Position Announcement

Oregon State University
Vice President and Chief Diversity Officer

Oregon State University (OSU), Oregon’s land-grant and premier research university and the state’s only institution to hold both the Carnegie Foundation’s top designation for research institutions and its prestigious Community Engagement classification, invites inquiries, nominations, and applications for the inaugural position of Vice President and Chief Diversity Officer.

OSU recognizes that diversity and inclusion are crucial to its pursuit of excellence in teaching, research, and public service. The University is actively engaged in building a more diverse and inclusive educational environment at its main campus in Corvallis, its branch campus in Bend, its marine science center in Newport, and its agricultural experiment stations and county extension offices throughout Oregon. OSU has re-envisioned and reorganized many of its administrative offices working in the areas of diversity, inclusion, social justice, equal opportunity, and access so that each office can better focus on its mission and goals. As part of these efforts, OSU has established three new positions—Special Assistant to the President for Community Diversity Relations, Vice President and Chief Diversity Officer, and Executive Director of the Office of Equal Opportunity and Access—which, through collaboration, partnership, and action, will work to create a University community characterized in all it does by a central commitment to diversity, equity, inclusion, and social justice.

Reporting to the President and serving on the President’s Cabinet and the Provost’s Council, the Vice President and Chief Diversity Officer (VPCDO) is the senior official responsible for University objectives related to institutional diversity, equity, and inclusion for all OSU campuses, extension offices, experiment stations, and centers. The VPCDO will organize and lead an infrastructure to facilitate internal and external community engagement, develop partnerships to bring about transformational change, and identify and support target areas to maximize the University’s impact locally, regionally, and nationally. The VPCDO will work with and advise the President, Provost and Executive Vice President, Vice Presidents, Vice Provosts, Deans, Board of Trustees, and other University leaders to foster a vision for advancing institutional goals and to nurture an inclusive culture. The VPCDO will lead and further develop the Office of Institutional Diversity and will collaborate with the Special Assistant to the President for Community Diversity Relations, the Executive Director of the Office of Equal Opportunity and Access, and the Leadership Council for Equity, Inclusion, and Social Justice.

The VPCDO’s broad areas of focus include high-level leadership of overarching diversity goals, objectives, and strategies involving students, faculty, staff, alumni, internal and external partners, and volunteers; strategic planning; education and research; community relations and outreach; communications; campus climate issues; and policy development. Key responsibilities include:

- developing and implementing an institutional diversity strategic plan;
- assisting senior leaders in developing systems of accountability for reaching diversity goals and objectives;
- creating reporting mechanisms to ensure that unit diversity plans and initiatives are aligned with the University’s overarching diversity goals, objectives, and strategies;
- recommending criteria to guide the University’s allocation of resources and strategic investments in support of institutional and unit diversity plans and initiatives;
- conducting campus climate studies, demographic studies, and policy analyses;
overseeing OSU’s bias response team and protocols;

supporting academic administrators and faculty in the development of equitable and inclusive curricula, courses, and teaching practices;

partnering with various units to develop comprehensive strategies for recruiting and retaining diverse students, faculty, and staff; and

creating and expanding opportunities to encourage student dialogue, engage marginalized and underserved populations, promote cultural competence across all constituencies, and affirm and celebrate the University’s commitment to diversity and inclusive excellence.

Oregon State University seeks candidates whose education, perspectives, and personal and professional experiences have together prepared them to serve as an effective and collaborative leader of the University’s efforts to create a more diverse, equitable, and inclusive environment. Minimum requirements include a Ph.D. or other terminal degree, though exceptional candidates with a master’s degree and substantial experience will be considered; at least five years of experience leading diversity and inclusion initiatives and achieving successful outcomes within a complex academic environment or mission-driven organization; superior communication and interpersonal skills; proven ability to engage underrepresented populations, bridge differences through dialogue, and promote cultural competence across all constituencies; and demonstrated ability to facilitate partnerships and mobilize leaders from diverse institutional and community sectors to build and sustain a diverse and inclusive culture.

Preferred qualifications include an excellent command of contemporary diversity, equity, and inclusion concepts, issues, and best practices in higher education; successful experience leading large-scale change within a complex, decentralized organization; and experience with external relations, strategic communications, fundraising, and development. Candidates with appropriate academic credentials, faculty status, and/or teaching experience may qualify for an academic faculty position in one of the colleges or programs within the University (tenure is negotiable commensurate with Oregon State University policies and guidelines).

Oregon State University has retained Spelman Johnson to assist with this search. Review of applications will begin December 9, 2016 and will continue until the position is filled. A resume with an accompanying cover letter may be submitted via the Spelman Johnson website at www.spelmanjohnson.com/open-positions. Confidential inquiries and nominations should be directed to James M. Norfleet at jmn@spelmanjohnson.com. Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895.

This position is designated a critical, security-sensitive position; therefore, the incumbent must successfully complete a criminal background check and be deemed fit for duty at placement and while serving in the position.

Spelman Johnson
Oregon State University – Vice President and Chief Diversity Officer
James M. Norfleet, Search Associate

Visit the Oregon State University website at www.oregonstate.edu

OSU commits to inclusive excellence by advancing equity and diversity in all that we do. We are an Affirmative Action/Equal Opportunity employer, and particularly encourage applications from members of historically underrepresented racial/ethnic groups, women, individuals with disabilities, veterans, LGBTQ community members, and others who demonstrate the ability to help us achieve our vision of a diverse and inclusive community.