

Chief Diversity Officer/EEO-AA Director
Chancellor's Office: EEO/AA

JOB #0902082

FULL TIME; CAREER

Full Salary Range: \$79,800-\$143,500/annually. Salary commensurate with qualifications and experience.

UCSC strives to embrace diversity in all its forms; it strives to be an inclusive community that fosters an open, enlightened & productive environment.

Representing the Chancellor, the Chief Diversity Officer/EEO-AA Director (CDO) is the point person for all diversity-related matters and efforts, at all levels, for the University of California, Santa Cruz (UCSC).(1) Both UCSC's Vision Statement (2) and Six Goals for 2008-09 (3) include diversity as an important component.

The CDO raises the visibility and enhances institutional diversity efforts; clarifies goals and assesses progress; and provides expertise on issues of access, equity, diversity, and inclusion. The CDO develops and promotes campus cultural events, celebrations, educational programs, and intellectual forums and dialogues that value and promote diversity. Working with an advisory committee, the CDO also provides leadership in developing assessments or surveys on campus climate. In addition, the CDO works to increase the representation (recruitment) and improve the success (retention) of staff, academic employees, students, and faculty members from all segments of society so that UCSC can truly reflect diversity in all its forms.

The CDO also serves as the EEO-AA Director overseeing the work of the EEO-AA office. The mission of the EEO-AA office is to promote a positive and inclusive climate for diversity and to ensure that faculty and staff employment policies and practices comply with all federal, state, and University requirements for equal employment opportunity, nondiscrimination, and affirmative action. In addition, the CDO also serves as the campus Affirmative Action Officer and ADA Compliance Officer for Employment. The EEO-AA office has 3.84 FTEs, including an Assistant Director, and an annual budget of approximately \$331,000.

Combining the authority and the autonomy of a CDO with the staff, expertise, and resources of the EEO-AA office, the CDO is expected to build and maintain coordination for all diversity-related work, encourage collaborations

across campus, and leverage resources (both internal and external) whenever possible.

(1) Diversity as defined by the statement adopted by the UC Academic Senate and endorsed by UC President Dynes, (May/June 2006), UC Regents Study Group on University Diversity (September 2007), and UC Staff Diversity Council (April 2008):
<http://www.ucop.edu/ucophome/coordrev/policy/PP063006DiversityStatement.pdf>.

(2) UC Santa Cruz strives to serve California as a top-ranked research university and the leading university for the education of students -- fostering a culture of excellence, inquiry, creativity, diversity, and public service in developing solutions to the world's most critical challenges.

(3) Reflect in our faculty, staff, and students the diversity of California's population and cultures.

Qualifications include:

Demonstrated significant achievements in diversity-related work.

Demonstrated skill leading and collaborating with others, including executive management, on diversity-related development efforts to change organizations.

Knowledge of history and understanding of dynamics of race/ethnicity, sex/gender, sexual orientation, disability, age, economic class, etc. in the United States and in higher education.

Demonstrated ability to work cooperatively and effectively within a large institution and to communicate and interact effectively with diverse campus constituencies (students, staff and faculty) and federal, state, and local agencies to effectively accomplish CDO and EEO-AA missions.

Strong analytical skills, including ability to work with qualitative and quantitative data.

Position is open until filled; Initial Review Date: 04-19-2009

APPLICANTS ARE REQUIRED TO USE THE UCSC ON-LINE PROCESS

View full job description and access on-line application:

<https://jobs.ucsc.edu/applicants/Central?quickFind=63866>

To ensure review of application materials by the hiring unit they must be submitted electronically via the Staff Employment Opportunities web site (<http://jobs.ucsc.edu>) on or before the initial review date. Computers are available at the UCSC Staff Human Resources office located at 2901 Mission St. Extension, Ste B, Santa Cruz. For further information or to request disability accommodation call 831/459-2009. Hearing impaired are encouraged to use the California Relay Service (800) 735-2922. The University of California, Santa Cruz is an Equal Opportunity Employer.