



MIAMI UNIVERSITY

OXFORD, OH • EST. 1809

An Invitation to Apply for the Position of

VICE PRESIDENT FOR INSTITUTIONAL DIVERSITY AND INCLUSION

THE SEARCH

Miami University seeks an innovative, resourceful and collaborative professional to lead the University's efforts to strengthen and advance its diversity, equity and inclusion. Building upon a comprehensive strategic plan, the Vice President for Institutional Diversity and Inclusion collaborates with the President, Executive Cabinet members, senior staff and faculty to establish diversity initiatives and to ensure that objectives are directly linked to the University's mission statement and policies.

Miami University is a highly respected and distinctive public institution of higher education that is recognized for outstanding undergraduate education and selective graduate and research programs. The University serves the citizens of the state of Ohio, as well as an established regional and an increasingly national constituency. This is an exceptional opportunity for an experienced, visionary leader to help grow, enhance and advance diversity, equity and inclusion, to create a more welcoming Miami community for all and to achieve inclusive excellence.

With a student body of nearly 17,000 undergraduate and approximately 2,000 graduate students at its Oxford campus, Miami effectively combines a wide range of strong academic programs with the personal attention ordinarily found only at much smaller institutions. Graduate programs complement and enhance the undergraduate educational experience. Two regional campuses and the Voice of America Learning Center, which collectively enroll an additional approximately 5,000 students, and the Dolibois European Center in Luxembourg, provide key access points and opportunities for traditional and non-traditional students alike. This unwavering commitment to teaching and learning is demonstrated in the University's record of exceptional retention and graduation rates, and its consistently strong and engaged alumni community. Miami encourages and supports its students' intellectual depth and curiosity, the importance of personal values as a measure of character, and a commitment to life-long learning in a global environment. Further, Miami creates an environment where students engage actively in service, develop leadership and civic skills, and explore cultural diversity.

Reporting directly to the President and as a member of the President's Executive Cabinet (PEC), the Vice President will work collaboratively across Miami's academic and administrative offices. The ideal candidate will bring substantial experience leading diversity, equity, and inclusion efforts in large, complex organizations, preferably with higher education experience.

MIAMI UNIVERSITY

History and Campuses

Miami University was chartered by the Ohio General Assembly in 1809. The University offered its first classes in 1824 in the village of Oxford, Ohio. By 1829 it had grown to 250 students, making it the fourth largest university in the nation, following Harvard, Yale and Dartmouth. The University admitted its first women students in 1902. In 1905, Nellie Craig Walker became the first Black graduate. The breadth of its undergraduate and master's programs grew throughout the 20th century, and in 1964 the Ohio Board of Regents approved the inauguration of Ph.D. programs.

The beautiful grounds and the gracious Georgian-style buildings of the 2,000-acre Oxford campus inspired poet Robert Frost to declare the Miami University campus "the most beautiful college that ever there was." Miami has worked consistently over the last 20 years to promote a green campus through recycling, energy reduction, and in its new construction and building maintenance; Miami is a signatory to Second Nature's Presidents' Climate Leadership Commitment (Climate Commitment). Both the attractiveness of the campus and the rich academic and co-curricular opportunities available for students, make a strong statement about the University's commitment to the quality of student life.

Miami University has a strong and essential partnership with the Southwest Ohio community. Oxford, Ohio is an attractive small city known for providing a vibrant "college town" experience, Oxford has numerous retail and restaurant establishments a short walk from campus. In 2016, Forbes promoted Oxford as the top-ranked "college town" in America. Situated just an hour outside of Cincinnati and Dayton, the city of Oxford has more than 20,000 residents, including the student population. Its unique positioning also offers Miami University faculty and students access to the comprehensive cultural, educational, environmental, and industry resources in the Cincinnati metropolitan area.

A Commitment to Diversity, Equity and Inclusion

At Miami University, [Diversity and Inclusion](#) are central to the University's culture and experience. From the Fight Song to the Alma Mater to the Code of Love and Honor, Miami's core values and mission are grounded in the belief that diversity and inclusion are Miami's strengths. Miami strives to be a community where all perspectives are

discussed and celebrated in the true spirit of an engaged academic community—a place where ideas are freely exchanged, modified, and evolve, because new perspectives and experiences bring new visions and knowledge that can lead to even better ways of resolving problems, and fostering relationships with each other and the world.

Miami University enjoys a strong relationship with the [Miami Tribe of Oklahoma](#) and is the home of the [Myaamia Center](#). Sharing a common name and place, the connection between the university and the Miami Tribe of Oklahoma spans nearly fifty years and has evolved into a multi-layered collaboration built on trust, respect, and a shared commitment to education. Neepwaantiinki, the Myaamia word meaning “we learn from each other,” is a rich interpretation of “partners in learning,” a phrase that Miami University and the Miami Tribe have used for years to describe their reciprocal relationship.

Oxford, Ohio is home to the Freedom Summer training which was held at the Western College for Women (now Miami University’s Western Campus) in 1964. Freedom Summer, also known as the Mississippi Summer Project, was a 1964 voter registration drive sponsored by civil rights organizations including the Congress on Racial Equality (CORE) and the Student Non-Violent Coordinating Committee (SNCC). Aimed at increasing black voter registration in Mississippi, the Freedom Summer workers included black Mississippians and hundreds of out-of-state, predominately white volunteers. In 2018 Miami created the Freedom Summer ’64 award to honor champions of civil rights and social justice. The award is presented in remembrance and recognition of the site at the Western College for Women. The inaugural recipient was the Honorable John Lewis, and other recipients include Joe Madison, Carolyn Jefferson-Jenkins, and the Mt. Zion Methodist Church in Philadelphia, Mississippi.

The Miami Experience

Historically, Miami has created a strong undergraduate community through its commitment to student success, building student and alumni loyalty, and by empowering its students, faculty, and staff to become engaged citizens. It effectively combines a wide range of strong academic programs with the personal attention ordinarily found only at much smaller institutions, drawing students who want the benefits of a rigorous academic program in a student-centered environment. It is this Miami experience that continues to attract exceptional students.

The University’s curriculum and commitment to the highest quality instruction have earned it unusual recognition:

- Miami was ranked in the top 10 among the nation’s top public universities for best undergraduate teaching by the *U.S. News & World Report* in the 2020 edition of *America’s Best Colleges*. Miami has ranked in the top ten on this short, elite list of universities for the past ten years.

- The *Fiske Guide to Colleges 2020* recognizes Miami as being among the best in the nation for its core commitment to a liberal arts education.
- Miami received the 2019 Senator Paul Simon Award for Campus Internationalization given by NAFSA: Association of International Educators. It recognizes outstanding innovation and accomplishment in campus internationalization
- Kiplinger's Personal Finance magazine listed Miami as one the "100 Best Values in Public Colleges" for 2019. Miami has appeared on the list since it was first published in 1998.

Miami University has six academic divisions, and a Graduate School:

- The College of Arts and Science
- The Farmer School of Business
- The College of Engineering and Computing
- The College of Education, Health, and Society
- The College of Creative Arts
- The College of Liberal Arts and Applied Science

The College of Arts and Science is the oldest and largest college at Miami, with nearly half of the undergraduate student body enrolled. The Farmer School of Business, and the College of Engineering and Computing, are nationally recognized and ranked. In all, there are approximately 100 undergraduate majors, along with many master's and doctoral degrees. Visit <https://miamioh.edu/academics/majors-minors/> to learn more.

First and second-year Oxford students are required to live on campus. Residences are designed to foster greater student interaction and shared experience. They are close to classroom buildings, the recreational sports center, and uptown Oxford's shopping and restaurants. First-year students join living-learning communities that include: Community Justice and Well-Being; Environmental Awareness Program; Global Connections; Love, Honor, Pride - An LGBTQ+ and Gender Inclusive Community; as well as many others.

The "Miami Experience" is based on a rich tradition of academic excellence and intense engagement both inside and outside the classroom. Thousands of students each year participate in undergraduate research, internships or study abroad programs. Miami ranks high in the nation among public doctoral universities in the percentage of students who study abroad before graduation. Students thrive in a residential educational community offering exceptional opportunities, including hundreds of programs, activities, organizations, and services, many of which are coordinated by the Office of Student Activities. In addition, students may take advantage of the fraternity/sorority community, which hosts over 45 fraternity and sorority chapters, and the Harry T. Wilks

Leadership Institute that prepares students to become engaged public leaders and informed global citizens.

Miami also has a strong athletic program. Home to nine women's and seven men's varsity teams and dozens of club sports, Miami University has a proud athletic tradition. Whether in the stands or on the court, RedHawks witness dedicated student-athletes compete in NCAA Division I, Mid-American Conference, National Collegiate Hockey Conference, and the U.S. Figure Skating Association sports. Distinction in intercollegiate sports is measured not only by the quality of an institution's athletes but also by the caliber of its coaches. While the strong athletic program helps Miami distinguish itself amongst other universities, Miami ensures that student athletes excel in the classroom as well. The student athlete average GPA has remained above a 3.00 for the past fifteen years, with a graduation success rate of over 80%.

Miami's Division of University Advancement is very active and accomplished, having raised nearly \$100 million in 2019. Advancement also is the recipient of 19 honors in the 2019 Pride of CASE V District Awards—including three platinum and six gold awards. The award-winning [#MoveInMiami](#) initiative in 2019 recorded 8 million social media impressions, and raised over \$2,000,000.

Leadership

For more than 25 years, Dr. Gregory Crawford has been a fearless, passionate and innovative leader in higher education. He is the 22nd president of Miami University, a role he assumed in July of 2016. Since he arrived, he has articulated a clear vision for the university focused on providing a diverse and inclusive education embedded in collaboration and interdisciplinary studies across all of Miami's campuses. His dedication to providing an unparalleled learning experience is illuminated by his various accomplishments.

Before his presidency at Miami, he was vice president and associate provost at the University of Notre Dame, where he worked to expand career services, internships, and employment opportunities for Notre Dame undergraduates, recruiting students, enhancing fundraising, and establishing a presence in California.

Dr. Crawford joined Notre Dame's faculty in 2008, serving as the William K. Warren Foundation Dean of the College of Science. As dean, he oversaw the founding of the department of applied and computational mathematics and statistics, the recruitment of more than 60 faculty and the planning and fundraising for significant new ventures such as the Warren Family Research Center for Drug Discovery and Development.

Dr. Crawford previously served as the dean of engineering at Brown University, where he had joined the physics and engineering faculty in 1996. His work includes more than 400

research and education publications, review articles, and book chapters, and 21 U.S. patents and patent applications.

President Crawford earned bachelor's (mathematics and physics), master's (physics), and doctorate (chemical physics) degrees from Kent State University. He completed two postdoctoral fellowships and was a researcher at the Xerox Palo Alto Research Center before joining the faculty at Brown. His work includes more than 400 research and education publications, review articles and book chapters, and 21 U.S. patents and patent applications.

President Crawford is a strong advocate of inclusive excellence, openness, and shared governance.

President Crawford, whose bicycling was featured in the [Wall Street Journal](#), and his wife Renate promote health and fitness and host exercise events. Most notably, he and Dr. Renate Crawford, also a physicist, bicycled across the country to raise awareness and funds for research on Niemann-Pick Type C Disease, a rare and deadly neurodegenerative disease. He has completed five "Road to Discovery" rides, expanding fundraising to include other illnesses being studied at Notre Dame. His efforts raised about two million dollars for research and clinical trials.

CURRENT INITIATIVES

The Diversity, Equity and Inclusion Task Force Recommendations

In June 2020, President Gregory Crawford created a task force that was charged with advancing diversity, equity, and inclusion (DEI) at Miami University. The charge included five pillars that served as focus areas for the task force that also resulted in recommendations to the President and the President's Executive Committee in September 2020. The pillars include:

- Dialogue and Allyship
- Cultural Consciousness
- Advocacy and Partnerships
- Structural and Resource Support
- Inclusion and Accountability

Read the full [charge to the DEI Task Force](#).

The overarching recommendations of the committee includes envisioning a clear DEI model at Miami, being more accountable and transparent about DEI, creating sustaining DEI resources, and creating a pathway to implementing the model.

Read the [Recommendations of the DEI Task Force](#).

The Vice President for Institutional Diversity and Inclusion works closely with the [DEI Implementation Team](#) to work through the finalized goals, manage conversations with the corresponding offices, and eventually transition the work associated with goals to their rightful place within the infrastructure of the university.

Building on a Foundation of Success in Inclusive Excellence

Miami University has been recognized for its work in diversity and inclusion, including the receipt of the Higher Education Excellence in Diversity (HEED) award and the Inspiring Programs in Science, Technology, Engineering, Technology and Mathematics (STEM) by Insight into Diversity. The University strategy which led to these recognitions, along with several others in the past few years, is powerful philosophy around inclusive excellence and broad participation in and around our DEI efforts.

The Vice President is advised by the University's [Council on Diversity and Inclusion \(CODI\)](#) who advocates and champions diversity and inclusion efforts that prioritize Miami's commitment to the core values of love and honor, respect and inclusion.

Boldly Creative

Miami's academic reputation is known, valued, promoted, and lived by senior administrators, faculty, staff, and undergraduate and graduate students alike. Through its leadership and conviction to advancing the academic enterprise at Miami, the Boldly Creative Strategic Academic Enrichment Initiative was created. Miami University is investing \$50 million in a new generation of academic excellence, enhancing its nationally recognized undergraduate teaching, learning and research with a sharpened focus on innovation and creativity.

The multiyear initiative emphasizes data, analytics and programs that span traditional disciplines, creating engaged citizens and workplace leaders who will help expand the Ohio economy.

Miami faculty are generating the ideas for investment, all aimed at sustaining Miami's premier undergraduate experience and creating new partnerships with industry and government.

Visit <https://miamioh.edu/boldly-creative/> to learn more.

New Facilities – Clinical Health Sciences Building

Health care programs are growing at Miami. Last year, Miami expanded its successful nursing program to Oxford from regional campuses in Hamilton and Middletown, and the program has grown to 80 students this past fall. Miami also has plans for a physician assistant program to start in 2022.

The Clinical Health Sciences Building will be ideally located to promote collaboration with existing health programs including kinesiology and health, and speech pathology and audiology. Construction of the 170,000 square-foot building will cost up to \$96 million and be completed academic year 2022-2023. Funding sources include state capital funds, sponsorship or naming opportunities, existing budgets and newly issued bonds.

The building will fill a demand for health care jobs and align with planning for new academic programs. The new health science building will increase cross-disciplinary collaboration and sustain Miami's cutting-edge academic excellence. It will be Miami's first new academic building since the Farmer School of Business opened in fall 2009.

New Facilities – Richard M. McVey Data Science Building

A \$20 million gift from Rick McVey (Miami '81) will allow the start of construction of a new data science building on Miami's Oxford campus.

The 85,000-square foot Richard M. McVey Data Science Building will house one of Miami's newest departments, Emerging Technology in Business and Design, as well as the Armstrong Institute for Interactive Media Studies, and the Center for Analytics and Data Science. The building will also facilitate transdisciplinary partnership with other related fields from the Farmer School of Business and the College of Engineering and Computing.

Construction is expected to begin in late spring 2021 and to be completed in summer 2023.

The Strategic Plan – Miami RISE

Miami University's core values have endured through generations. To assure a healthy and prosperous future, Miami University created a comprehensive, mission-driven, and sustainability-centered strategic plan, offering the opportunity to do the following:

- Promote self-understanding, mutual engagement, and renewal of fundamental commitments to Miami students, the community, state, and the larger society
- Identify present strengths and shortcomings with humility and honesty
- Declare aspirations for the future with dedication and confidence

The new strategic plan, called MiamiRISE, anchors the Miami community in those values and blazes a trail forward. It is bold and brave, driving transformational change to guide Miami through unprecedented volatility in higher education. More than 600 members of the diverse Miami community engaged in the plan's development.

Visit <https://miamioh.edu/rise/> to learn more.

VICE PRESIDENT FOR INSTITUTIONAL DIVERSITY AND INCLUSION

At Miami University, diversity is viewed holistically, understanding that the definition is constantly evolving. Miami's definition of diversity includes but is not limited to race, ethnicity, color, nationality, sex, sexual orientation, gender identity and expression, class, religion, disability, age, military status, visa status, economic status, geographic location, and language/linguistic ability. Diverse and well-reasoned ideas, approaches, and experiences are also essential parts of inclusion and equity.

The Vice President for Institutional Diversity and Inclusion reports to the President and is a member of the President's Executive Cabinet, which is the University's senior leadership team. The Vice President is charged with providing vision and leadership for university-wide diversity, equity and inclusion (DEI) initiatives, advancement and enhancement. The Vice President will work collaboratively with all Miami University entities to fully integrate and advance DEI efforts, impacting students, faculty, staff and the Miami community.

Miami University is committed to and fully embraces the philosophy and belief that a diverse academic community is among an institution's greatest strengths, and the Vice President is guided by these principles and values. As decades of research and experience have shown, every unit and individual on campus benefits from diversity when there is an environment where people from a wide variety of backgrounds learn from one another, share ideas, and work collaboratively to ask and solve questions. This is especially important given Miami's commitment to excellence in undergraduate teaching and learning. Diverse and inclusive campuses enhance the living, learning, and working environment for every student, staff, and faculty member. Together, these benefits help Miami achieve its special mission as a public institution in Ohio, educating students across the state and preparing them to be leaders in a variety of fields who are ready for the demands of the 21st century workforce. Miami therefore aspires to attract and retain a broadly diverse group of faculty, staff and students.

Opportunities and Challenges

The Vice President of Institutional Diversity and Inclusion (Vice President) will have the opportunity to address the following priorities:

- **Lead the development of a unifying strategic vision for the future of diversity, equity and inclusion at the University:** The Vice President will advance university-wide progress toward the creation of an ever more diverse and inclusive campus environment by providing high-level strategic vision for continued growth and progress on multiple fronts. The Vice President will work to increase the number of students, staff, administrators, and faculty from a range of underrepresented groups and ensure that they have the resources and support to thrive in their studies and/or work on campus. In a broadly inclusive manner, the

Vice President will bring together individuals and groups from a wide range of constituencies for candid and productive dialogue on questions of climate, race and ethnicity, gender, ability, identity, and other issues that are currently at the forefront on campuses and across the nation.

- **Bring together the current array of diversity-related programs and initiatives into a cogent, powerful whole:** In response to the need to address Miami's DEI efforts, there have been multiple, perhaps overlapping, programs and initiatives in place related to faculty hiring practices, support for students from underrepresented backgrounds, accommodation for individuals with disabilities, resources for individuals who identify as LGBTQIA, etc. The Vice President will be charged with helping to move disparate programs across and throughout the University in a manner that allows them to become greater than the sum of their parts.
- **Serve the entire University community as an accessible, trusted, and responsive subject matter expert on diversity, equity, and inclusion:** The Vice President will bring to their work expert knowledge of and hands-on experience with the many facets of DEI work, including the relevant federal policies and regulations as well as nationally recognized campus best practices. The Vice President will build credibility and trust in the community by understanding how to deploy this expertise with tact, diplomacy, and with respect for the varying needs and priorities of the many different offices and departments on campus. The Vice President's sensitivity to nuance and cultural difference, however, must be thoughtfully balanced by a core commitment to and absolute clarity about the fundamental federal policies that must be equitably enacted across the institution.

Role and Responsibilities

The Vice President is a campus leader who assists, promotes and facilitates the university community in achieving practices and policies, such as, but not limited to:

- Leading diversity, equity and inclusion efforts broadly across campus within the inclusive excellence model
- Actively recruiting, admitting, hiring, and retaining the widest array of talented students, faculty, and staff, nationally and internationally
- Providing appropriate financial aid to those who need it
- Deliberately designing and offering curricula that promote deep learning (including opportunities for deep learning about human diversity) and provide critical learning opportunities

- Providing support, professional development, and working conditions for students, faculty, and staff that lead to long-term retention, satisfaction, and growth
- Examining these and other practices and policies for impact and effectiveness, and changing them when found to be lacking

In addition to promoting proactive steps like these, the Vice President also actively works to address and eliminate acts of harassment, hate, and violence that negatively impact the ability of our community members to engage in their intentional work together. Miami University opposes activities that threaten the educational mission and the rights, dignity, or humanity of the students, faculty, and staff who are fulfilling that mission and working in good faith to engage respectfully across differences. In these ways, Miami University works to ensure that all students, faculty, and staff experience and recognize Miami as a community environment where a diversity of thoughtful ideas and lived experiences are welcome, valued, and contribute to collaborative and respectful knowledge-making.

Essential Duties

The Vice President will lead and provide strategic direction for the Office of Equity and Equal Opportunity (OEEO) which ensures that Miami University provides an equitable environment for students, faculty, and staff. OEEO achieves its mission with compassion, understanding, and fairness to all parties involved and acts as a resource for all members of the university community.

The Vice President will also:

- Work with Academic Affairs to foster faculty diversity, inclusion and related issues.
- Review and evaluate the University's diversity programs and make modifications where appropriate.
- Coordinate the University's strategic diversity and inclusion efforts, encouraging collaboration and success.
- Connect Miami's diversity efforts to its core emphasis on teaching and learning.
- Devise and monitor systems of evaluation that measure success for diversity and inclusion, reporting evaluation results to the university community, and using the results for continuous improvement.
- Work with vice presidents, deans and department heads in sharing resourceful ideas and corrective measures to develop outreach strategies which attract and

retain a more diverse faculty, staff and student body.

- Work with administrators to develop and administer development programs to enhance responsiveness to issues of racial and cultural diversity in the workplace.
- Develop and implement processes and strategies to communicate effectively the University's plans and policies on diversity. Serve as the Chair of Council for Diversity and Inclusion.
- Act as a liaison to minority community groups, organizations and stakeholders to enhance diversity and inclusion initiatives.
- Represent Institutional Diversity on the President's Executive Council (PEC). Participate in strategic planning for Miami University and participate as an active member of Miami's leadership/administration.

[READ CURRENT DATA, REPORTS, AND DEMOGRAPHICS.](#)

THE IDEAL CANDIDATE

This is an exciting opportunity for an innovative, experienced leader to join one of America's premier student-centered, public universities and play a key role in its evolution and continued success. The ideal candidate will bring a distinguished record that commands the respect of the University community. In addition, the individual must have significant leadership experience appropriate to the size and complexity of Miami University. The next Vice President for Institutional Diversity and Inclusion will possess many of the following qualities and experiences:

Required:

- An Advanced Degree is required, a Doctoral or Terminal Professional Degree is preferred.
- At least ten years of progressively responsible experience in higher education working on matters related to diversity and inclusiveness is required.
- Demonstrated written and verbal communication skills including ability to deal with employees at all levels of the organization, senior administrators, politicians and regulatory administrators.
- Demonstrated ability to work with faculty and administration in a higher education setting.
- Demonstrated servant leader – positive and collaborative spirit, serving, elevating and uplifting others in our campus community.

Preferred:

- A deep appreciation for the history, achievements and aspirations of Miami University, and the ability to effectively and eloquently convey those to a diverse audience.
- A demonstrated ability to craft substantive and cohesive messages based on the institution's strategic DEI goals, communicate them successfully to key audiences, and adapt and adjust as appropriate over time.
- Substantial experience evaluating the strengths of existing programs and identifying opportunities for improvement. Ability to demonstrate effectiveness of programs and initiatives, using data-driven techniques and benchmarking is preferred.
- Superlative interpersonal skills with a demonstrated ability to work well with people at all levels of an organization, across a diverse range of education and social backgrounds, and to demonstrate an honest respect for each individual, is required.
- Skill working in a complex, decentralized environment serving many internal clients and interacting with external constituents.
- Ability to craft and defend positions despite critiques, persuasively describing evidence and rationales with the President's Executive Council. Network throughout the institution, serving as a resource and identifying resources in turn; convincing, persistent, and determined.
- Collaborative and collegial orientation, eager and able to engage a diverse university community, and able to build strong professional relationships.
- A strong commitment to personal and professional development, and the ability to build robust and collaborative cross-campus partnerships.
- The intellectual depth, maturity and confidence to garner the trust of the President, Trustees, faculty, staff, alumni and other constituents. Strong personal integrity and work ethic, as well as a sense of humor and perspective.
- A keen eye for operational efficiency and optimal use of resources; the ability to plan, monitor, and manage a budget.

PROCESS OF CANDIDACY

The Miami University Vice President for Institutional Diversity and Inclusion search committee will begin reviewing applications immediately, and will be accepted until a new Vice President is selected. Requested application materials include a letter of interest; curriculum vitae; and five professional references. References will not be called

until after the first screening of applications and then only after the applicant has given explicit permission. Candidates should submit materials to the following address:

MiamiVPIDI@Storbecksearch.com

Miami University is being assisted in the search by Storbeck Search. For additional information, please contact:



R.Thomas Fitch, Partner
Tammara Townes, Managing Associate
Storbeck Search
Email: MiamiVPIDI@storbecksearch.com

An online application can be found on [Miami University's Jobs and Careers website](#).

Miami University, an Equal Opportunity/Affirmative Action employer, encourages applications from minorities, women, protected veterans and individuals with disabilities. Miami University prohibits harassment, discrimination and retaliation on the basis of age (40 years or older), color, disability, gender identity or expression, genetic information, military status, national origin (ancestry), pregnancy, race, religion, sex/gender, status as a parent or foster parent, sexual orientation, or protected veteran status in its application and admission processes, educational programs and activities, facilities, programs or employment practices. Requests for reasonable accommodations for disabilities related to employment should be directed to ADAFacultyStaff@MiamiOH.edu or 513-529-3560.

As part of the University's commitment to maintaining a healthy and safe living, learning, and working environment, we encourage you to read Miami University's Annual Security & Fire Safety Report at: <http://www.MiamiOH.edu/campus-safety/annual-report/index.html>, which contains information about campus safety, crime statistics, and our drug and alcohol abuse and prevention program designed to prevent the unlawful possession, use, and distribution of drugs and alcohol on campus and at university events and activities. This report also contains information on programs and policies designed to prevent and address sexual violence, domestic violence, dating violence, and stalking. Each year, email notification of this website is made to all faculty, staff, and enrolled students. Written notification is also provided to prospective students and employees. Hard copies of the Annual Security & Fire Safety Report may be obtained from the Miami University Police Department at (513) 529-2223. A criminal background check is required. All campuses are smoke- and tobacco-free.

Right to Know—Consumer Information at www.muohio.edu/righttoknow. Hard copy available upon request.

While every effort will be made to preserve confidentiality until finalists are selected, the search is subject to the Ohio Public Records Act.