



Associate Dean of Inclusion, Diversity, Equity and Access (IDEA)
For the Olin Business School

Position Announcement

Wash U prides itself on being a place where people matter and serious work is done. Their people work together in an inclusive community that celebrates diverse perspectives, collaboration and innovation. They are a community of individuals inspired to work together to develop big ideas and tackle challenging problems.

Wash U values the well-being of its people. They strive to create a positive employee experience where faculty and staff thrive, both personally and professionally. Their faculty and staff find meaning, connection and vitality in their work and life with a healthy work-life balance and support to learn, grow and make an impact at Wash U, the community and the world.

Located in St. Louis, Missouri, Wash U has over 14,500 full-time students, 3,645 instructional faculty, over 300 academic programs and students and faculty from over 100 countries.

This opportunity is at the top-ranked [Olin Business School](#), which is globally recognized and triple accredited. Their degree programs include undergraduate business, MBA programs in a variety of formats (full-time, executive, part-time professional, etc.) and additional graduate degree options. They also offer leadership training through Olin Executive Education and their partnership with the Brookings Institution in Washington, DC. Learn more about the Olin Business School [here](#).

The Wash U Olin Business School is seeking a dynamic individual to join their team as Associate Dean of Inclusion, Diversity, Equity and Access (IDEA). This role will have primary responsibility for providing strategic direction and advancing IDEA initiatives at Olin Business School in furtherance of the school's values and priorities, ensuring the continued development of an inclusive culture across all areas of the school.

Reporting to the Dean of the Olin Business School, the successful candidate will:

DIRECT THE IDEA STRATEGIC PLAN AND INITIATIVES: Implement Olin's IDEA strategic plan ensuring all initiatives are on track by developing and implementing appropriate metrics. Advise the dean, school administration and faculty on programmatic and policy development on IDEA

issues and proactively engage with constituents to ensure students, staff and faculty feel safe and supported. Lead schoolwide IDEA initiatives by implementing measurable actions leading toward greater inclusion diversity, equity and access throughout the Olin Business School.

DEVELOP AND DELIVER PROGRAMS – Plan and manage IDEA education and training. Develop training opportunities for faculty and staff to grow capacity for equity literacy and offer training opportunities to support inclusive practices in teaching and best practices to create an inclusive learning environment. Recommend and assist in developing support programs and retention strategies for students, staff and faculty from underrepresented groups through mentorship and professional development. Recommend and assist in implementing processes, projects, programs and training to improve the overall student services and administrative functions of the school related to IDEA. Promote the school’s effort to build and maintain an environment that is inclusive, pluralistic, and diverse. Identify issues and opportunities to clarify and recommend strategies to resolve complex issues as they relate to IDEA. Use advanced professional knowledge requiring broad discretion and judgment. Recommend and assist in developing long range planning, policy, and programmatic development related to IDEA at the school. Plan and facilitate programs to support the integration of diverse students, staff and faculty into the community and facilitate dialogue on topics of inclusion, diversity, equity and access and serve as a catalyst for change.

BE A COLLABORATIVE PARTNER - Support faculty and staff recruitment and retention. Work closely with Olin Human Resources to ensure a seamless integration of IDEA at all levels of employment at Olin Business School. Serve as a resource for Olin employee relations as it relates to IDEA. Work collaboratively with faculty, staff and students at all levels as well as across the university’s schools, departments and fiscal units to identify issues and opportunities to ensure a diverse and inclusive community.

RECOMMEND POLICIES AND PROCEDURES – Lead efforts in identifying opportunities to ensure the incorporation of an IDEA orientation into all of the school’s policies, planning and operations, including hiring, budgeting and strategy. Recommend and assist in the development of policies that will impact the school’s academic programs.

FISCAL RESPONSIBILITY - Prepare, manage and maintain the budget related to IDEA activities in a cost-effective manner that maximizes the return on investment.

Qualifications

- Master’s degree in a related field.
- A minimum of 8 years of experience working in an IDEA role or responsibility for IDEA interests/initiatives. Experience working in a higher education environment is a plus.
- Demonstrated experience working with individuals of different races, ethnicities, cultures and backgrounds.
- Experience developing programs and systems within an education, corporate or other bureaucratic institution.

- Knowledge of and experience with current laws, research, best practices, successes, and trends in the field of IDEA.
- Demonstrated capability to work collaboratively. Ability to establish credibility and effective working relationships across a complex, diverse and hierarchical institution.
- Demonstrated experience managing people.

Other Skills and Abilities

- Strong communication skills: written, oral, and presentation. Ability to clearly and effectively communicate information to internal and external audiences, and all levels of management. This includes communicating across difference, cultural competence and cultural humility, emotional intelligence, and facilitating meetings that address complex issues. Ability to prepare clear, concise, sensitively written materials for a wide range of audiences.
- Strong analytical skills. Knowledge and experience in collecting and analyzing appropriate data to inform and document IDEA initiatives.
- Strong leadership and strategic management skills.
- Understanding of underlying technological needs and requirements
- Excellent judgement and discretion.
- High level of integrity and confidentiality.
- Understanding of and experience developing training using adult learning methods.

Ready to Apply?

If you are interested, qualified and ready to take the next step, apply on-line at www.csiapply.com. All inquiries and resumé submissions will be treated as strictly confidential. Please do not contact WashU or the Olin Business School directly. Should you experience difficulties with the online system or wish to ask a question, you may contact Collaborative Strategies, the search consulting firm for this search, via email at application@csi-mail.com.

Collaborative Strategies, Inc. is a St. Louis-based consulting firm with a dedicated search practice and has been connecting talent with opportunity since 1994. We take pride in matching talented leaders seeking mission-critical endeavors with entrepreneurial organizations. For more information, visit us at www.getcollaborative.com. To view our job board, visit www.csiapply.com.

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