Position Description

Associate Dean for Culture, Equity, & Inclusion

The Robinson College of Business aspires to become a national model for fostering positive community impact through diversity, equity, and inclusion (DEI) in business and inspiring change in colleges of business across the nation. To achieve these aspirations, the college seeks a dynamic professional to develop a unifying strategy for diversity and equity in ways that create an inclusive environment and positive culture such that all members of our community can learn, innovate, and thrive.

The overarching responsibilities for the inaugural Associate Dean for Culture, Equity, & Inclusion are to partner with others and to lead efforts that creates successful and inclusive participation and leadership within our operations in ways that furthers our curriculum, research, and outreach mandates.

The primary **Strategic** responsibilities for the role are as follows:

- **Operational**: Oversee further development and implementation of the recommendations provided by the Robinson Inclusion & Equity Task Force (IETF). Prioritize achievement of the goals, assess achievement, and coordinate the ongoing college-wide development of strategies and long-range plans in coordination with other Robinson and university leaders, including the new Robinson Culture, Equity & Inclusion Council.

- **Assessment**: Establish metrics for regular assessment of diversity, equity, and inclusion (data, benchmarks, climate). Develop and implement surveys and other tools for regularly assessing the college’s culture and climate across all its programs. Develop a suite of guidance and tools for programs and offices (i.e., administrative units, academic departments) that proactively promote an inclusive climate. Educate the Robinson community and build the communication strategy and assets to ensure access to these resources.

- **Recruitment and Pipeline**: Partner with external partners such as the Ph.D. Project, National Black MBA Association, Prospanica and others, and with Robinson deans, department chairs, and search committees to enhance the recruitment of diverse faculty and staff across the college, building on and complementing existing processes and programs. Support the leadership of Robinson’s doctoral programs and the Faculty Associate for the Honors Experience in Business to ensure Robinson builds robust and well-rounded pipeline programs that promote diverse entry – at Robinson and elsewhere – into programs that prepare graduates for academic careers. Cultivate external relationships with institutions (including Historically Black Colleges and Universities, Hispanic-Serving Institutions, and Minority-Serving Institutions) and organizations to assist in the above activities.

- **Mentorship and Ally-ship**: Develop processes and programs for ensuring the success of diverse faculty and staff, building on and complementing existing efforts. Develop targeted mentoring and ally-ship programs that allow these faculty and staff to seek and advance their careers and into leadership roles.

- **Curriculum**: Finding ways to integrate diversity into pedagogy and curriculum. Coordinate with other Robinson deans and faculty to ensure the ongoing strength of Robinson’s scholarship and teaching designed to develop our students’ leadership, learning, and collaboration skills in ways that unleash their creative drive.

- **Programmatic**: Coordinate with, support, and help manage grant programs and interdisciplinary programming on topics related to diversity, equity, and inclusion including but not limited to Robinson’s Social Impact Initiative (SII). The SII seeks to better understand systemic inequities in various high-stakes contexts ranging from education to healthcare to intergenerational mobility, entrepreneurial ecosystems, and the distribution of digital resources, and to discover novel solutions, effectively deploying these solutions at scale to have transformational impact. The pursuit of internal and external funding opportunities in all areas is under this purview.

- **Communication Outcomes**: Develop and provide a status report of results to the Robinson community annually, highlighting accomplishments and challenges. Work with communications staff to ensure that we regularly highlight and raise awareness about the college’s Culture, Equity and Inclusion goals, programs, resources, and outcomes to the Robinson community and beyond.

The primary **Managerial** responsibilities for the role are as follows:

- Develop productive connections on diversity, equity, inclusion and culture matter with Robinson deans, chairs, directors, and others. Serve as a senior college representative on such matters within Georgia State University.
University. Act as liaison between Robinson and relevant university offices; represent Robinson on appropriate university-wide committees and initiatives.

- Recognizing that faculty, students, and programs engage with and learn from communities beyond Robinson, the Associate Dean will partner with other college leaders, including leadership associated with the implementation of Accelerate 2025, to represent Robinson outside of Georgia State University – to scholars and students, alumni, programs, organizations, and institutions – in the pursuit of our DEI goals.
- In partnership with Robinson deans, department chairs, and faculty directors, assist with all AACSB, SACS, and University System of Georgia (USG) reporting and accreditation efforts associated with our culture, diversity, equity, and inclusion programs and initiatives.
- With the associate dean for faculty & research and with department chairs, review faculty teaching and service assignments to determine if they align with the college mission and represent an equitable allocation of assignments and associated resources across all faculty members.

**Metrics of Success**

As a new position, the success metrics will likely change over time given the dynamic nature of the position. The following are the initial success metrics for the position.

- Creating an approach to implement the culture, equity, and inclusion framework at the Robinson College of Business.
- Building/supporting mentoring and ally-ship programs and/or affinity groups within the Robinson College of Business.
- Assisting faculty with the recruitment, hiring, and retention of faculty and/or doctoral candidates with emphasis on increasing representation from historically excluded populations in business.
- Increasing the sense of well-being, satisfaction, and of belonging among all members of the Robinson community.
- A community that exhibits greater cultural understanding and competency and a climate of equity and inclusion.
- Increasing involvement of faculty, staff, and students in educational efforts, in basic and applied research initiatives, and outreach aimed at improving cultural understanding, diversity, equity, and inclusion.
- Collaborating with faculty and staff working on curricular and co-curricular programming that increases our students’ ability to capitalize on creativity and value-creation opportunities that come from working with people who have diverse backgrounds, and who possess multiple perspectives.
- Collaborating with faculty, staff and partners working on research and applied research initiatives that address systemic inequities in business and society, and that lead to solutions that can be implemented to have transformational impact.

**Appointment**

The Associate Dean of Culture, Equity, & Inclusion is a faculty position. Subject to negotiation, the successful candidate will serve in the role full-time with reduced teaching. The Associate Dean will hold either a tenure-track or non-tenure-track appointment.

**Requirements**

The candidate will possess or be able to demonstrate the following:

- The successful candidate will have a terminal degree in an appropriate field. Exceptional candidates presenting alternative graduate-level credentials will be considered.
- Years (5-10) of experience in cultural competency, diversity, equity, and inclusion research, training, implementation.
- Accelerate 2025, Robinson’s new strategic plan for 2021-2025, calls for us to conceive, design, and implement solutions that address systemic inequities in business and society through our research, teaching, and community engagement. The successful candidate will be an experienced leader who will guide the pursuit of the core DEI commitments outlined in the strategic plan.
- Demonstrated leadership and results in and commitment to promoting and addressing inclusion, equity, social justice, and community engagement, with special consideration or potential to contribute to a university
setting. Broad understanding of issues and topics in DEI, knowledge of appropriate research and scholarship, and emerging trends and best practices.

- Ability to lead with vision, purposefulness, and conviction. Experience working at multiple levels in a complex organization and empowering culture change. Effective ability to work and lead in a shared governance model.

- Track record of building community and nurturing relationships among a wide range of campus populations, with empathy and sensitivity. Capacity to serve as a trusted advisor and thought partner. An effective convener of people and a skilled collaborator. Experience securing internal and external funding and diversity (DEI) training preferred.

- Excellent interpersonal and oral written communication skills. Ability to communicate with clarity and compassion. Ability to communicate across differences, mediate, and bring people along to create a shared understanding of how the work described herein supports Robinson’s mission and goals.

- The ideal candidate will be entrepreneurial, resourceful, creative, and passionate. Comfortable leading on uncomfortable topics and engaging in uncomfortable conversations. Open, respectful, transparent, empathetic, diplomatic, and driven by intention and purpose. Possesses a sense of urgency as well as the ability to be flexible and agile.