

Associate Dean of Students for Intercultural Engagement,  
Inclusion, & Belonging  
St. Lawrence University

Direct Link: <https://www.AcademicKeys.com/r?job=256685>

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Posted May 6, 2025, set to expire Sep. 5, 2025

<b>Job Title</b>	Associate Dean of Students for Intercultural Engagement, Inclusion, & Belonging
<b>Department</b>	Student Life
<b>Institution</b>	St. Lawrence University Canton, New York
<b>Date Posted</b>	May 6, 2025
<b>Application Deadline</b>	Open until filled
<b>Position Start Date</b>	Available Immediately
<b>Job Categories</b>	Associate/Assistant Dean
<b>Academic Field(s)</b>	Student Affairs Multicultural Affairs/Diversity
<b>Job Website</b>	<a href="https://employment.stlawu.edu">https://employment.stlawu.edu</a>
<b>Apply Online Here</b>	<a href="https://employment.stlawu.edu/postings/4150">https://employment.stlawu.edu/postings/4150</a>

**Apply By Email**

**Job Description**

St. Lawrence University, through its mission to provide an inspiring and demanding undergraduate education in the liberal arts to students selected for their seriousness of purpose and intellectual promise, takes pride in developing all students for success and impact in a diverse and global world. To aid in this pursuit, we seek an Associate Dean of Students for Intercultural Engagement, Inclusion, & Belonging. Foundational to St. Lawrence's approach, and one in which the associate dean of students will help shape is supporting students in learning how to engage across difference and cultivating student success and belonging. In 2024, St. Lawrence, through the Commission on Laurentian Values, identified the values of Listen, Respect, and Engage to serve as a tenet in this

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pursuit. This work continues to be integrated across multiple facets of the student experience, aiding in the ways students understand how to live, learn, and engage across their experience. The salary range is \$105,000 - \$120,000 annually. The actual salary will be determined based on qualifications and other factors permitted by law

The associate dean of students for intercultural engagement, inclusion & belonging serves as a leader in the division of student life and provides leadership for the college's diversity, equity, and inclusion efforts. The associate dean will support student success, belonging, and retention efforts across the student lifecycle with particular attention to the student experience and retention for a variety of student populations with traditionally lower retention and graduation rates. Through working with students, faculty, staff, and departments across campus, the associate dean will create a strong sense of community through collaboration, strategic use of resources, partnership, and establishing a seamless student experience for students. The associate dean will supervise the areas of International Student Services and Chaplain's Office, supporting professional staff, programmatic goals, and impact. This role reports to the Vice President for Student Life.

### **Primary Responsibilities**

- Work with the President, Vice President for Student Life and other senior leaders in the implementation of initiatives that support diversity, equity, and inclusion across campus including intercultural and interfaith student programming, leadership development, strategic planning, and serves as the co-chair of the University Diversity Committee.
- Design, plan, implement and assess student-facing intercultural programming to build connection across the student population, foster identity-development, and facilitate student success; collaborate with other student facing or academic departments on university programming and heritage month celebrations as appropriate.
- Cultivate and maintain an inclusive campus culture. Lead student educational initiatives for inclusion and belonging including new students, returning students, student leaders, and other student groups. Partner with relevant and necessary offices and departments in these efforts.
- Lead creation and management of resources to facilitate student success and belonging for student populations retained at lower rates through multiple avenues that could include physical space, virtual offerings, community-building, programming, and education. Support first-generation college student success initiatives with campus partners.
- Formally and/or informally advise or support a subset of registered student organizations and/or theme house communities to aid in student belonging and intercultural engagement.
- Support student retention strategies involving student populations retained and graduated at lower rates and promote student success via best practices throughout the student lifecycle. Support the psycho-social development of students.

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- Cultivate intercultural engagement and constructive dialogue strategies to aid all student populations in building an inclusive campus community that promotes outcomes. Identify student success strategies for student populations with lower retention, graduation, and student satisfaction rates. This may include international students, first generation college students, Pell eligible students, BIPOC, LGBTQ+, students of various religious traditions, and other student populations.
- Serve as a resource for student concerns, directing them to appropriate campus resources; lead Bias Education Team and assist with processes; act as mediator between students, registered student organizations and campus departments as necessary.
- Partner with Institutional research and Academic Affairs on campus climate assessment cycles. Collaborate with the Dean of Academic Affairs and dean's academic strategic leaders, including the Associate Dean of Faculty Affairs, the Director of the Center for Innovation in Teaching and Assessment, and the Executive Director for Academic Advising, Retention and Student Success on the implementation of strategic initiatives related to student success and belonging for all students.
- Leadership and management of department operations; supervision of professional and student staff; monitor and maintain operational budget and program budget; work with Communications regarding social media that highlights heritage celebrations and; work in collaboration with campus activities in support of intercultural and identity-based student organizations.
- Serve as a member of the Student Life Leadership Team and student life on-call rotation.
- Supervise and support professional staff, student support, and programming for the Chaplain's Office and International Student Services.

### Minimum Qualifications

- Master's degree is required
- Minimum 7 years of experience in diversity, equity, and inclusion, multicultural affairs, or student success support for underrepresented populations or equivalent. Equivalent combination of education and related experience may be considered.
- Demonstrated understanding of a small, residential, liberal arts-based college and with an appreciation for the role of this type of college in preparing students for post college career success and lifelong learning.
- Proven experience of developing, implementing, and assessing programs and training for college students.
- Demonstrated ability to provide leadership, development of teams, and utilizing problem-solving skills in challenging students to develop community and engage others about and across their differences.
- Experience developing programs and services that foster a sense of belonging and community

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for students from historically marginalized identities.

- Experience supervising and developing talent to achieve professional and institutional outcomes
- Demonstrated ability to work with discretion with individuals from a variety of backgrounds.
- Consensus building within collaborative, cross-functional teams

**Preferred Qualifications**

- Master's degree in higher education administration, college student personnel, or similar field
- Doctorate in relevant field
- Progressively responsible experience within student affairs/academic affairs

Interested applicants must apply online at <https://employment.stlawu.edu/postings/4150>, uploading all required materials which are defined in the "special instructions to applicant" section. Review of applications will begin immediately. Questions about the position may be emailed to [studentlife@stlawu.edu](mailto:studentlife@stlawu.edu).

All offers of employment are contingent upon the finalist successfully passing a background (including criminal records) check.

**EEO/AA Policy**

St. Lawrence University is an Affirmative Action/Equal Opportunity employer.

**Contact Information**

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

**Contact**

St. Lawrence University  
23 Romoda Drive  
Canton, NY 13617

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