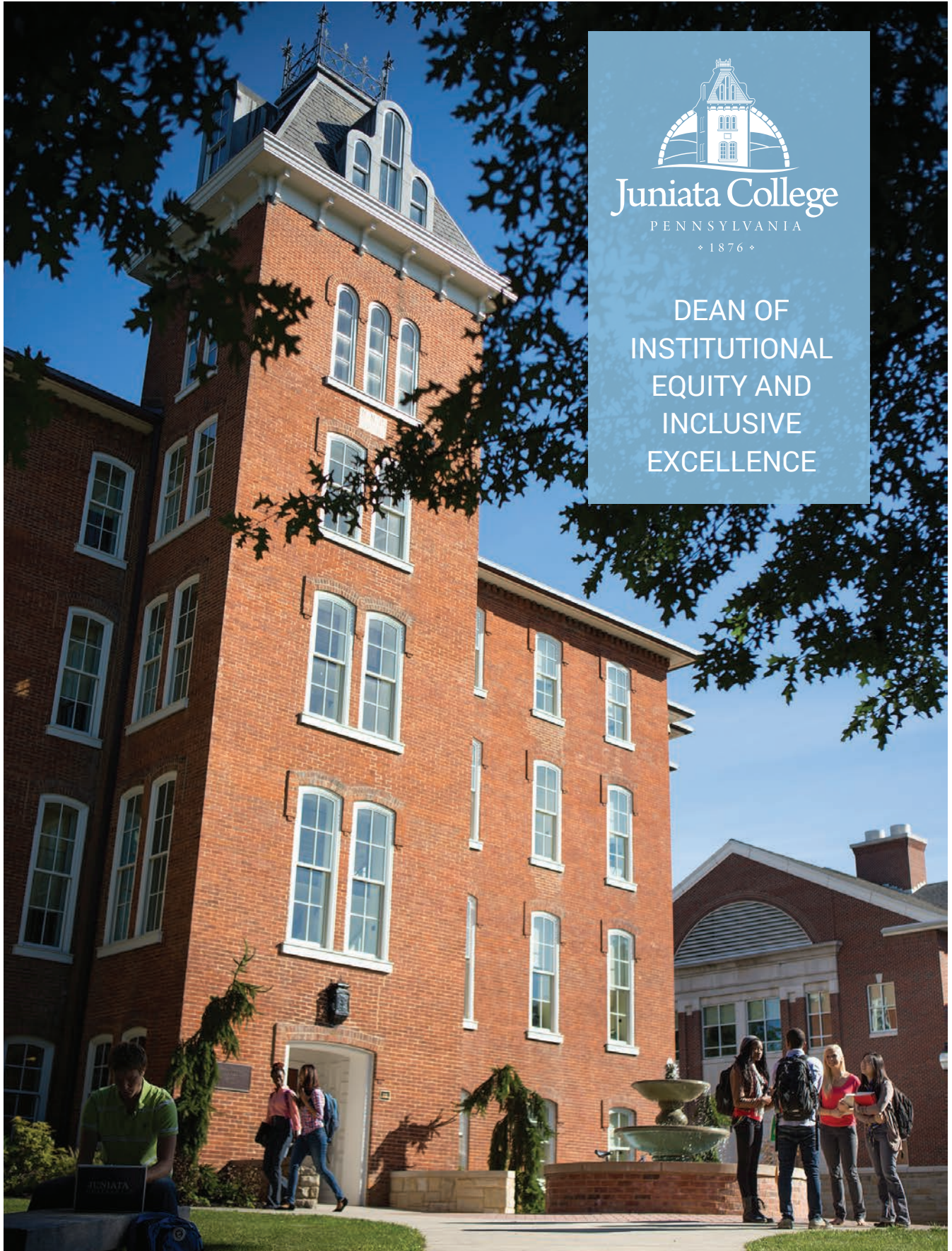




Juniata College
PENNSYLVANIA
♦ 1876 ♦

DEAN OF
INSTITUTIONAL
EQUITY AND
INCLUSIVE
EXCELLENCE





Juniata College invites nominations for the position of Dean of Institutional Equity and Inclusive Excellence in the Office of Diversity and Inclusion. Reporting jointly to the Provost and the Vice President for Student Life and Dean of Students, this senior leader for equity, inclusion, and diversity on campus is responsible for leadership of institutional efforts that support the range of identities, lived experiences, and ways of knowing that characterize Juniata's students, faculty, and staff, as they engage the College's mission: to provide an engaging personalized educational experience empowering our students to develop the skills, knowledge and values that lead to a fulfilling life of service and ethical leadership in the global community. The Dean of Institutional Equity and Inclusive Excellence will serve a dynamic liberal arts college recognized for its commitment to experiential education, strong sense of community, and high-achieving students. With the guidance of two advisers, Juniata students are able to shape their own academic paths, termed Programs of Emphasis and described further elsewhere in this document, from courses offered in 23 academic departments and programs. The College offers online courses, as well as Master's degrees in Accounting and Nonprofit Leadership.

Juniata is a nationally prominent, independent, co-educational college of the liberal arts and sciences enrolling 1,600 students. It occupies a very attractive 110-acre main campus located in Huntingdon, Pennsylvania, amidst the scenic Allegheny Mountains of the south central portion of Pennsylvania. Adjacent to the main campus is the College's 315-acre Baker-Henry Nature Preserve, and located on nearby Raystown Lake is the 365-acre Raystown Field Station. Juniata is a member of the Pennsylvania Consortium for the Liberal Arts, founded in 2013 and funded by the Andrew W. Mellon Foundation. The Consortium comprises the following institutions: Bryn Mawr College, Dickinson College, Franklin & Marshall College, Gettysburg College, Haverford College, Juniata College, Lafayette College, Muhlenberg College, Swarthmore College, Ursinus College, and Washington & Jefferson College.

Additional information about the College is available at www.juniata.edu.

DIVERSITY AND INCLUSION AT JUNIATA

Juniata's first class in 1876 had just three students, two of whom were female. In a time when most educational institutions were out of reach for women and people of color, Juniata held steadfast in its commitment to equity and has not looked back. Juniata is unapologetically dedicated to maintaining the sense of peace, cooperation, and service set forth by our Brethren founders. Twenty-two percent of our student body comprises (domestic and international) racial and ethnic minorities. In a fall 2016 survey, one quarter of participants identified as LGBTQ+ and Juniata was, in 1998, one of the first schools in the state of Pennsylvania to extend partner benefits to same-sex domestic partners.

The Office of Diversity and Inclusion is characterized by a number of independently-administered and collaboratively-administered *signature programs*:

Plexus. The word "plexus" is taken from the Latin *plectere*, which means a network of interwoven parts. Juniata's Plexus program is a support network comprising faculty, peer mentors, and staff who help to enrich students' experience by assisting in their academic and social transition to college and the surrounding Huntingdon community. Plexus is designed to support Juniata's first generation, PELL-eligible students regardless of racial, ethnic, or national origin. Plexus focuses on multiculturalism, the myriad identities that encompass ability, age, gender identity, sex and sexual identity, nationality, race, religion, socioeconomic class, and more. Juniata's network strives to help people develop the skills to be socially conscious, self-advocating and self-empowered free thinkers, as each student has a unique voice and journey that must be recognized and contributes to the diversity and ever-changing climate of growth on our campus.



Beyond Tolerance. A series of interactive presentations that invite and embolden heartfelt, reflective dialogue, Beyond Tolerance programs ask people to reflect upon some of the following questions: What can we plant, grow, and cultivate to nourish us today? What can we do to become more attuned? How can we make ourselves agents of positive and creative change? How do we differ with each other respectfully, communicating our differences, with civility and kindness?

P.E.A.C.E. (Participating in Educational Activities that Create Equality) Certificate. Overseen by the Office of Diversity & Inclusion and signed by the College President, the P.E.A.C.E. Certificate celebrates the student, faculty, and staff's commitment to reaching beyond tolerance and fostering a deeper understanding of a variety of identities and issues that marginalized groups face. Throughout the school year, the Office of Diversity & Inclusion presents a series of events that are designated as P.E.A.C.E Certificate eligible. Those who attend any six of these events earn the Bronze Level. The Silver Level recognizes those who have attended 12 events, and the Gold Level recognizes those who have attended 18 events.

S.E.E.D.S. (Seeking Excellence and Empathy through Diversity and Service). Juniata's Diversity Committee, S.E.E.D.S. consists of dedicated members of the College's administration and student population who meet monthly to collaborate and discuss the campus' most pressing issues related to equity and inclusion.

Stewards of Diversity. Juniata aspires to become a leader among its peer institutions in making meaningful and lasting progress in responding to the needs of all minorities and women. In all institutional practices, the Juniata community aims to embrace diverse individuals, fully inclusive of and valued for their race, color, sex, gender identity and/or expression, religion, national and/or ethnic origin, sexual orientation, age, marital status, veteran status, disability, and uniqueness. Through collaboration between ODI and Human Resources, the stewards' goal is to see its commitment reflected in an ever-diversifying employee population at Juniata. Stewards are Juniata employees who have undergone training, offered by ODI, in diversity employment. They are volunteers with a shared vision and a common goal who aim to assist members of the committee in their search, selection, and retention of qualified candidates, especially those of underrepresented populations. Stewards aim to eliminate any form of bias from job postings and interview questions, suggesting new ways to connect with a broader range of candidates and identifying innovative places to promote job listings. There are more than 60 stewards in all, and at least one steward of diversity is appointed by human resources to sit on each selection committee.

Cultural Learning Tour



Cultural Registered Student Organizations (RSOs).

Student identities, affinities, and interests coalesce into a number of RSOs with missions to celebrate and foster cultural appreciation, advocate for equity and social justice, or create safe space for marginalized students and others who align with their inclusion goals and outcomes. Nearly 20 RSOs are guided and encouraged by faculty and staff members in the Office of Diversity and Inclusion, Campus Ministries, the Center for International Education, and the Office of Residential Life.

Cultural Learning Tour. Coordinated by the Office of Diversity & Inclusion and the Community Service and Service Learning Office, the Cultural Learning Tour (CLT) is an annual experience abroad wherein students experience, explore, and engage in community development, while being immersed in a new culture. Students in CLT learn of social, cultural, political, and/or environmental issues through various service and educational experiences. The community engagement course cultivates greater understanding of the importance of civic and community engagement. Leading up to the trip, students participate in workshops to discuss privilege, bias, and inequality. They study the cultures and historical context of the area visited. During the 11-day, in-country portion of our 2017 trip, participants lived with host families in Santo Domingo. Mornings and afternoons were spent at Centro Guanin and in the community of La Piedra completing projects such as installing a well to bring water to over 200 community members, working on a playground and community garden, assisting with a medical clinic, and facilitating lessons at the school. Throughout the trip, students participate in group reflections. The group also visited local caverns, attended a baseball game, went sightseeing in the historical Zona Colonial, spent the day at Soana Island and Boca Chica beach, and learned dances such as *bachata* and *meringue*.

Gender Inclusive Housing. The Gender Inclusive Housing policy permits Juniata students who would be uncomfortable in a traditional housing arrangement to room together on campus. It aims to be more inclusive and sensitive to the needs of all students, especially those in the LGBTQ+ community. Gender Inclusive Housing is available at on-campus locations capable of providing appropriate facilities.

Global Village. The Global Village is a globally-themed living and learning community that welcomes students interested in learning about other cultures through in-depth cultural interaction and community development. The Global Village includes the Intercultural Floor, El Rincón Hispánico, Chinese Village, Haus Wanderlust, and Le Village Francophone. No specific POE is required for admittance to this opportunity for students who want to learn more about other cultures, develop intercultural communication skills, and practice language and intercultural skills.

Bias Response Team. Composed of students, faculty, and administrators, Juniata's Bias Response Team is charged with developing appropriate educational responses to campus issues that may arise from instances of intolerance and/or biased behaviors. The team serves as a safe and confidential resource for members of the Juniata Community, providing a safe venue to raise concerns regarding specific instances of harassment or other acts of bias-based behavior. The Team helps to ensure an appropriate response in order to uphold Juniata's commitment to developing a campus community that celebrates and actively supports diversity along a variety of dimensions, including race, ethnicity, national origin, gender, age, sexual orientation, religion, ability/disability, veteran, family status, and skin color.



Global Village

THE COLLEGE

Institutional Background. Juniata College was founded originally in 1876 by members of the Church of the Brethren. The College has been and is governed by an independent Board of Trustees. Classified by the Carnegie Foundation as a Baccalaureate College—Arts and Sciences, Juniata today is consistently acknowledged as one of the top 100 such colleges in the nation and is one of 40 colleges featured in Loren Pope’s influential book, *Colleges That Change Lives*. It is recognized particularly for its distinctive academic climate and the achievements of its students. Juniata has earned recognition each year in the *Chronicle of Higher Education*’s survey identifying “Great Colleges to Work For,” and in 2012 was one of just five colleges and universities to win the Senator Paul Simon Award for Comprehensive Internationalization.

Juniata is located in the county seat of Huntingdon, Pa., along the Juniata River in the heart of south central Pennsylvania, a half-hour drive from the metropolitan areas of State College to the north and Altoona to the west, and halfway between Interstate 80 and the Pennsylvania Turnpike. On the Baker-Henry Nature Preserve is the Baker Peace Chapel, designed by renowned architect Maya Lin. The Raystown Field Station provides one of the most distinctive opportunities in the nation to study environmental science. On campus, many impressive redbrick buildings surround a broad, open mall and quadrangle. Juniata students, faculty, and staff enjoy the beauty and functionality of a quintessential small college campus and the strong sense of community that characterizes the College.



Baker Peace Chapel



The Mission of Juniata College. In 2008, Juniata College adopted the following mission statement:

Juniata’s mission is to provide an engaging personalized educational experience empowering our students to develop the skills, knowledge and values that lead to a fulfilling life of service and ethical leadership in the global community.

In addition, the Juniata student government developed, proposed, and had accepted a set of nine principles of a liberal arts lifestyle, based on the adopted statement:

As a community, Juniata is dedicated to providing an academically-rigorous and personally-enriching liberal arts education. Students have a responsibility to expand and fulfill their lifestyles to embrace the opportunities that lead to well-rounded citizenship.

The Strategic Plan: Courage to Act. In April 2015, the Board of Trustees adopted a new strategic plan, “Courage to Act.” The five pillars of the plan include scholarship, community, distinctiveness, resources, and presence. The plan positions the College to undertake key initiatives in the next five years including an articulation of the essential attributes of a Juniata graduate, a re-examination of the general education curriculum, a branding study, and a comprehensive fundraising campaign. The entirety of the plan can be found here: www.juniata.edu/strategicplan

Students and Student Life. Juniata’s students form a talented, ambitious, and involved community. The enrollment trajectory generally has been rising, and 2,650 students applied for the 425 spaces in the class of 2020. The current student population represents 40 states and 43 countries, is 55 percent women, 10 percent domestic ethnic minority,

Juniata students working for Habitat for Humanity.



and 9 percent international. The College's current first-year retention rate is 84.6 percent, with a graduation rate of 75 percent in six years. The College was recognized with the HEED award by *Insight into Diversity* magazine in 2015, recognizing the College's "level of achievement and intensity of commitment in regard to broadening diversity and inclusion on campus."

Juniata is a residential college, and 82 percent of the degree-seeking student body lives in 19 College-owned facilities, which include nine campus residence halls (predominantly traditional style residences) and an additional 10 off-campus houses. The College's residence life program showcases Juniata's heritage of Brethren values by incorporating peace, service, simplicity, and community into programming requirements.

The College's commitment to service and to co-curricular learning activities is reflected in the existence of more than 90 student organizations, clubs, committees, and leadership opportunities on and off campus. At the start of the school year students are encouraged to attend Lobsterfest to explore opportunities open to them for clubs and organizations, all while enjoying a lobster dinner. The College takes pride in its traditions. From the fall celebration of Mountain Day, on which a day of classes are canceled so students and faculty may enjoy the surrounding area, to Madrigal Dinner served by faculty and staff, students look forward to annual traditions with much enthusiasm. Those traditions have also worked their way into academic life. The annual Liberal Arts Symposium features more than 125 students each year who share their research, creative, and academic work while engaging with their fellow classmates around the presentations. The traditions are one of the more public reflections of the community essence the College values.

Beyond the campus community, Juniata is an integral part of the local and regional community. Along with faculty and staff, students regularly participate in volunteer and internship opportunities, and community members are welcomed to campus for speaker series, athletic events, public interest forums, and other activities. Since 2006, the College has frequently been named to the President's Higher Education Community Service Honor Roll, the highest federal recognition a school can achieve for its commitment to service learning and civic engagement.

Although chartered as an independent college, Juniata has long recognized the importance of a spiritual dimension as a part of individual growth. While service actions are certainly a component, Juniata also has several active denominational and interdenominational religious clubs located in our Unity House, which is also the home of our Office of Diversity and Inclusion. Juniata's religious programs are guided by the Chaplain, campus ministry staff, and several student leaders.

In student life, Juniata's peace heritage is most evident in our means of helping students resolve conflict, and hold one another accountable. Juniata's Notice of Concern system, in which anyone can submit a message regarding concern for the welfare of another student, is a core element of student life's ability to intervene and help students resolve personal, academic, social, and other issues. In 2015, Juniata was the recipient of a \$300K *Office on Violence Against Women* grant from the U.S. Department of Justice and in 2016 received a \$30K *PA It's On Us* grant from the Commonwealth of Pennsylvania. Both awards advance and sustain efforts that address the reduction and prevention of sexual assault, interpersonal violence and stalking on the Juniata Campus. As an inaugural collegiate partner of the *It's On Us* national campaign and movement, Juniata has implemented elements of cultural change to reduce substantially instances of sexual assault, and policies and practices that create transparent and restorative pathways for students who experience relationship and interpersonal violence to receive support, make reports, and reclaim agency.

Student success is another focus of student life at Juniata. The College prides itself on a well-developed extended orientation program, named Inbound, which enjoys a high rate of participation from first-year students. Inbound is an immersive three-day experience prior to the start of the fall semester and students have an array of themes from which to choose. This program serves as the basis for first-year programs that lead to excellent first to second-year retention rates. As a part of the community at Juniata, each first-year student is given the chance to meet with a staff member for the first-year call in program, and select their two advisers. The College also offers several forms of communication and interaction where students gain the feeling from the campus community that they are truly cared about.

The Gambia



The Academic Program. In awarding the undergraduate degrees Bachelor of Arts and Bachelor of Science, Juniata offers a flexible, individualized curriculum grounded in the liberal arts. In the 1970s, Juniata transformed its traditional curriculum of conventional majors and distribution courses into one combining a core curriculum within student-designed programs. The Program of Emphasis (POE) asks students to shape their own program of emphasis with the assistance of two faculty advisers. Given the enduring interest in specific fields for which standard preparation exists, Juniata offers 60 designated POEs, yet 25 percent of Juniata students use the flexible program to design their own course of study, more than half of all Juniata students pursuing a designated POE work with advisers to shape educational experiences to fit their personal plans and aspirations. The most popular areas of study are biology and pre-health, accounting and business, environmental science, psychology, chemistry, and communication. Recent programmatic additions include professional writing, entrepreneurship, integrated media arts, and wildlife conservation. The academic calendar is the early-semester plan, with two 15-week terms. The College also offers master's degrees in accounting and nonprofit leadership.

Institutional Learning Outcomes. As reflected in the College's newly-adopted Institutional Learning Outcomes (ILOs), Juniata seeks to foster graduates who pursue knowledge, act ethically, and engage with the world through interdisciplinary and intercultural lenses. These learning outcomes are supported through curricular and co-curricular experiences that emphasize strong mentoring, undergraduate research, and experiential learning. In particular, the ILOs establish that graduates of Juniata College will demonstrate "critical engagement with and respect for multiple cultural traditions and human diversity," as well as "openness to exploring challenging questions." The Office of Diversity and Inclusion is a key component in creating a high-impact learning environment that positively impacts student learning outcomes in these and other areas.

Experiential Learning. Experiential learning is one of the hallmark features of a Juniata education. The programmatic opportunities supplemental to explicit degree requirements include:

Global Engagement. Since 2009, the Global Engagement Initiative has functioned as a road map for Juniata's comprehensive approach to intercultural education. This cross-campus initiative aims to prepare students with the skills they need to negotiate the 21st century and responds to the institutional mission to empower Juniata students to provide "ethical leadership in the global community" through cultivating intercultural competencies.

Study Away. Juniata offers 48 international study programs in 21 countries through its own exchange programs, with two consortia and with partner institutions located on every continent (except Antarctica). Every POE has at least one study abroad program that can meet POE and other requirements, and between 30 percent and 50 percent of recent graduating classes have had an international experience.

Undergraduate Research. Faculty encourage students to pursue greater depth in their POE by conducting independent research under the guidance of a professor. Nearly half of Juniata students complete such a project, while many others work alongside faculty members in shared projects. Juniata holds an "enhanced membership" in the Council on Undergraduate Research (CUR), a multidisciplinary, multi-institutional consortium supporting and promoting high-quality undergraduate student-faculty collaborative research, scholarship and creative inquiry. Juniata's enhanced membership in CUR entitles all members of Juniata's faculty and staff to the CUR publications library and reduced fee attendance at CUR conferences and educational events.

Performing Arts. One third of the student body is active in Juniata's choral, instrumental, and theatre ensembles, and many Juniata graduates vividly remember acting in a play, creating a work of art, singing with the choir, or performing a recital for a live audience.

Baker Institute for Peace and Conflict Studies. A vibrant hub for scholarship and activism in the field of Peace and Conflict Studies (PACS), it provides students of all POEs opportunities for mentorship and experiential learning nationally and internationally. Baker Institute programming links students to an active and interdisciplinary network of scholars and professionals at the forefront of efforts to grow knowledge and wisdom, and build more peaceful societies.

Nearly 95 percent of each graduating class has earned their degrees within four years. Over the past three years, more than 90 percent of graduates report either employment within six months of graduation or enrollment in graduate or professional school. In the most recent year for which data is available, 97 percent of graduating Juniata students who applied to medical or other health science schools were granted admission. In the same year, law schools nationwide accepted 80 percent of Juniata graduating seniors, compared to the national rate of 67 percent. Success is in part attributed to the two-faculty adviser system, which ensures students own their academic experience.

Faculty. Juniata seeks the very best teacher/scholars for its faculty. Its success is evident in the high marks regularly awarded the College by national college guides for the quality of teaching and mentoring. Distinctive at Juniata is the Lakso Center for the Scholarship of Teaching and Learning, a faculty-driven center, supported by endowment funds, through which faculty engage in research and projects to study teaching and learning practices. The full-time Juniata faculty consists of 105 persons. Of the full-time field, faculty, 93 percent have terminal degrees to their field, and 90 percent are tenured or on the tenure track. An additional 61 persons serve as part-time instructors, bringing the full-time equivalent faculty size to 129. Of the full-time faculty, 8.5% are persons of color, and 47.5% are women. The full-time equivalent student/faculty ratio is 13:1.

Library and Information Services. Juniata's Beeghly Library collection makes a full range of information services available to the College community. Its automated catalog and circulation systems provide access to holdings of more than 420,000 books and government documents, 10,000 serial subscriptions, and 14 commercial online services. The Library also supplies access to materials in more than 21 libraries through its membership in the Associated College Libraries of Central Pennsylvania and is an important community resource through its archives of local newspapers and other historical and genealogical records.

Technology. Juniata provides modern information technology to students, faculty, and administration, including wireless Internet access in all academic buildings, laboratories, residence halls, and houses. Public and departmental computer laboratories are spread throughout campus to help support the computing needs of students. Classrooms are equipped with flexible presentation technology, faculty are equipped with mobile computing technology, and all students are required to have access to a laptop for classes. In the spring of 2017, students have connected an average of 2.5 devices per student to our campus network. They often carry multiple mobile devices with them to various campus buildings consuming large quantities of video and media content.

Facilities. Juniata's physical plant includes 55 buildings on the main campus. In the last 15 years, more than \$92 million has been invested in major capital projects to benefit the student



academic experience. Notable projects include the recently renovated and LEED-Gold Certified Founders Hall; LEED Certified Shuster Hall and two student residences supporting the environmental sciences program at Raystown Lake; the 88,000 square foot state-of-the-art von Liebig Center for Science; the Sill Business Incubator; Carnegie Hall, home of the Shoemaker and Malloy Galleries; and the Halbritter Center for the Performing Arts. Nathan Hall, a residence hall comprised of 77 single occupancy rooms, was opened in 2014 and in its design and construction demonstrates the College's commitment to accessibility, sustainability, and community. In addition to being completely accessible, the building also includes communal spaces and incorporates various "green" technologies, including geothermal heating and energy-efficient lighting. Our institutional commitment to LEED principles in design and construction continues in the Tom and Pat Kepple Integrated Media and Studio Arts Building, which will open in Fall 2017.

Finances. The College's operating budget for 2016-17 is \$47 million, and the market value of the endowment as of May 31, 2016 was \$107.4 million. Tuition, room and board, and fees for the 2016-17 academic year come to \$53,740, and the current overall tuition discount rate is approximately 55 percent. There are currently 475 full- and part-time employees. "Changing Lives to Change the World," an endowment-building initiative that concluded in 2013, raised more than \$40 million in cash and planned gifts to push the endowment's market value to more than \$100 million. Juniata is in the quiet phase of a comprehensive campaign to raise \$100 million by 2021, and has secured more than \$32 million in gifts toward that effort.

Accreditation. Juniata College is accredited by the Commission on Higher Education of the Middle States Association of Colleges. The College completed its self-study in 2012 and the College was reaccredited in 2013. Juniata also holds accreditation for programs in chemistry, education, and social work and is a member of numerous national and regional organizations of higher education, including the Annapolis Group, the Council on Undergraduate Research, the Association of Independent Colleges and Universities of Pennsylvania, and the Council of Independent Colleges.



Freshman Welcoming Ceremony

THE OPPORTUNITY

The Dean of Institutional Equity and Inclusive Excellence is the senior equity, inclusion and diversity officer of the College. The Dean is responsible for strategically shaping, operationalizing, and integrating programs and services that support and enhance the College environment, particularly in support of those who have been historically marginalized or underrepresented. As members of the Juniata community, we are resolute in our work to improve multicultural understanding through a lens of intersectionality. In the past decade, Juniata has increased its MALANA student population by more than 600% and its excellence in internationalizing our campus was recognized by NAFSA's 2012 Senator Paul Simon Award. Juniata was also the recipient of the 2015 INSIGHT into Diversity Higher Education Excellence in Diversity (HEED) award. The Dean supervises a full-time Assistant Director of Diversity and Inclusion, whose responsibilities are shared with Student Life, and a half-time administrative support staff member.

The Dean represents the growing importance and influence of equity and inclusive excellence in every aspect of the College's operations. Historically, the position has been a special assistant reporting directly to the President with broad responsibility for creating programming and educational experiences through the Office of Diversity and Inclusion, as well as through partnerships with other campus constituents. Moving forward, the Dean will serve as a member of the Senior Leadership Team (SLT), a team chaired by the President and

Nathan Hall



responsible for strategic and operational decisions that propel the mission of the College. With shared direct supervision from the Provost and Vice President for Student Life and Dean of Students, the Dean will be aligned with resources and personnel essential to the achievement of goals and outcomes related to institutional equity and inclusive excellence. The influence of the Dean will extend beyond primary spheres of curricular and co-curricular life to all aspects of the institution, including enrollment, advancement and marketing, and business and operations, including guidance and affirmation of equity practices in Human Resources.

Considered one of the *Colleges That Change Lives*, Juniata was founded by members of the Church of the Brethren, and Brethren values of peace, community, simplicity, and service continue to anchor and animate institutional culture. The College is in a period of significant changes in its leadership. The Dean of Institutional Equity and Inclusive Excellence will join a cohesive and energetic Senior Leadership Team led by James A. Troha, who became president in 2013. Since President Troha's arrival, new leaders in the roles of Provost, Vice President for Student Life and Dean of Students, Vice President for Enrollment, and Vice President for Finance and Administration have been appointed. New members of the Strategic Leadership Team are balanced by a Chief Information Officer and a Vice President for Advancement and Marketing who have provided consistent leadership for the past decade.

"Courage to Act" provides the strategic foundation for the launch of several initiatives noted in this profile. The increased commitment to scholarship and community provides an important opportunity in the life of Juniata for a dynamic chief diversity officer to work with the Provost and the academic division in unprecedented ways. In creating space that supports and enhances the campus climate for students across identity understandings, the Dean will find willing partnership across Student Life operational areas, and opportunities to collaborate creatively to engage students' complex self-understandings through a developmental lens. The creation of collaborative curricular and co-curricular learning spaces on campus and increased coordination of support services will be part of the agenda of the successful candidate. Community engagement is a priority of President Troha's administration; the new Dean will help lead efforts to strengthen community partnerships that provide Juniata students with service and outreach opportunities. The successful candidate should embrace purposeful change while demonstrating a respect for institutional culture and ethos in ways that inspire others to embrace new directions, take initiative, and imagine alternative ways to engage students, while remaining true to our mission.

Community clean up during Inbound program for first-year students.



Qualifications and Characteristics

The Dean of Institutional Equity and Inclusive Excellence will be a bold, creative and energetic leader with a student-centered record of progressive leadership. Qualified candidates will hold a master's degree and a record of increasing authority and responsibility. Other key qualifications and characteristics include:

- Experience in diversity infrastructures with a steadfast commitment to equity, justice, and inclusion
- Successful track record of leading projects in a multi-stakeholder environment as an innovative and inspirational change agent
- Advanced interpersonal and intercultural communication skills; peace and conflict negotiation skills; a keen sense of diplomacy, confidentiality, and tact. Capacity to build consensus and to support and reconcile competing interests while promoting equitable solutions to difficult problems
- Ability to effectively and creatively solve problems and lead others through transactional and transformational learning and through change
- Knowledge of and experience implementing successful recruitment and retention strategies for traditionally underrepresented populations
- Ability to collaborate and work creatively within a team/community environment

- Visionary leadership with proven ability for strategic planning, campus programming, and community development to accentuate evidence-based best practices related to equity, justice, inclusion, and cross-cultural competencies
- Ability to facilitate presentations and address large campus and community audiences; teaching experience at the collegiate level is valued

Questions and inquiries can be directed to a search Co-Chair:

Matthew Damschroder (he/him/his),
Vice President for Student Life and
Dean of Students at damschm@juniata.edu

or

Cy Merriwether-DeVries (she/her/hers), Associate
Professor of Sociology at
devries@juniata.edu.

Review of applications will begin on September 18, 2017; it is expected that an appointment will be made in November with an anticipated start date of January 1, 2018.

Creatively, ethically, and intrinsically committed to community-based, whole-person education, Juniata College seeks applications from diverse candidates who support diversity. That is why we hope you apply today. Application materials can be submitted at: www.juniata.edu/jobs