



Senior Vice Chancellor For Diversity, Equity, and Inclusion

Department: 10001 - Office of the Chancellor

Requisition Number: 28803

Location: Boulder, Colorado

Employment Group: University Staff

Schedule: Full-Time

Posting Date: 02/05/2021

Posting Close Date: 03/04/2021

Job Summary

The University of Colorado Boulder encourages nominations and applications for the inaugural position of **Senior Vice Chancellor for Diversity, Equity, and Inclusion**. This executive position reports to Chancellor Phillip DiStefano and will work directly with the Chancellor, Executive Vice Chancellor for Academic Affairs and Provost, and the Executive Vice Chancellor and Chief Operating Officer to set the strategic direction for diversity, equity and inclusion at the university, bringing expertise in organizational leadership and an excellent command of diversity issues as they pertain to higher education.

Who We Are

The University of Colorado Boulder is a comprehensive public doctoral Research University, a member of the Association of American Universities, and classified as an R1 University. The university has nine schools and colleges offering over 150 academic programs and enrolling 35,000 degree-seeking undergraduate and graduate students.

Diversity and inclusion efforts have been continuously underway on the CU Boulder campus since the early 1970s, slowly and consistently having a positive impact on the academic success of students. Diversity-oriented programs have grown in both size and capacity over the decades, and initiatives that we now know as the CU LEAD alliance, the Pre-Collegiate Development Program, the Colorado Diversity Initiative, and the Center for Inclusion and Social Change all stem from a rich legacy of dedication to academic success for students from historically underrepresented communities. Due in large part to these programs, the student body of CU Boulder has become increasingly more diverse over time.

The University of Colorado Boulder's vision is to be a leader in addressing the humanitarian, social, and technological challenges of the 21st century. To realize our Strategic Imperatives to Shape Tomorrow's Leaders, Be the Top University for Innovation, and Positively Impact Humanity, we recognize that in all our actions, we must be committed to diversity, equity, and inclusion (DEI). This quality defines our passion for being at the forefront of change for a more sustainable and understanding world. We have undertaken programming towards making excellence inclusive at the University, in the following areas:

- Student Access and Community Partnerships
- Enrollment, Student Retention, Graduation, and Achievement;
- Campus Climate and Community Engagement; and
- The Inclusion, Diversity, and Excellence in Academics (IDEA) Plan.

The shared aspirations guiding our activities and efforts are for the University to exemplify excellence through diversity by:

- Creating an inclusive environment on campus and in the surrounding communities;
- Deepening our ability to share and to engage with varied perspectives; and
- Maximizing the success and inclusion of all students, staff, and faculty.

In 2020-21, overall the representation of BIPOC students (BIPOC – Black, Indigenous,

People of Color including African American, African, Black, Native American, Alaskan Native, Native Hawaiian, Pacific Islander, Asian, Latinx, and two or more races when one or more of these identities is incorporated in this list) for the undergraduate student population was 27.6%, an increase from 18% ten years ago. Among the in-state undergraduate students, 22% were Pell grant recipients, and 22% were first generation (the first in their families to enroll in college). The proportion of BIPOC students in the first year class was 28.6% in fall 2020. The enrollment of graduate BIPOC students grew to 19.2% of the total graduate enrollment in fall 2020.

More information about CU Boulder's diversity efforts and progress are available in the [University of Colorado 2019-20 Diversity Report](#).

What Your Key Responsibilities Will Be

The Senior Vice Chancellor for Diversity, Equity, and Inclusion is responsible for leading the efforts to create a culture and climate that support inclusion. This position will be a thought partner on DEI initiatives and serve as part of CU Boulder's executive leadership team.

This role will lead, honor, and make progress towards the [IDEA Plan](#) vision for diversity, equity, and inclusion at the University of Colorado Boulder based on a broad definition of diversity as well as protected class, which includes but is not limited to: race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, political affiliation, or political philosophy. This leader will have proven experience influencing and advancing diversity and inclusion using a relational and collaborative approach with campus and community partners. This role is expected to help lead campus-wide efforts that challenge traditional cultural norms and help to move the campus to a safe, successful, and inclusive climate.

KEY RESPONSIBILITIES:

- Work with the Chancellor and leadership (University Executive Leadership Team, Council of Deans, and Shared Governance Leaders) to lead organizational change to ensure progress on the IDEA plan, and move us closer to our vision for inclusion.
- Support the Chancellor on developing and moving forward major institutional initiatives, including philanthropic, academic, financial, communication, enrollment, administrative, and athletic initiatives, to ensure diversity, equity, and inclusion are well-represented within these initiatives, setting vision, goals, and strategies.
- Advise the Chancellor and senior executives on, and then have responsibility for the allocation of DEI investments; understand and implement strategies to maximize investments, and recommend structural changes as appropriate.
- Engage with students, faculty, and staff, executive leaders, the Boulder Faculty Assembly, the undergraduate and graduate student government groups, Staff Council, and external partners in conversations to advance diversity on our campus.
- Serve as the lead executive responsible for representing DEI efforts to internal and external partners; regularly solicit, analyze and synthesize this input for the Chancellor and the leadership team.
- Define the scope and core characteristics of the culture change needed to ensure inclusion. Lead change and conduct an evaluation of the commitment of leadership and resources required for success.
- Engage and collaborate with CU Boulder's [IDEA Plan](#) through the IDEA Council to champion efforts including but not limited to, advocating for and allocating resources; soliciting and reviewing progress reports; ensuring regular and relevant communications about the IDEA Council and its work.
- Coordinate with and assist the IDEA Council in their assessment and gap analysis of diversity, equity and inclusion efforts by providing guidance on the design and analysis of assessment measures, identification of characteristics of the most successful DEI efforts nationwide, and how the university currently performs against these ideal approaches.
- Participate in the development of the Chancellor's communication plan ensuring

DEI issues important to the Chancellor are integrated into that communication plan.

- Collaborate with campus resources to lead external communications to build partnerships, serve as a spokesperson to a wide range of audiences and collaborate with external partners, including members of the state legislature, donors, alumni, and community – based organizations.
- Develop, publish, and assess metrics and use reporting to advise executive leadership on strengths, weaknesses, and opportunities of programs and units to scale, modify, or close certain programs.
- Partner with the chief diversity officer for the University of Colorado System to develop and coordinate diversity efforts between the campus and system office as appropriate.
- Work closely with Student Affairs, Faculty Affairs, Human Resources, the Office of Institutional Equity and Compliance, and the Office of Diversity, Equity, and Community Engagement on existing and new student, faculty, and staff DEI infrastructure.
- Engage and collaborate with campus programs focused on DEI work.
- Understand the various laws, regulations, and policies related to equity and diversity in higher education.
- Represent the university at various community, civic, and professional meetings and conferences.
- Identify needs, build, and lead a team with emphasis on supporting this position and the collaboration necessary to meet the goals of this role and the University of Colorado Boulder campus.

Idea Plan & Idea Council:

- The CU Boulder [IDEA Plan](#) includes three goal areas of growth (Campus Climate, Infrastructure, and Leadership) and the following five action areas:
- Cultivate success for a diverse undergraduate and graduate student body with new financial resources and programming;
- Learn and lead effective efforts to attract and retain a diverse faculty and staff;
- Increase financial resources and incentives to undertake diversity and inclusion work;
- Move accountability for diversity and inclusion from the periphery to core institutional functioning;
- Build institutional infrastructures and human capacity to implement the plan.

The IDEA Council, formed as a part of the IDEA Plan, is a representative body composed of students, staff, and faculty that is charged with prioritizing the recommendations outlined in the IDEA Plan. The Council serves as the advisory body to various CU Boulder campus units and executive leadership on matters of diversity, equity, and community engagement in order to implement the IDEA Plan.

The Senior Vice Chancellor for Diversity, Equity, and Inclusion will work closely with the IDEA Council on the implementation of the IDEA Plan.

What We Can Offer

- Annual Salary Range: \$207,000-\$259,000. Relocation may be available.

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What We Require

- A Graduate Degree or equivalent combination of education and experience.
- 7+ years of progressively responsible leadership experience, including strategic responsibility for activities related to diversity, equity, and inclusion.
- Prior supervisory experience leading and managing a team with emphasis on coaching and mentoring.

What You Will Need

- Excellent command of diversity issues as they pertain to higher education, including issues related to students, faculty, and staff. In-depth knowledge of

shared governance, legal and compliance obligations, and collaboration through decentralized environments.

- Well-versed in how to handle intersectionality and the complexities of race, gender, power, communication, and critical feedback for university leaders.
- Skilled in fostering a learning environment so that when mistakes are made there is space for compassion and generosity in crucial conversations.
- Possess a deep understanding of DEI issues within higher education and well-versed in current research and scholarship.
- Ability to guide leaders in understanding and addressing critical feedback and skepticism while engaging the university community as they strive to cultivate positive change.
- Ability to navigate the tensions that may arise between faculty, staff, and students who are anxious for immediate change.
- Proven skills with collecting and using data to assess programs and increase shared accountability.
- Demonstrated cross-cultural competencies, including emotional intelligence, influencing skills, and the ability to engage and build relations with university constituencies and underrepresented communities.
- Evidence of excellent judgment and the ability to understand nuance.
- Ability to navigate politically charged situations to resolve problems, build consensus, and reconcile competing interests.
- Forward-thinking, strategic active listener who can mediate diverse opinions to address shared needs.
- Initiative and ability to be a regional and/or national leader in diversity and inclusion working in higher education.
- Experience with assessment, strategic planning and implementation.
- Knowledge of how various forms of institutional data are used to benchmark and promote accountability for the diversity mission of higher education institutions.
- Knowledge of campus climate research in the development and advancement of a positive and inclusive campus climate for diversity.
- Familiarity with recruitment, retention and issues/conditions that impact traditionally underrepresented students in higher education.

Special Application Instructions

To apply, please submit the following materials:

1. A current resume.
2. A cover letter that specifically addresses how your background and experience align with the requirements, qualifications, and responsibilities of the position.
3. Please submit a short essay (no more than 1 page) on how your work experience demonstrates a commitment to diversity and inclusion. Examples might include what the role of a Senior VC of DEI is on a college campus, efforts to improve access to higher education for underrepresented individuals or groups, or other contributions to underrepresented communities.

You will not be asked to upload references at this time.

Please apply by March 4, 2021, for consideration.

Note: Application materials will not be accepted via email. For consideration, applications must be submitted through [CU Boulder Jobs](#).

Posting Contact Name: Boulder Campus Human Resources

Posting Contact Email: Recruiting@colorado.edu

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