



EST. 1980

## MIDWIVES COLLEGE OF UTAH

M I D W I F I N G M I D W I V E S

The Midwives College of Utah, as an institution of higher education and a community of scholars and midwives, affirms its commitment to eliminating discrimination and discriminatory harassment and providing equal opportunity for all. The incumbent in this job is expected to assist the College in achieving its mission to build midwives of technical expertise, professional excellence, and personal greatness in a distance education platform. MCU's method for building Midwives of Excellence® is to meld professional and leadership education. The Midwives College of Utah (MCU) is a distance-education, direct-entry midwifery program accredited by the US Department of Education through the Midwifery Education Accreditation Council.

**About Us:** MCU offers a flexible **remote work** environment and prides itself on its culture of collaboration. We strive to advance cultural humility, diversity, and inclusivity at MCU and in the midwifery profession.

**Position Title:** Director of BIPOC Midwifery Impact (BMI)

**Summary:** We believe that a diverse community contributes to the vitality and excellence of the educational experience. It is essential that future midwives have exposure to dimensions of diversity that include, but are not limited to, differences in race, ethnicity, religion, age, sexuality, physical abilities, sexual identities, and geography.

The Director of BIPOC Midwifery Impact (BMI) is responsible for direct programming to accelerate student achievement in academics and address the disparities in educational and social outcomes for those who identify as Black, Indigenous, and People of Color at MCU and the greater midwifery community; develop inter-division recommendations, strategies, structures and feedback loops to improve the culture, climate and conditions for MCU students and access midwifery care. BMI supports the institution and the Vice President of Student Success and Institutional Equity as well as partnering with other key stakeholders in

achieving actions and initiatives that are aligned with the Midwives College of Utah's [equity and social justice efforts](#) to decrease evident inequities among underserved communities and ensure that inclusiveness is a habit that is implemented and consistently practiced throughout the institution.

**Position Classification:** Non-Exempt

**Reports to:** Vice President of Student Success & Institutional Equity

**Hours:** 7 hours per week for 2023 (5 hours per week 2024 thereafter, subject to change based on budget allowances)

**Salary/Rate:** **\$27** as per the Employee Agreement

### **Minimum Qualifications**

- Requires any combination of education and experience equivalent to graduation from an accredited college or university with a bachelor's degree in human resources, educational management/leadership, Cultural and/or Ethnic Studies, organizational development, Intercultural Communication, behavioral sciences, or a closely related field
- At least two years of experience leading social justice and/or diversity, equity, and inclusion initiatives at an institutional level
- Demonstrated knowledge of contemporary issues in reproductive justice, midwifery care, and best practices that inform and address the disparity within the U.S. healthcare system
- Demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural, ethnic, and disability backgrounds of college students and employees
- Two years of experience using digital communication, project management technologies, and familiarity with systems such as Google Workspace, Microsoft Office systems, and Dropbox file hosting service
- One year of experience working in a distance or telecommuting work environment

### **Preferred Qualifications**

- Master's degree in human resources, educational management/leadership, Cultural and/or Ethnic Studies, organizational development, Intercultural Communication, behavioral sciences, or a closely related field
- More than two years of progressively responsible experience leading diversity, equity, inclusion initiatives, and reproductive justice issues in America
- At least two years of experience in higher education administration
- Experience with the legal understanding and compliance application of Title VI within a higher education setting
- Demonstrated conflict mediation experience

### **Knowledge, Skills, Abilities, and Characteristics**

- Demonstrate a commitment to social justice, equity, and anti-oppression
- Exhibit the ability to educate, advocate and foster a culture of inclusion at MCU through leadership, collaboration, and influencing skills
- Demonstrate excellent interpersonal and communication skills, including written, oral, listening, and presentation skills
- Demonstrate the ability to work effectively in a fast-paced environment with deadlines and multiple viewpoints
- Exhibit strong analytical skills and the ability to synthesize information and data
- Exhibit knowledge of learning management systems, data systems, Dropbox file hosting service, and all Microsoft Office systems

### **Staff Position Duties and Responsibilities**

- With guidance from the Vice President of Student Success & Institutional Equity, develops the vision, goals and structure for the academic (graduate and undergraduate) program's initiatives that will assist students of color and other traditionally classified vulnerable populations graduate, including passing the North American Registry of Midwives (NARM) exam.
- Will assist in the development and ensure effective implementation of short-term and long-term plans with annual benchmarks and goals to achieve the vision of the BMI program.
- In partnership with the Vice President of Academic Affairs, develop and modify techniques and formats to evaluate current academic program effectiveness and to

- determine the need for modification and/or new academic program development
- Plans, organizes, administers, reviews and evaluates the work of the BMI staff in the assigned areas of responsibility; recommends selection of staff; trains staff and provides for their professional development; administers discipline as required.
- Partner with the JEDO Director, as well as other key stakeholders, for staff support, accountability and continuous improvement as it pertains to BIPOC achievement.
- Supports and co-leads with the JEDO Director, Vice President of Academic Affairs, Department Chairs, and other key MCU stakeholders in the development of institutional professional development strategies to improve outcomes for BIPOC undergraduate and graduate students.
- Help support funding opportunities and develop requests for proposals to support the implementation of the vision of the program.
- Develop strategic plans that address academic gaps and student engagement in partnership with the Director of Student Services and Advising, JEDO Director, and House Mentors.
- Maintain absolute confidentiality of student-related issues, records and other MCU information.

### **About the College**

MCU is a distance-education, direct-entry midwifery program accredited by the US Department of Education through the Midwifery Education Accreditation Council and approved for Title IV funding.

The MCU distance education curriculum and locally based clinical placement are firmly grounded in the unique and profound power of the Midwives Model of Care™ as a primary pathway for improving outcomes and eliminating disparities for families during the childbearing year. MCU fulfills its mission by meeting the following institutional goals:

- offering a bachelor's degree to prepare individuals for career opportunities to practice as a direct-entry midwife who provides primary care to birthing families;
- offering a master's degree to prepare individuals to be midwifery leaders in the maternity care landscape;
- providing curriculum core competencies and student support services that provide opportunities to acquire knowledge, skills, and philosophical approaches compatible to the practice of midwifery informed by complementary and alternative medicine and **evidence-based** education organized within five broad, interrelated categories:
  - Specialized Knowledge
  - Broad and Integrative Knowledge
  - Intellectual Skills
  - Applied and Collaborative Learning
  - Civic and Global Learning; nurturing a culture of collaboration as we continually strive to advance cultural humility, diversity, and inclusivity at MCU and in the midwifery profession;
- creating opportunities for students to effect global social change through developing and applying leadership skills.

**Midwives College of Utah is guided by a social justice and equity framework.** We are a committed ally to all underrepresented individuals and families who seek access to midwifery care or who strive to become midwifery providers within their communities. Through collaboration and humble listening, we will continually strive to remove existing barriers to recruitment, retention, support, and success at

MCU and advance our program and profession in achieving inclusivity, cultural humility, and health equity. In doing so, we hope to broaden the reach and benefits of midwifery care for all families and effect widespread social change in the midwifery profession. Please read the following documents to learn more about our commitments to health equity, anti-oppression, and culturally safe care:

[Equity & Social Justice Position Statement](#)

[Equity and Social Justice Agenda, Actions & Initiatives](#)

**Non-Discrimination Policy**

The Midwives College of Utah, as an institution of higher education and as a community of scholars and midwives, affirms its commitment to **eliminating** discrimination and discriminatory harassment. MCU is committed to providing equal opportunity and **access** and complying with all applicable federal and state of Utah laws and regulations and MCU's [Non-discrimination Policy](#).