Associate to the President/Assistant Vice President for Diversity, Access and Inclusion

Reporting to the President, the Associate to the President/Assistant Vice President of Academic Affairs for Diversity, Access and Inclusion provides leadership in developing and implementing policies, programs and efforts to enhance access, inclusion and retention of a diverse student body, faculty and staff for the University of Nebraska. Particular emphasis shall be given to leading the assessment of high-impact strategies, programs and activities to promote diversity, access and inclusion across the university in the three mission areas of teaching, research and service.

Specific Activities:
Oversee the preparation and communication of periodic reports on the status and progress of university initiatives; monitor and communicate national trends and the development of laws, policies, and regulations affecting diversity and equity in higher education; develop and maintains a process to address both formal and informal complaints of unequal or disparate treatment received from internal and external sources, and identify any significant trends or patterns which may be systemic in nature; foster collaborative relationships among the diversity officers across the University of Nebraska; assist the university campuses with funding from major foundations and federal agencies to support diversity and inclusion program development; and interact with the NU P-16 initiative and the Assistant Vice President for University P-16 Initiatives (programs designed to help students succeed from preschool through college).

Required Qualifications:
Master’s degree, doctorate or terminal degree preferred, and ten years of experience in higher education and/or training, to include at least five years of supervisory experience. A record of improving sustained organizational diversity and inclusion. Evidence of leadership to enlist and mobilize persons and organizations with varying backgrounds and missions to increase diversity and inclusiveness at a large organization.

Preferred and Desired Attributes:
Able to envision and conceptualize the diversity mission of a higher education system through a broad and inclusive definition of diversity; understands and is able to articulate the importance of equity, inclusion and diversity to the broader educational mission of a university system; understands the contexts, cultures and politics within higher education that impact the implementation and management of effective diversity change efforts; understands and is able to articulate the range of evidence for the education benefits that accrue to students through diversity, access, inclusion, and equity in higher education; understands how curriculum development and instructional programming efforts may be used to advance the diversity, access, and inclusion mission of higher education institutions; possesses the procedural knowledge for responding to bias incidents when they occur on university campuses; Familiar with how institutional data can be used to benchmark and promote accountability for the diversity, access, and inclusion missions of higher education institutions; understands the application of campus
climate research in the development and advancement of a positive and inclusive campus climate for diversity; Generally understands the potential barriers faculty face in the promotion and continuous (tenure) appointment process in the context of diversity-related professional activities (e.g., teaching, research, service); conversant in current and historical issues associated with nondiscrimination, access, and equity in higher education; awareness and an understanding of the various laws, regulations, and policies related to equity and diversity in higher education.

**Application Procedure:** Apply to the position listed at https://careers.nebraska.edu with an applicant profile and attach a letter of application addressing the professional attributes mentioned above, a current resume and/or curriculum vitae, and the names, addresses and telephone numbers of three professional references. Review of applications will begin on February 15, 2016, and continue until the position is filled. If you need an accommodation in order to apply, please call 472-3701.

Nominations: Send nomination and application information to: crobertus@nebraska.edu

The University of Nebraska is an Affirmative Action/Equal Employment Opportunity employer. For additional information on the University of Nebraska visit: www.nebraska.edu