

## **Associate Dean of Inclusive Excellence**

The Ira A. Fulton Schools of Engineering (FSE) seeks an Associate Dean for Inclusive Excellence to provide leadership for initiatives that address the ASU Charter and faculty development. Key goals will be to support recruitment, retention, and development of an academic workforce that promotes the Fulton Schools' values of excellence, collaboration, bold thinking, innovation, and inclusion. The successful candidate will facilitate and oversee the creation and implementation of innovative programs for faculty development and recognition, cultivating a culture of inclusion, excellence, and discovery. The Associate Dean reports to the Vice Dean of Faculty Advancement. This is a half-time, fiscal year, administrative appointment with a preferred start date of October 15, 2023. This position is open to FSE faculty only.

### **Position Description**

The Associate Dean for Inclusive Excellence has a portfolio that includes strategic planning and initiatives to advance inclusive excellence and faculty development. We seek an individual who can:

#### *Inclusive excellence*

- Develop and implement informed, thoughtful strategic initiatives to advance inclusive excellence across the Fulton Schools.
- Implement, continuously improve, and assess the success of the FSE Strategic Plan on Inclusive Excellence.
- Develop goals and implement measurable metrics, and use data, research, and evidence-based practice to identify and improve systems, structures, policies, practices, and individual behaviors that are barriers to inclusion.
- Represent FSE on university committees and collaborate with administrative offices to align efforts related to faculty development and inclusive excellence.
- Serve as Chair of the FSE Inclusive Excellence Faculty Advisory Council (IFAC) and work with the council to ensure action plans are developed and implemented.
- Develop, deliver, or coordinate training opportunities on relevant topics (e.g., bias in hiring; bias in promotion and tenure processes; unit climate; difficult conversations in the classroom).
- Advise on onboarding in collaboration with Dean's Office and school leadership.

#### *Faculty development and recognition*

- Design and implement comprehensive faculty development programs to enhance teaching, research, and leadership skills.
- Collaborate with school leadership and FSE faculty to assess and address individual and collective faculty development needs.
- Advance faculty mentoring and support programs to foster career advancement and professional growth.
- Assess, develop, and continuously improve programs for leadership training and faculty development, evaluating best practices and developing plans that scale across the Fulton schools.
- Work with faculty to secure opportunities for educational leadership, professional advancement, and personal growth within ASU.
- Design and implement faculty recognition programs.
- Establish metrics and assessment tools to evaluate the effectiveness of faculty development and inclusion initiatives.

- Develop and continuously refine strategy for enhancing faculty engagement at the Fulton Schools, designing systems to support well-being.

### **Required Qualifications**

- Current faculty in the Ira A. Fulton Schools of Engineering.
- Strong communication skills and able to present ideas effectively, and to listen.
- Demonstrated commitment to inclusion in education and research.
- A record of service and/or scholarly work advancing initiatives related to inclusive excellence .
- A demonstrated ability to collaborate with leadership, faculty, staff, and students from all backgrounds.
- Knowledge of university policies and procedures.

### **Desired Qualifications**

- Successful experience in developing and mentoring faculty.
- Interest and experience in faculty development in the areas of leadership, professionalism, and career development.
- Demonstrated ability to build consensus and cultivate collaborative teams.
- Knowledge of current issues and trends in higher education, engineering, and inclusive excellence.
- Ability to work effectively in teams composed of faculty, staff, and students.
- Demonstrated ability to analyze data and make effective decisions.

### **Nomination materials**

- Current CV
- Letter of interest that outlines experience and qualifications for the position (not to exceed 3 pages in length)

Nomination materials must be submitted to the school director for submission to the Dean's Office by **September 8**. Self-nominations are encouraged.

For questions, please contact committee chair, Lenore Dai, Vice Dean of Faculty Advancement at [Lenore.Dai@asu.edu](mailto:Lenore.Dai@asu.edu).