Monday, July 24.

**ASSOCIATE VICE PROVOST FOR FACULTY EQUITY AND INCLUSION
UC DAVIS**

General Responsibilities

The Associate Vice Provost for Faculty Equity and Inclusion (AVP FEI) reports operationally to the Vice Provost for Academic Affairs (VPAA). The experienced faculty member holding this position will provide leadership to achieve and sustain excellence, equity and diversity in the UC Davis faculty, in concert with other campus officials, including the Associate Vice Chancellor for Academic Diversity (AVC AD), deans and associate deans, department chairs, and directors, as well as with the UCD-ADVANCE program.

Operational Responsibilities

In collaboration with the Vice Provost for Academic Affairs, the AVP FEI:

- develops and oversees policies and programs that improve campus climate for all faculty, particularly through the analysis and interpretation of findings from the COACHE Faculty Satisfaction Survey, and that enhance equity and inclusiveness in faculty recruitment, advancement, leadership development, and retention;
- collaborates with the members of the campus Diversity and Inclusion Initiative in the development and maintenance of an Academic Hiring Handbook;
- in partnership with the data coordinator in Academic Affairs, provides data analysis to regularly monitor campus progress in enhancing faculty diversity through hiring and retention;
- coordinates analyses of equity in faculty compensation with deans' offices; oversees dissemination of the results of such analyses, as requested by the VPAA, the Provost or the Office of the President;
- develops and oversees campus-wide studies of equity in personnel actions (e.g., appointment, promotion, retention, etc.);
- assures that good faith efforts are undertaken to recruit targeted applicants for academic job groups and units where underutilization has been identified; works with deans to ensure that interim recruitment reports are analyzed for adequacy of applicant pools;
- approves, with an eye to equity issues, search waivers (and in some cases search plans) for non-Senate academic positions;
- assists the AVC AD in creating and implementing a Faculty Equity Advisor program within colleges and schools;
- reviews current methods of outreach in faculty recruitment, and develops and recommends new programs and efforts to increase the appointment and retention of women and under-represented minorities in academic positions;
- contributes to Academic Affairs' faculty development programs for ladder-rank faculty and potential ladder-rank faculty (e.g., Work Life for Academics, New Faculty Brown Bag Series, Career Development Grants, Chancellor's Postdoctoral Fellowship Program, etc.);
- coordinates the institutionalization of programs created through the UC Davis ADVANCE program to successfully enhance faculty equity and diversity.

The Associate VP for Faculty Equity and Inclusion is a 0.50 to 0.75 (negotiable) appointment that entails a commitment of two years (with the possibility of renewal).

To ensure equal employment opportunities, programs administered by the AVP FEI and Academic Affairs are available to all eligible academic employees without regard to race, religion, ethnicity, color, sex, national origin, disability, or status as a special disabled or Vietnam era veteran.

Qualifications

- Must be a ladder-rank member of the Davis faculty with demonstrated interest in academic equity, inclusion, and diversity issues. Knowledge of academic personnel administration and academic affirmative action policy is desirable.
- Ability to perform statistical analyses, including regression analyses using commercial software, is desirable.
- Excellent writing and editing skills.