

**UPDATED DEC 2021**

***The below position description has been modified in two significant ways:***

- 1) The due date for applicants has been extended to January 18***
- 2) The eligibility criteria for interested candidates has been expanded to include faculty across tenure, research, and clinical tracks***

**Assistant Vice President for Research, DEI Initiatives**

The mission of the University of Michigan Office of the Vice President for Research (OVPR) is to catalyze, support and safeguard U-M research. To that end, our team strives to foster new research, build partnerships, and provide support to our researchers in order to realize our vision of research that serves the world. Our shared values across OVPR include striving towards an equitable, diverse, and inclusive approach in serving the broader research community.

To help advance and prioritize these values, OVPR is seeking an assistant vice president to lead the office's research vision for diversity, equity, and inclusion (DEI). The dual nature of this role includes 1) bolstering internal OVPR unit DEI practices and strategic planning, and 2) promoting and supporting the infusion of DEI principles in all aspects of the University of Michigan's research portfolio. The successful candidate will draw on their own research expertise and/or experiences to work with U-M faculty and staff to provide authoritative and informed guidance on: a) integrating DEI principles into the management and operations of OVPR; b) stimulating and encouraging principles of DEI in the overall research operation of the University of Michigan; c) and helping to increase the University's capacity to produce high-quality DEI research at the University.

The successful candidate will serve as a member of the OVPR leadership team and work closely with other senior leaders from across U-M, as well as with other members of the broader research community. This position is a 3-year term, 50-% effort and will report to the Vice President for Research.

**Responsibilities**

The job functions of this role will include, but are not limited to:

**Internal DEI planning and implementation within OVPR**

- Serve as the primary OVPR liaison to the Office of Diversity, Equity, and Inclusion (ODEI) as the unit's DEI lead. In doing so, the position will oversee OVPR DEI 1.0 strategic plan implementation.
- Coordinate and assist in development and implementation of OVPR DEI 2.0 strategic plan, including working closely with leadership of all the OVPR units and unit leads.

- Work with other members of the OVPR leadership team to ensure DEI principles are integrated into the work of all OVPR units and activities.
- Assist with communicating DEI and culture priorities and progress.

### **University DEI research and scholarship strategy and support**

- Promote and support DEI principles and best practices for research across the University.
- Support the development of new research focused policies and recommend best practices related to DEI issues in our research community including in lab, human subjects research and scholarship.
- Provide DEI-related assistance and guidance in research development--particularly for large interdisciplinary proposals.
- Being a thought partner in developing approaches to increasing the University's capacity to conduct strong DEI relevant research.

### **Required Qualifications**

- A University of Michigan **research, clinical, or** tenure-track faculty member with an appointment at the associate or full professor level, with a Ph.D. or equivalent terminal degree in a relevant discipline.
- Experience with university policies and organizations, particularly those related to research and scholarship and/or DEI.
- Experience developing and implementing new initiatives to support diversity, equity, and inclusion in the research enterprise and/or other application areas.
- Strong communication and organization skills.
- Effective organization and management of multiple priorities in a complex environment.
- Ability to both work independently and as a successful team member.

### **Desired Qualifications**

- >5 years of administrative experience, especially with large, multi-unit research teams or programs.
- Previous leadership and administrative experience, or substantial university-level committee service.
- Research and scholarship expertise in one or more areas pertaining to issues of diversity, equity, inclusion, and justice.
- Proven ability to lead large, cross-departmental programs and projects, building consensus across stakeholders and ensuring project requirements are met.

### **How to Apply**

- To be considered, please submit a letter of interest and resume by ~~Dec 1~~ **Jan 18, 2022** to:

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