



Position: Dean of Student Equity and Pathways	Position Number:
Department/Site: Office of Institutional Research, Effectiveness and Planning	FLSA: Exempt - Administrative (Educational Administrator)
Reports to: Associate Vice President of Institutional Equity, Effectiveness, and Success	Salary Range: III

DEFINITION

Under the direction of the Associate Vice President of Institutional Equity, Effectiveness, and Success, the Dean of Student Equity and Pathways is responsible for ensuring that areas of oversight afford an inclusive educational environment, focused on equitable outcomes for all students. This position will serve as the dynamic and innovative leader for the District's equity and completion efforts; establish a shared vision for providing systemic access, support, and opportunities to underrepresented and underserved student populations; and promote a culture of inclusion and belonging. To ensure that equity and student completion is fully integrated in the District's transformational

EXAMPLES OF TYPICAL FUNCTIONS (Illustrative Only)

The District reserves the rights to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job. Administrators can be assigned to work at any district location or learning site and in some cases can be assigned to multiple locations and learning sites.

- Ø Provide executive leadership in the implementation of the District's *Equity and Student Completion Guided Pathways Strategic Plan*, ensuring an equity-mindset is applied throughout design, implementation, evaluation and assessment processes.
- Ø In support of District wide goals, make recommendations to the District planning process to address equity gaps through the employment of initiatives such as campus climate engagement, culturally responsive teaching and programming, historical trauma and cultural healing work, and the promotion of a campus culture of well-being, belonging, and respect.
- Ø Work collaboratively with the vice presidents and the District community, including Institutional Research and Planning, to facilitate assessment, planning, and evaluation efforts to mitigate identified disparities. Understand current research and apply data to address barriers, including both qualitative and quantitative data, to support systemic initiatives that improve student experiences, access to resources, and goal completion.
- Ø Support the campus community, including District leadership, in developing an understanding of equity and student success goals and initiatives; build support for district-wide efforts to close equity gaps, increase student success, and identify and mitigate organizational biases.

Education and Experience:

United States Department of Education, and accrediting agency recognized by the
Three (3) years of administrative leadership experience in institutional assessment, research, planning or related field.

Licenses and Certifications:

None.

PHYSICAL DEMANDS

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; vision to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone. Standing in and walking between work areas is frequently required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate standard office equipment. Positions in this classification frequently bend, stoop, kneel, and reach to perform assigned duties, as well as push and pull drawers open and closed to retrieve and file information. Employees must possess the ability to lift, carry, push, and pull materials and objects up to 25 pounds with the use of proper equipment. Reasonable accommodations will be made for individuals on a case-by-case basis.

ENVIRONMENTAL ELEMENTS

Employees work in an office environment with moderate noise levels, controlled temperature conditions, and no direct exposure to hazardous physical substances. Employees may interact with members of the public or with staff under emotionally stressful conditions while interpreting and enforcing departmental policies and procedures.