



Vice President for Diversity, Equity and Inclusion / Chief Diversity Officer

Position #999888

Kent State University's eight-campus system, one of the largest regional systems in the country, serves both the development of a true living/learning approach at the Kent Campus and regional needs on seven other campuses throughout Northeast Ohio. In 2010, Kent State University will celebrate 100 years of changing lives and serving as a vital resource for Ohio and beyond.

Basic Function: To serve as the senior administrative officer responsible for the executive leadership and management of Kent State University's diversity and inclusion programs, including the offices of diversity, affirmative action/equal opportunity, student multicultural center, women's resource center, and a number of pre-college programs. Lead strategic diversity planning for the university and ensure successful implementation of diversity, equity and inclusion initiatives, programs, and projects.

Description:

- Work in partnership with the university president and senior leadership in advancing diversity, equal opportunity, and inclusion as integral components of Kent State's excellence agenda.
- Lead a team of administrative and professional staff, oversee an annual budget and manage departmental responsibilities for the offices of affirmative action/equal opportunity, the student multicultural center, the women's resource center, and a number of pre-college programs.
- Implement, evaluate and refine the university's diversity strategic plan and provide leadership, counsel, information, and advocacy for all units and aspects of Kent State University to achieve defined goals and measure success in increasing diversity and inclusion and ensuring educational and employment equity.
- Provide periodic reports as necessary, including the preparation of an annual report to the President and Board of Trustees and an annual plan regarding current and future diversity and inclusion initiatives.
- Suggest and implement policies, programs, practices, and resources needed to foster inclusiveness, diversity, and a welcoming community for faculty, staff, students, alumni, visitors and others; Serve as a resource to improve diversity recruitment and retention efforts for faculty, staff and Students.
- Assist the President by chairing, convening and/or serving on various campus and community committees, task forces, councils (e.g., Serve as a member of the President's Cabinet; lead the University Diversity Advisory Council; represent the division on appropriate university bodies, committees, councils).
- Serve as the university's chief spokesperson for issues related to diversity, equity and inclusion; Work collaboratively with the faculty and staff to expand cultural competencies and bring about a greater understanding and valuing of differences in people across the Kent State community.
- Oversee the development and execution of diversity training programs to assist managers in understanding differences and in leading others in ways that maximizes their contributions to diversity, equal opportunity and inclusion at the university.
- Build, support and sustain strategic partnerships with diverse populations, communities, and schools to enhance the goals and objectives of diversity and inclusion at Kent State, across Northeast Ohio, throughout Ohio, and nationally.
- Encourage and support positive interactions between and among diverse populations; Seek diversity-related funding through private, local, state and federal sources.

Requirements:

- Advanced degree; with at least five years of progressively responsible experience in diversity and inclusion efforts; superb interpersonal, organizational, and communication skills; demonstrated ability to build and lead effective, diverse management teams.
- Demonstrated record of successful leadership with multi-tasking complex issues and projects is required.

- Experience in hiring and effective management including mentoring and developing staff is required.
- Demonstrated strategic insight with the ability to conceptualize organizational issues and develop strategic plans at all levels of the university is required; Experience in higher education is preferred.
- A faculty appointment may be available to the individual possessing appropriate qualifications and credentials.
- Knowledge and understanding of the academy and an appreciation of the multitude of academic disciplines and programs represented at Kent State; strategic planning; budgeting; university structure; and personal computer applications.
- Demonstrated passion and commitment to promote the importance of the mission of the university, embrace its values, and model dedication to the pursuit of academic and organizational excellence locally, statewide, nationally and internationally.
- Demonstrated skill in developing and implementing goals, objectives and policies; Highly developed skill in written, oral and interpersonal communications.
- Demonstrated triage, multi-tasking skills involving complex problem resolution and the ability to identify and develop solutions to a variety of issues in a timely manner and to persevere to successful conclusion when confronted with many simultaneous responsibilities.
- Ability to provide leadership and direction with demonstrated team building skills; Demonstrated ability to lead the design and execution of a proactive and effective diversity agenda.
- Demonstrated ability to lead the design and execution of a proactive and effective diversity agenda; Evidence of a commitment to diversity through active engagement in initiatives which promote equal opportunity and widening participation; Significant strategic and tactical leadership experience in the diversity arena, including the ability to effectively articulate goals and objectives and use quantifiable benchmarks for monitoring and evaluating progress.
- Documented record as an innovative, high-energy leader with exceptional judgment and high standards for personal and professional excellence, honesty, and integrity; Demonstrated track record of success working with people who have diverse backgrounds, world views and perspectives; Thorough understanding of, and specific experience with, issues and trends in the legal and social aspects of diversity, equal opportunity and inclusion issues.
- Possess an open, collaborative leadership style that promotes partnerships and builds trust and strong relationships across constituencies; Exhibit an appreciation of shared governance.; Proven capacity to recruit, retain and mentor staff talent to achieve optimal results.

For more information contact Dr. Charlene Reed at (330) 672-2210 / creed2@kent.edu

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Kent State University offers a competitive total compensation package with benefits aimed at a successful work/life balance.



- Medical / Dental
- Retirement
- Tuition Waiver
- Voluntary LTD
- Life / Accidental Death Ins.
- Vision Coverage
- Prescription Drug Coverage
- Vacation & Sick time

“Kent State University is committed to the creation and nurturing of a diverse community of individuals who demonstrate inclusive excellence. Diversity involves recognizing the value of differences and the inclusion of all members of the community including those that experience discrimination or under representation. This is a core value of the organization as we strive for a culturally diverse student body, faculty and staff that reflect the multicultural nature of Ohio, the nation, and our world and bring unique strengths and abilities which contribute to our pursuit of Excellence in Action.”

