Dean, Oxford College

2022
# Oxford College of Emory University

## Overview

Oxford College provides a distinctive, liberal arts education for Emory University students in their first and second year of college. Located on Emory's original campus in Oxford, Georgia, Oxford offers its students an intense focus on the liberal arts, leadership, and service on a small, residential campus along with opportunities and resources that come with being an integral part of a leading research university.

As one of nine academic divisions at Emory University, Oxford College offers students a unique beginning to their Emory experience in an environment that helps build a foundation on which they can thrive both academically and personally. Oxford enrolls approximately 950 first- and second-year students with 99% of the students residing in Oxford College housing. After two years at Oxford, students continue to Emory's Atlanta campus to complete their bachelor’s degree through Emory College of Arts and Sciences, the Nell Hodgson Woodruff School of Nursing, or the Goizueta School of Business.

Oxford students benefit from an intentional approach tailored to the first two years of college. An Oxford education centers on the close attention of faculty who both teach and mentor students through their academic and research pursuits. Oxford has a distinctive general education curriculum that includes Discovery Seminars, experiential learning, and a Milestone Project for every student. Oxford College has approximately 100 outstanding faculty members and 150 talented staff who contribute to this engaged and student-centered environment.

### Students

A diverse student population at Oxford College enjoys small classes where faculty are highly engaged with students and provide personal attention. The average class size is 19 students, and 99% of classes have fewer than 30 students. Starting in their first year, students can take advantage of learning experiences outside the classroom.

Leadership opportunities for students are varied and numerous across campus and provide Oxford students with meaningful opportunities for participation on campus and beyond. The Oxford College student experience applies the liberal arts to leadership in real life. Approximately 80% of students participate in volunteer activities, and most students engage in campus life through the arts, athletics, student government, or a vast range of student interest groups.

### Finances, Alumni, and Advancement

Oxford College has an overall operating budget of around $75 million.

Oxford College benefits from the advice and support of its Board of Counselors. As a group of alumni and friends of Oxford College, the Board provides focused counsel to college leaders regarding the issues it considers to be part of the college’s highest priorities. The Board of Counselors assists with fundraising and shares ideas concerning resource development for the college.

Alumni engagement is critical to the development and growth of Oxford’s programs. There are currently more than 18,500 living alumni of Oxford College, and many maintain a strong and supportive relationship with the college well beyond their years on campus. Oxford also has a sizeable and active Alumni Board that supports and promotes the college, regularly engaging with the alumni base.

### Diversity, Equity, Inclusion, and Belonging

Oxford College is deeply committed to issues of diversity, equity, inclusion, and belonging. In particular, the recent hiring of a new director of student-
facing DEI initiatives within Campus Life, the formation of a faculty and staff group that has crafted a vision statement and goals for diversity, equity, inclusion, and belonging at Oxford, and several faculty hires that resulted in increased racial diversity among the faculty and increased curricular diversity for students demonstrate Oxford’s continued work to build a more diverse and inclusive community.

**Campus and Community**

Located about 45 minutes from Atlanta, Oxford has an attractive 356-acre campus. Since 2005, about 60% of the buildings on the Oxford campus have been renovated or built. More recently in the past five years, major academic and student-facing buildings have been updated and renovated, improving the overall academic experience. A new dining hall opened in 2017, and a new student center that was built specifically to support the life of students outside the classroom opened in 2020. The new science building is a state-of-the-art facility that enhances Oxford’s robust science curriculum. A number of other historic buildings were also renovated in recent years including Humanities Hall, Phi Gamma Hall, and Pierce Hall.

Originally built in 1836, the President’s House provided a residence for four Emory presidents before the Atlanta campus opened in 1919. Now this inviting and gracious home on the Oxford campus is provided as a residence to the Oxford Dean. The property includes a newly renovated guest house.

Opened in 2014, the eleven-acre Oxford College Organic Farm was quickly named one of the “Top 30 Sustainable College-Run Farms.” Oxford faculty members regularly incorporate the farm into their curricula, and students have multiple opportunities for involvement at the farm. The farm’s prolific produce is used on the Oxford campus, as well as in the dining hall on the Atlanta campus, the Emory University Farmer’s Market, and a local community program.

Established more than 180 years ago, Oxford, Georgia is a quiet community that surrounds the college. A campus shuttle offers regular service between the Emory’s Atlanta campus and the Oxford campus, as well as access to other Atlanta activities. The nearby town of Covington offers many events and places to visit, and its square is a central area for these activities. Covington is also one of Georgia’s most active film locations.
The Position

<table>
<thead>
<tr>
<th>Title</th>
<th>Dean, Oxford College</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reports to</td>
<td>Provost and Executive Vice President for Academic Affairs</td>
</tr>
<tr>
<td>Location</td>
<td>Oxford, Georgia</td>
</tr>
</tbody>
</table>

**The Opportunity**

Emory University seeks a strategic and engaged academic leader to serve as dean of Oxford College. The dean will have the opportunity to build on a strong foundation and lead Oxford to its next chapter of success in distinctive liberal arts education.

Under recent leadership, Oxford advanced in several key areas including academic excellence, leadership education, diversity, and investment in financial aid. Applications to Oxford have more than doubled over the past six years to over 20,000 in 2022, contributing to record diversity and academic strengths among enrolled students.

The next dean will have the opportunity to further realize Oxford’s potential as a leader in undergraduate education and enhance its reputation as a destination for students seeking a unique liberal arts education in a remarkable living and learning community.

With its dynamic student-centered approach and engaged campus community, Oxford is well-positioned to play a significant role in the Student Flourishing initiative which is part of Emory’s exciting vision for the future of undergraduate education. The dean will have the opportunity to serve as a leader with respect to Emory’s commitment to preparing every student for a lifelong journey of impact, contribution, and service.

Reporting to the provost and executive vice president for academic affairs, the dean is the chief academic, administrative, and fiscal officer of Oxford College, with the overall responsibility for defining its strategic priorities and providing the resources and management needed to pursue them. This individual provides leadership for the campus in its entirety leveraging the scale of a small college environment and the resources of a major research university.

In addition to academic affairs, the dean will have a wide portfolio of responsibilities. Units representing all aspects of college life on the Oxford campus, including student affairs and campus life, residence life and housing, finance and operations, enrollment services, technology, human resources, development and alumni affairs, and the library, report directly to the dean, while also coordinating with the university’s central administration and related offices on the Atlanta campus.

The dean also collaborates closely with fellow Emory deans based in Atlanta, particularly the dean of Emory’s College of Arts and Sciences and the dean of Campus Life to ensure the seamless transition of students between Emory’s two campuses and to advance the university’s overarching mission and shared goals.

**Responsibilities**

The dean of Oxford College has the responsibility to:

- Provide strategic direction for Oxford’s continued pursuit of its mission to provide students with the foundation for an unparalleled liberal arts education and unique undergraduate experience in the first two years of college;
• Cultivate Oxford’s role as a distinctive, innovative liberal arts college while underscoring its connection to the resources of a major research university;

• Promote a culture of excellence in teaching, scholarship and service;

• Lead and manage a highly engaged and motivated faculty and staff to support Oxford College and its mission;

• Recruit, develop and retain an outstanding and diverse faculty;

• Attract and retain a talented and diverse student body;

• Reinforce and build a connected and purpose-driven community by fostering authentic relationships with students and engaging with campus culture;

• Ensure that Oxford’s reputation as a student-centered, community-oriented college is maintained and enhanced; serve as a committed leader of this culture;

• Serve as a compelling and passionate advocate for Oxford College within Emory University and externally;

• Develop and build on Oxford’s financial strength via fundraising, particularly with top donors and in cultivating potential donors through major alumni and fundraising events. Regularly participate in major and principal gift cultivation and solicitations;

• Consult and engage regularly with Oxford College’s Board of Counselors, the Oxford College Alumni Board, and other appropriate alumni groups;

• Collaborate with decanal and provostial colleagues across Emory to create an outstanding, seamless student experience that incorporates Oxford’s best practices and realizes the vision of “One Emory”;

• Serve on the university’s Council of Deans, Administrative Council, and on committees or task forces at the request of the provost or the president; and

• Engage in the Oxford/Covington community and continue to further strengthen beneficial town and gown relationships.
The Person

Pivotal Experiences & Expertise

**Academic and Operational Leadership:** An experienced academic leader with a track record of increasing administrative responsibilities and success in a complex institution. The next dean should possess the academic credentials and record of scholarly achievement that qualify them for appointment as a full professor with tenure and enable them to be an effective leader of the faculty at Oxford.

**People and Organizational Management Skills:** Strong people management skills with the ability to recruit, retain, and develop a diverse and talented staff and faculty. Ability to manage a budget and strategically allocate resources. Possesses excellent interpersonal skills with the ability to listen actively.

**Student-Focused Orientation:** A strong appreciation for the undergraduate student experience and a commitment to a holistic approach to student success.

**Strong Communication Skills:** Excellent communication skills and ability to interact effectively with a range of constituencies including faculty, staff, students, other Emory leaders, alumni, and board members. A compelling speaker who is able to inspire passion and advocate for Oxford College and the value of this unique liberal arts education.

**Fundraising Aptitude/Experience:** An aptitude for fundraising from a range of sources including individuals, foundations, and other relevant organizations. An ability to coordinate effectively with development professionals, university fundraising efforts, and donors.

**Commitment to Diversity, Equity, and Inclusion:** Ability to support a diverse student population, including first-generation and low-income students, in their personal and professional development. A proven champion of diversity and equity who is able to foster an inclusive campus environment.

Leadership Competencies

**Collaborative:** Builds relationships and teams through trust and cultivates engagement. Has the ability to be an effective collaborator with individuals across campus — including faculty, staff, and students — and with stakeholders both internal and external to Emory.

**Student-Centered:** Passionate about students and an undergraduate experience that prepares students for lives of meaning and purpose.

**Energetic and Engaged:** Exhibits a high level of engagement and is a visible and approachable leader whether on or off campus.

**Visionary:** Able to imagine creative programs and initiatives that further enhance Oxford’s approach to a liberal arts education with the ability to adapt as needs evolve and emerge.

**Positive Role Model:** Consistently exhibits ethical leadership for students, faculty, and staff.
The Institution

About Emory University

Emory University is a leading institution of higher education. Located in Atlanta, Georgia, the university has an international reputation for world-renowned scholarship and research, outstanding teaching, and a preeminent medical center that provides students with access to and opportunity for hands-on learning experiences with top medical researchers and scholars. Emory University is among the nation’s top universities and is ranked 22nd by the U.S. News & World Report. Additionally, Emory is recognized as a national leader for campus ethnic diversity, being innovative and enrolling the most international students.

Emory traces its roots to the 1836 founding of Emory College of Oxford, Georgia. Emory was founded during a period of sustained oppression, land dispossession, and forced removal of Muscogee (Creek), Cherokee, and other original peoples from Georgia and the Southeast. Emory owes an immense debt to the Muscogee (Creek), Cherokee, and other original peoples, and their descendants, who have cared for and inhabited these lands, and is taking steps to acknowledge Emory’s past and create opportunities for belonging by recognizing and amplifying Native voices. Asa Candler, founder of The Coca-Cola Company provided a generous gift that included land in Atlanta and Oxford, recently acknowledged by Emory as the former home of the Muscogee Nation, on which Emory could expand. This support transformed Emory College into Emory University and set the university on a path to become recognized as a leading research university. Emory’s programs are rooted in the conviction that education is a strong moral force in both society and the lives of individuals as reflected in the university’s mission “to create, preserve, teach, and apply knowledge in the service of humanity.”

The Emory community is open to all who have a commitment to the highest ideals of intellectual engagement, critical inquiry, and integrity. Emory welcomes a diversity of gender identities, sexual orientations, abilities, disabilities, ethnic, cultural, socioeconomic, religious, national, and international backgrounds, believing the academic and social energy that results from such diversity is essential to advancing knowledge, addressing society’s most pressing issues, and attending to the full spectrum of human needs in service to the common good.

A member of the Association of American Universities (AAU) since 1995, the university benefits from collaboration across its nine undergraduate, graduate, and professional schools. These schools include Emory College of Arts and Sciences, Oxford College, Goizueta Business School, Laney Graduate School, School of Law, School of Medicine, Nell Hodgson Woodruff School of Nursing, Rollins School of Public Health, and Candler School of Theology.

With approximately 15,900 students, including 8,000 undergraduates and 7,000 graduate and professional students, Emory attracts students from every state and more than 110 countries. More than 70% of all students receive financial aid. In a new ranking by U.S. News and World Report, Emory is included in the “Least Debt” list that recognizes schools whose students graduated with the lowest amount of debt.

In recent years, Emory's diversity has expanded with growing populations of international and Native American students. In 2021, U.S. News and World Report ranked Emory #4 in student economic diversity.

The Academic Experience

Emory faculty, staff, and students dedicate themselves to improving lives and strengthening communities through transformational research; the highest-quality undergraduate, graduate, and professional education; health care that improves the lives of patients; and broad civic engagement. The university is
deeply committed to a campus culture in which faculty, staff, and students feel fully welcome and able to bring their whole selves to this shared enterprise.

Undergraduates have two options when they apply to Emory—Emory College of Arts and Sciences or the Oxford College experience where students complete the first two years of the bachelor’s degree in a distinctive, small-campus setting before continuing onto the Atlanta campus in their third year. Both of these colleges champion the liberal arts and humanities as foundational to preparing citizens to navigate the complexities of the twenty-first century.

Emory’s Woodruff Health Sciences Center serves as a health research and teaching arm of Emory University, facilitating close collaboration between the university and Emory Healthcare. The center is comprised of the schools of nursing, public health and medicine, the Emory National Primate Research Center, Emory’s Global Health Institute, the Winship Cancer Institute—a National Cancer Institute–designated center—and Emory Healthcare.

Across all of the schools and campuses, Emory students have received many top academic honors. In the past seven years, Emory students have been awarded 55 Fulbright Fellowships, 32 NCAA Postgraduate Scholarships, eight Goldwater Scholarships, five Schwarzman Scholarships, three Udall Scholarships, two Gates Cambridge Scholarships, two Marshall Scholarships, two Truman Scholarships, two Rhodes Scholarships, and four Beinecke Scholarships. Emory ranks among the top universities of its size in the number of annual Fulbright awards and stands second in NCAA postgraduate scholarships earned by its student athletes.

Emory alumni include a U.S. vice president, a Supreme Court justice, U.S. senators and representatives, governors, university presidents, philanthropists, Pulitzer Prize winners, entrepreneurs, renowned entertainers, and an astronaut. The university’s 153,000 alumni enjoy the benefits of a vibrant worldwide network, facilitated by the Emory Alumni Association.

Emory’s esteemed faculty includes Pulitzer Prize and Lasker Award winners, forty-five members of elite national academies, and two Nobel Laureates, His Holiness the XIV Dalai Lama, and President Jimmy Carter, both of whom serve the university as Distinguished Professors. Demonstrating passion and talent for teaching and research, Emory faculty members draw students deeply into the discovery process and collaboration in seeking creative solutions to the needs of their communities and the world.

**Campus Resources**

Emory University is home to nine world-class libraries and a top art museum. Emory’s library system is ranked in the top 20 of the Association of Research Libraries in North America. Emory’s resources and spaces are expansive and staffed with experts to advance excellence in education and outreach, subject specialties, and technology.

The Robert W. Woodruff Library is home to the Emory Center for Digital Scholarship and the Center for Faculty Development and Excellence as well as internationally renowned special collections. The Stuart A. Rose Manuscript, Archives, and Rare Book Library is Emory’s principal repository for rare and special materials and home to over 250,000 rare books and over 15,000 linear feet of manuscript material—with notable depth in modern literature, African American history and culture, and the history of Georgia and the South.

The Pitts Theology Library contains the third-largest collection of theology and religious materials in the country, including extraordinary holdings in rare books and manuscripts. The Michael C. Carlos Museum is one of the oldest and most revered art museums in Georgia with one of the most comprehensive collections of ancient artwork, including collections from Latin America, Africa, and the Middle East. The museum’s programming is
comprised of lectures, symposia, workshops, and performances that support academic and interdisciplinary inquiry and development.

The Hatchery supports student innovators and entrepreneurs from all Emory schools and covers all stages of innovation from ideation to implementation through coaching and mentoring, project and start-up support, and hands-on learning opportunities.

**Emory in Atlanta**

As an international hub for health care, business, arts, and culture, Emory’s research, academic, and service initiatives meaningfully contribute to the Atlanta community. In 2017, the Atlanta City Council approved the university’s request for official annexation into the City of Atlanta that went into effect in 2018 creating an even stronger connection to the city.

Emory values its location in a dynamic and growing metropolitan area. Metro Atlanta is the ninth-largest and one of the fastest-growing metro areas in the nation. Home to over six million people in 2020, metro Atlanta experienced one of the largest population increases of all metro areas over the last decade. Additionally, metro Atlanta has one of the largest economies in the nation, and is home to 29 of America’s largest corporations, including 16 ranked in the elite Fortune 500, as well as nearly 200 of the nation’s fastest-growing private companies.

Emory is the largest private employer in the Atlanta metropolitan area with more than 41,000 employees—including 5,800 Emory University faculty and 32,500 Emory Healthcare employees who help multiply Emory’s economic impact throughout the region and the state. Emory University strives to provide a welcoming, diverse, and inclusive campus as an essential part of a community of academic excellence.

Innovation and discovery, carried out in a uniquely collaborative, academic community creates strong interdisciplinarity across Emory’s schools and centers and fosters equally productive relationships with key organizational partners in the community, including the Centers for Disease Control and Prevention and Georgia Institute of Technology. Hundreds of research faculty and students collaborate across the institution, in Atlanta, and beyond to solve the critical problems of our time.

For more information on Metro Atlanta, its business community, government, education, and cultural attractions, please visit the Metro Atlanta Chamber of Commerce website at [https://www.metroatlantachamber.com/](https://www.metroatlantachamber.com/).

**Research and Finances**

Emory’s research activities benefit society through discoveries that improve and save lives. During the past five years, Emory's research funding has increased more than 20%, and in fiscal year 2022, Emory faculty generated a record $944 million in research funding awards.

As of June 2022, Emory’s endowment was valued at $9.9 billion; strategic investment funds have enabled a striking upward trajectory that sets a promising path for the future. The university’s strong financial status has helped to sustain resources amid the challenges of COVID-19. Emory’s annual operating budget for 2021 - 2022 was $6.6 billion.

**One Emory**

In 2018, Emory University launched One Emory, a strategic framework designed to strengthen the university’s impact as a powerhouse for groundbreaking research, scholarship, and education. Its pillars underscore that contributions from each of its schools, units and communities are integral to Emory’s identity as a distinctive and preeminent institution, and articulate a university-wide commitment to shared goals. Refreshed and reimagined during the 2022-2023 academic year as “One Emory: Ambition and Heart,” the current framework is built on six pillars:
1. **Faculty Eminence** – fostering a culture that attracts and inspires scholars of the highest order.

2. **Academic Community of Choice** - cultivating a thriving campus and a compelling student experience.

3. **Innovative Scholarship through Creative Expression** - harnessing imagination, and discovery to address 21st-century challenges.

4. **Thriving Health Care, Inventing Cures** - investing in the future of medicine and patient care through Emory’s statewide health care system, cutting edge research and innovation, and education.

5. **Commitment to Our People** - recognizing the vital role of Emory’s workforce and creating an environment where staff can thrive throughout their careers.

6. **Emory + Atlanta: Rich History, Shared Future** - deepening Emory’s connection with Atlanta to develop powerful partnerships and serve communities at the highest level.

One Emory points the way forward for Emory’s future and has been warmly embraced by faculty, staff and students.

**Emory’s Fundraising Campaign**

In the latter part of 2021, Emory launched a historic fundraising campaign named for the year of its two-hundredth anniversary – the 2036 Campaign. The campaign is focused on investing in Emory’s people who will transform Emory from a great university into one without equal. The three core areas of emphasis for the campaign are ensuring students flourish, attracting and retaining eminent faculty, and championing influential research.

For more information on Emory University, please visit the University website at [https://www.emory.edu/](https://www.emory.edu/)

**Leadership**

**Gregory L. Fenves, President**

Gregory L. Fenves was named Emory’s president in 2020. During his first year, he led the university through the challenges of the global pandemic by setting priorities and establishing policies to unite the community, bolster public health, and advance learning, teaching, research, and creative expression—all while charting a course for Emory’s future. He has also focused on diversity, equity, and inclusion, launching a series of university initiatives aimed at strengthening Emory’s commitment to social justice.

Fenves was drawn to Emory by its strengths as an academic community charged with providing a life-changing undergraduate liberal arts education and dynamic graduate and professional programs—all at a world-class research university. He is deeply inspired by the University’s mission to create, preserve, teach, and apply knowledge in the service of humanity.

With a 36-year career in higher education, Fenves has experience at top-tier research universities as a renowned academic researcher and professor as well as an executive leader.

Throughout his career, he has demonstrated a strong commitment to advancing faculty development, interdisciplinary research, diversity and inclusion, and access and affordability—creating greater educational opportunity for talented students of all backgrounds.

Before arriving at Emory in August 2020, Fenves was president of The University of Texas (UT) at Austin from 2015 to 2020. Under his leadership, the University recruited world-class faculty, broadened cross-disciplinary research, raised four-year graduation rates to record levels, built the Dell Medical School, and significantly increased extramural research funding. As
president of one of the largest doctoral-granting universities in the nation, Fenves also elevated graduate education and increased support for graduate students. Prior to becoming president of UT, he was provost of the university and dean of the Cockrell School of Engineering.

Fenves was a faculty member at the University of California at Berkeley (UC Berkeley) for 20 years and served as chair of its No. 1–ranked Department of Civil and Environmental Engineering.

For his groundbreaking research in earthquake engineering and academic leadership, Fenves was elected in 2014 to the National Academy of Engineering, the highest recognition for an engineer in the United States. He earned his undergraduate degree at Cornell University and graduate degrees at UC Berkeley.

**Ravi V. Bellamkonda, Provost and Executive Vice President for Academic Affairs**

Ravi V. Bellamkonda serves as Emory’s provost and executive vice president for academic affairs. He is the chief academic officer of Emory University and is responsible for ensuring the quality of undergraduate, graduate, and professional education and enhancing Emory’s role as an eminent research university through excellence in faculty research, teaching, and scholarship.

Bellamkonda collaborates with members of the Provost Leadership Team and other university leaders to formulate academic priorities and policy, allocate resources appropriately, and oversee the faculty promotion-and-tenure process with assistance from the Tenure and Promotion Advisory Committee. He serves as chair of the Council of Deans, which comprises the leaders of Emory’s nine schools and the Emory Libraries, and as chair of the Ways and Means Committee, which leads the preparation of the university’s annual unrestricted operating budget.

Prior to becoming provost at Emory, Bellamkonda served as dean of the Pratt School of Engineering at Duke University. Previously, he was Wallace H. Coulter Professor and chair of the Department of Biomedical Engineering at Georgia Institute of Technology and Emory University.

A trained bioengineer and neuroscientist, Bellamkonda holds an undergraduate degree in biomedical engineering. His graduate training at Brown University was in biomaterials and medical science (with Patrick Aebischer), and his postdoctoral training at Massachusetts Institute of Technology focused on the molecular mechanisms of axon guidance and neural development (with Jerry Schneider and Sonal Jhaveri).

Bellamkonda is committed to fostering transformative research and pedagogical innovation as well as programs that create an entrepreneurial mindset among faculty and students. His current research explores the interplay of biomaterials and the nervous system for neural interfaces, nerve repair, and brain tumor therapy.

From 2014 to 2016, Bellamkonda served as president of the American Institute for Biological and Medical Engineering, the leading policy and advocacy organization for biomedical engineers, with representation from industry, academia, and government. Bellamkonda’s numerous awards include the Clemson Award for Applied Research from the Society for Biomaterials, EUREKA award from the National Cancer Institute (National Institutes of Health), CAREER award from the National Science Foundation, Lifetime Achievement Award from Ian’s Friends Foundation supporting Pediatric Brain Tumor Research, and Best Professor Award from the Georgia Tech Biomedical Engineering student body.
Nomination and Application Information

Initial screening of applicants will begin immediately and continue until the position is filled. Emory University will be assisted by Ellen Brown Landers, Jackie Zavitz, and Meghan Ashbrook of Heidrick & Struggles, Inc.

Nominations and applications should be directed to:

emoryoxford@heidrick.com

Emory University is dedicated to providing equal opportunities and equal access to all individuals regardless of race, color, religion, ethnic or national origin, gender, genetic information, age, disability, sexual orientation, gender identity, gender expression, and veteran’s status. Emory University does not discriminate in admissions, educational programs, or employment on the basis of any factor stated above or prohibited under applicable law. Students, faculty, and staff are assured of participation in University programs and in the use of facilities without such discrimination. Emory University complies with Executive Order 11246, as amended, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veteran’s Readjustment Assistance Act, and applicable executive orders, federal and state regulations regarding nondiscrimination, equal opportunity and affirmative action. Emory University is committed to achieving a diverse workforce through application of its affirmative action, equal opportunity and nondiscrimination policy in all aspects of employment including recruitment, hiring, promotions, transfers, discipline, terminations, wage and salary administration, benefits, and training. Inquiries regarding this policy should be directed to the Emory University Department of Equity and Inclusion, 201 Dowman Drive, Administration Building, Atlanta, GA 30322. Telephone: 404-727-9867 (V) | 404-712-2049 (TDD).

Emory University is committed to providing reasonable accommodations to qualified individuals with disabilities upon request. To request this document in an alternate format or to request a reasonable accommodation, please contact the Department of Accessibility Services at 404-727-9877 (V) | 404-712-2049 (TDD). Please note that one week advance notice is preferred.