



## TOUGALOO COLLEGE Tougaloo, MS 39174

### NOTICE OF JOB OPENING

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#### Vice President for Strategic Initiatives and Social Justice

##### Position Summary:

Tougaloo seeks an exceptional Vice President for Strategic Initiatives and Social Justice. This highly experienced visionary leader, scholar, and strategist for change will guide and shape this important work with a proven track record. The successful Vice President will counsel and advise the President on strategic initiatives focused on equity and social justice. The Vice President will serve as a member of the executive team and as a senior strategic leader with primary responsibility for providing vision, leadership, and direction for current and future equity and social justice initiatives. The Vice President will prioritize and manage high-profile programming initiatives, champion change, monitor progress, create a culture of continuous improvement and accountability through planning and assessment, and ensure funding for the sustainability of programs and initiatives. Specifically, this position will have the ability to design a team structure and identify the resources it needs to lead our equity and social justice strategy. The Vice President will serve as a thought, strategy, and action partner to facilitate meaningful and impactful systemic change through collaboration with campus and community leaders. The ideal candidate must also maintain an entrepreneurial and forward-looking perspective to capture new opportunities and adjust to changing environments. The Vice President's work will position the College closer to fulfilling its potential as a community committed to building a more inclusive, just, and equitable society.

##### Responsibilities:

- Lead programs and initiatives that promote and support communication, collaboration, research, and innovative programming within the Tougaloo community that deepen awareness and advance the College's mission of fostering equity and social justice.
- Develops and drives forward key strategies to ensure the College is a diverse, equitable, and inclusive institution, demonstrably committed to advancing equity and social justice.
- Provides vision to inspire, motivate, coach, and mentor professional and support staff that includes the following areas: Directors of the Center for Racial and Social Equity, Reuben V. Anderson Social Justice Institute, Library Services, Archives, Career Pathways/Career Services, TriO, Brown-Tougaloo Partnership, Study of Modern-Day Slavery, Dr. Ernest Borinski and Mississippi Civil Rights Endowed Chair Initiative, and the James "Jim" Loewen Endowed Social Justice Institute.
- Supports intercultural learning, capacity building, and training, and student learning and development through best practices in equity and social justice pedagogy.
- Understands the experiences of marginalized people, national trends, emerging scholarship, and inequities as well as theories and frameworks for dismantling them.
- Brings diverse groups together to build out and support the College's culture and understanding of equity and social justice while working to help overcome historical and structural barriers toward advancing that mission.
- Develops a centralized hub for the development of initiatives, committees, resources and programs focusing on equity and social justice while cultivating a courageous culture and capacity to eliminate disparities and inequities.
- Engages in campus-wide collaborations and external advocacy efforts to foster a stronger commitment to equity and social justice.
- Convenes conferences, retreats, workshops, and meetings on important and difficult discussions about equity and social justice.
- Serves as the College's chief spokesperson for issues related to equity and social justice.
- Performs other appropriate duties as assigned by the President.

## Required Experience/Education/Knowledge/Skills

- Minimum 10 to 15 years of higher educational experience working in executive leadership or with executive leaders with an explicit focus on building equity and social justice programs.
- A doctorate in higher education, history, social justice, or a closely related field, and increasingly responsible management and supervisory experience in one or more areas of academic or student services.
- Decisive leader who can nurture a team to reach a shared vision that reconstructs an institutional culture while honoring past practices and advancing change.
- Unwavering commitment to quality programs and excellence in organizational and project management with the ability to achieve strategic objectives, including developing and managing budgets and grants, timelines, strategies, and the ability to relay project needs to others.
- Evidence of an established network of strategic alliances/contacts to support the delivery of initiatives and related resources to increase awareness, reach, and impact.
- Strong leadership and problem-solving skills that bring individuals together with clear direction, expectations, and realistic goals and timelines.
- Demonstrated experience in partnering with philanthropic organizations to fund initiatives by developing proposals, decks, and presentations for current and new prospective major donors, corporations, foundations, government funders, and other executive audiences.
- Impeccable maturity and judgment to make sound decisions, focusing on best and leading-edge practices.
- Results-oriented, relationship-driven, and high-performance leader who can interrelate and operate effectively with peers and other associates within a collegial, yet demanding, work environment.
- The ability to collaborate with ethnic, cultural, and socially diverse populations.
- Persuasive, credible, and polished communicator with excellent public speaking and presentation skills, with press, media, and funder communications experience.
- Proven career path that is diverse in social justice, student services, instruction, and community engagement.
- Community-oriented innovator capable of leading team collaboration to achieve goals within a complex, comprehensive college system.
- Knowledge and understanding of evaluation techniques and methods; skill in supervisory practices and techniques.
- Strong computer skills for the delivery of programs and services.
- Knowledge and skills in the use of integrated software systems and proficiency in the use of Microsoft Windows application software.
- Knowledge of mediation and/or conflict resolution strategies and methods to effectively mediate disputes.

**Date of Position Opening:**

**May 1, 2025**

**Application Deadline:**

**Until position filled**

**Salary:**

**Commensurate with experience**

**Job Listings:**

**<https://www.tougaloo.edu/about-tougaloo-college/jobs>**

**\*\*Email App/Resume/Cover Letter to:**

**[TougalooCareers@tougaloo.edu](mailto:TougalooCareers@tougaloo.edu)**

**Physical Address:**

**Tougaloo College  
Attention: Director of Human Resources  
500 West County Line Road  
Tougaloo, MS 39174**

ALL APPLICANTS WILL BE CONSIDERED WITHOUT REGARD TO RACE, COLOR, RELIGION, SEX, AGE, NATIONAL ORIGIN, SEXUAL ORIENTATION, DISABILITY, CITIZENSHIP, VETERAN STATUS, GENETIC INFORMATION, GENDER IDENTITY, OR ANY OTHER LEGALLY PROTECTED STATUS. THE COLLEGE PROHIBITS SEXUAL HARASSMENT, INCLUDING SEXUAL VIOLENCE.

**TOUGALOO COLLEGE AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER**