

Eastern Illinois University

Position Announcement

Chief/Senior Diversity and Inclusion Officer

Eastern Illinois University seeks an experienced leader and change agent for the inaugural position of Senior Diversity and Inclusion Officer. The SDIO reports directly to the President and serves on the President's Council. The SDIO is responsible to direct and manage all programs and initiatives that fall under Diversity, Equity and Inclusion including strategic planning, staffing, budgeting, and programing. It is essential the incumbent understands the importance of an equitable and inclusive campus culture and climate, most immediately through advancing the university's Quality Initiative Strategic Plan for Diversifying Faculty and Staff at Eastern and will strategically align current DEI initiatives for maximum impact and continuity.

The Senior Diversity Officer will bring to light the best practices for creating a more inclusive campus for students, faculty, and staff through collaborative DEI efforts. The incumbent will work to remove barriers to support an inclusive and safe campus environment through careful attention to new and modification of existing policies, monitoring of their implementation, and assessment of their effectiveness. The SDIO will unify stakeholders from across campus around a core DEI and anti-racist vision in order to make a difference in the sense of belonging for all members of this close-knit academic community.

Requires evening and weekend commitments.

Typical Responsibilities:

1. Create and implement core competencies for Campus wide diversity efforts and coordinate DEI efforts across campus.
2. Create and implement a campus wide strategic plan to support Diversity, Equity and Inclusion efforts (including student safety and development).
3. Establish metrics and a system of accountability for DEI efforts on campus and support assessing the current campus climate.
4. Serve as a strategic advisor to the President, and President's Council on issues related to diversity, equity and inclusion.
5. Serve as an advocate for equity and inclusion on campus and ambassador both on and off campus for diversification of the campus community.
6. Use knowledge of external trends and best practices to promote education, research, and accountability as fundamental tools for effecting DEI change.
7. Collaborate with campus units to create and facilitate training opportunities for the campus community to engage in cultural conversations, self-exploration and intentional practices, including formal training for faculty, staff, and administrators to serve as advocates for equity-mindedness.
8. Collaborate with the office of Admissions, Graduate School and other campus departments to establish strategies for student recruitment and retention.

9. Provide consultation to senior administrators, deans, chairs, and directors on designing and implementing unit-wide and institution-wide objectives related to diversity, equity, and inclusion.
10. Assist in research, development, and implementation of strategies to measure the success of institution-wide progress on creating a diverse and equitable work and learning environment.
11. Establish and enhance training and professional development including but not limited to, curricular initiatives, speaker series, faculty training and development, and recruitment and retention of faculty.
12. Perform other duties as assigned.

Requirements:

1. Advanced degree (master's or doctorate) in a field appropriate to lead DEI efforts in higher education.
2. A minimum of 5 years of progressive experience focusing on Diversity, Equity, and Inclusion work.
3. Excellent interpersonal and communication skills, including written, oral, listening and presentation skills.
4. Visionary leadership skills to successfully educate and engage with a broad constituency.
5. Experience in identifying a need, and building a training or curriculum to address the knowledge gap.
6. Demonstrated understanding of, and support for, key principles in DEI training including critical race theory, feminism, queer theory, privilege, protected classes, micro-aggressions, cognitive empathy, nonviolent communications and unconscious bias.
7. Knowledge and understanding of federal, state, and local equal employment opportunity laws and regulations.
8. Effective conflict resolution skills needed to navigate situations with a focus on resolution, consensus building, and reconciliation for competing interests.

Review of application materials begins on February 18, 2022, and will continue until the position is filled. Applications should include a letter describing the candidate's interest in and qualifications for the position, a curriculum vitae, and the names, addresses (including e-mail), and telephone numbers for at least three professional references. All applications must be submitted through Interfolio at <http://apply.interfolio.com/101286>.

For information about Eastern Illinois University, visit www.eiu.edu. For questions regarding this search, please contact Dr. Barbara Bonnekessen, Search Committee Chair, at bbonnekessen@eiu.edu.

The University and Community: Eastern Illinois University takes pride in creating a warm, welcome environment for all faculty, staff and students. Established in 1895, EIU boasts a rich, 125-year tradition of preparing students for their personal and professional goals. A traditional regional residential institution, EIU offers a superior education at a relatively low cost while consistently earning high rankings and distinctions for its affordability, academic program quality, career placement rates, campus safety, online degree options, student support, and sustainability initiatives. EIU focuses on individualized attention and superior student relationships, and has earned

recognition as the highest-ranking independent public regional university in Illinois and a place among the Midwest's top public regional universities according to U.S. News and World Report. EIU hosts more than 175 student organizations on campus, and offers a variety of cultural events, NCAA Division I athletics, and active research opportunities for its students to enjoy and to thrive. EIU has become recognized for providing the resources of a large institution while creating the kinds of individual relationships that support student and alumni success.

Eastern Illinois University is located in Charleston, Illinois – a comfortable and safe east central town within a two-to three-hour drive of three major metropolitan areas -- Chicago, Indianapolis, and St. Louis.

Eastern Illinois University is an Affirmative Action/Equal Opportunity Employer-minority/female/disability/veteran-committed to achieving a diverse community