

Director, Multicultural Education and Community
Engagement
Worcester Polytechnic Institute

Direct Link: <https://www.AcademicKeys.com/r?job=246541>

Downloaded On: Oct. 9, 2024 6:21am

Posted Oct. 7, 2024, set to expire Feb. 1, 2025

Job Title	Director, Multicultural Education and Community Engagement
Department	
Institution	Worcester Polytechnic Institute Worcester, Massachusetts
Date Posted	Oct. 7, 2024
Application Deadline	Open until filled
Position Start Date	Available immediately
Job Categories	Director/Manager
Academic Field(s)	Student Affairs
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JOB TITLE

Director, Multicultural Education and Community Engagement

LOCATION

Worcester

DEPARTMENT NAME

Dean of Students

DIVISION NAME

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Worcester Polytechnic Institute - WPI

JOB DESCRIPTION SUMMARY

The Director of Multicultural Education and Community Engagement provides leadership and strategic oversight for the programs and services aimed at diverse student populations through collaborations with campus stakeholders in support of institutional diversity, equity, inclusion, and belonging (DEIB) goals. The position plays a critical role in fostering an inclusive campus community in which diversity in all its dimensions is respected, honored, and celebrated across the institution with specific attention toward the experience of undergraduate and graduate students as well as targeted prospective student populations. The Office of Diversity, Inclusion, and Multicultural Education (ODIME) facilitates student facing diversity, equity, inclusion, and belonging (DEIB) learning experiences, programs, services, trainings, and initiatives. The Director works closely with colleagues in the Division of Student Affairs, Undergraduate Enrollment, Graduate Enrollment, and the Division of Talent & Inclusion in developing targeted recruitment and retention efforts of diverse student populations. The Director incorporates best practices and data driven decision-making into campus initiatives and engages with local partners and community organizations/coalitions.

WPI is passionate about creating an inclusive workplace that promotes and values diversity. Candidates with demonstrated ability to incorporate diverse perspectives and experiences in fostering a positive student and working environment for all are encouraged to apply.

The is an on-site position with potential for some hybrid work. The salary range for this position is \$82,600 - \$103,300, depending on experience.

JOB DESCRIPTION

Responsibilities:

- Administration/Leadership
 - Provide leadership development, supervision and guidance for day-to-day operational and budgetary development for the Office of Diversity, Inclusion, and Multicultural Education (ODIME) and its various student identity centers. Provide direct supervision for three full-time associate/assistant directors and an administrative assistant and ensure appropriate supervision for student staff. Oversee all office expenditures in support of student diversity initiatives, including grant funding, gifts, and corporate funds. Oversee programming, operations, capital planning, and maintenance of the OASIS Multicultural Center (OASIS House), the Collegiate Religious Center (CRC), and student identity centers and prayer

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spaces.

- Student Success/Retention/Belonging
 - Develop, implement, and assess programs and support services designed to foster support and belonging for underrepresented undergraduate and graduate students including but not limited to: Black, Indigenous, People of Color (BIPOC), African American, Latino/a/x American, Asian American, Native American (ALANA), Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Asexual, Aromantic, Agender and Pansexual (LGBTQIAP+), women, low income, first-generation college students, and students from a variety of religious backgrounds. Serve as a key integrator across the campus to assure students are aware of and leverage all available supports. In partnership with the Student Activities Office, provide support to diversity-oriented student organizations. Support individual student needs through ensuring ODIME representation on the CARE Team.

- Diversity, Equity, Inclusion, and Belonging
 - Collaborate with other divisions and offices in efforts to enhance student success and support the enrollment and onboarding of diverse students This includes work with the Division of Talent and Inclusion to advance inclusive excellence and institutional equity initiatives, the Division of Student Affairs on collaborative, inclusive student programs and workshops, and Undergraduate and Graduate Admissions in the recruitment of prospective students, including the development and implementation of scholarship programs and research opportunities. Assist campus stakeholders in providing services and support to various student populations in their efforts to achieve diversity and inclusion goals. Serve on campus committees in support of an inclusive community.

- Training and Development/Strategy
 - Provide strategic vision and continual support of educational opportunities and other learning experiences which addresses issues of concern to students from diverse backgrounds in STEM. Raise awareness for issues impacting underrepresented students in STEM through lectures, workshops, and professional development seminars for both graduate and undergraduate students.

- Project and Data Management
 - Ensure the implementation of student diversity success programs, including Connections

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pre-orientation experience and the Connections extended academic year program, pipeline programs for diverse populations such as the Louis Stokes Alliance for Minority Participation (LSAMP) Scholar Program, and other targeted outreach efforts. Support the implementation of processes to track and support academic progress of diverse students and benchmark against retention and graduation rates at peer institutions.

- Community Engagement
 - Represent division and student needs in university and division-wide initiatives. Serve as a representative for Student Affairs at university functions and on campus committees. Participate in campus ceremonies and celebrations including, but not limited to: Connections Pre-Orientation Program, New Student Orientation, Convocation, Homecoming, Martin Luther King Jr. Observation, and Commencement exercises. Maintain a regular, visible presence on campus. Serve as a member of the after-hours emergency Administrator-on-Call (AOC) system. Cultivate relationships and partnerships with community-based organizations and area colleges to achieve shared diversity goals.

Requirements:

- Bachelor's degree
- Minimum of 5 years of experience in higher education, with preference for work supporting diversity, equity, and inclusion for diverse student populations.

Preferred Master's degree from an accredited program in STEM, higher education, college student personnel, social justice, cultural studies, leadership, business, social sciences, or related field.

Please include a cover letter with resume for consideration

FLSA STATUS

United States of America (Exempt)

WPI is an Equal Opportunity Employer that actively seeks to increase the diversity of its workplace. All qualified candidates will receive consideration for employment without regard to race, color, age, religion, sex, sexual orientation, gender identity, national origin, veteran status, or disability. It seeks individuals with diverse backgrounds and experiences who will contribute to a culture of creativity, collaboration, inclusion, problem solving, innovation, high performance, and change making. It is committed to maintaining



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a campus environment free of harassment and discrimination.

To apply, visit: https://wpi.wd5.myworkdayjobs.com/en-US/WPI_External_Career_Site/job/Worcester/Director--Multicultural-Education-and-Community-Engagement_R0002956

About WPI

WPI is a vibrant, active, and diverse community of extraordinary students, world-renowned faculty, and state of the art research facilities. At WPI, we have competitive and comprehensive benefits, including health insurance, long-term care, retirement, tuition assistance, flexible spending accounts, work-life balance and much more.

Diversity & Inclusion at WPI

WPI is committed to creating an inclusive workplace where everyone feels valued and respected; a place where every student, faculty and staff member can be themselves, so that they can study, live, and work comfortably, to reach their full potential, and make meaningful contributions in order to meet departmental and institutional goals. WPI thrives on innovative practice and welcomes diverse perspectives, insight, and people from diverse lived experiences, to enhance the community environment and propel the institution to the next level in a competitive, global marketplace.

Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact

N/A

Worcester Polytechnic Institute

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