

Eastern Illinois University
Executive Director & Senior Diversity and Inclusion Officer
Position Announcement

The Executive Director and Senior Diversity and Inclusion Officer (SDIO) reports to the President of Eastern Illinois University and serves on the President's Council. The successful candidate will be responsible for directing and managing the Office of Inclusion & Academic Engagement and supporting related initiatives that fall under Diversity, Equity, Inclusion, and Belonging (DEIB). The selected candidate will understand the importance of advancing and sustaining an equitable and inclusive campus culture, as well as support the University's Quality Initiative Strategic Plan for Diversifying Faculty and Staff at Eastern; and will strategically align current DEIB initiatives for maximum impact to realize the power of inclusive excellence. Building on the prior work of the President's Advisory Committee on Diversity, the SDIO will collaboratively develop and convene a new campus-wide Diversity & Inclusion Council that will unify stakeholders from across campus around a shared vision in order to make a difference in the sense of belonging for all members of this close-knit academic community.

ABOUT THE OFFICE OF INCLUSION & ACADEMIC ENGAGEMENT

The Office endeavors to pursue, promote and maintain programs that will heighten the awareness, presence, and success of students from under-represented groups on the campus of Eastern Illinois University. The Office of Inclusion and Academic Engagement coordinates a variety of mentoring and engagement programs that support EIU's diverse student population. Specifically, the Office is responsible for planning, implementing, and supporting campus mentoring programs, cultural centers, and multicultural heritage programs, in partnership with the Divisions of Student Affairs & Academic Affairs.

The office staff includes a full-time professional position to support mentoring and heritage programs, a graduate assistant, and shared office support with plans to hire a dedicated office manager in 2024-2025.

RESPONSIBILITIES

- Advise the President and the President's Council on issues related to diversity, equity, inclusion, and belonging on campus;
- Oversee day to day operations including budget oversight of the Office of Inclusion & Academic Engagement and its programs;
- Advocate for diversity, equity, inclusion, and belonging on campus and serve as an ambassador of the institution in the community;
- Implement a campus climate survey on a three-year cycle with the next survey to occur in 2025;
- Identify gaps in DEIB awareness and education on campus and collaborate with campus units and initiatives specifically the Faculty Development & Innovation Center, a faculty-led initiative known as Making Excellence Inclusive, Human Resources, and the Division of Student Affairs to develop training and programming that address those needs;
- Support the EIU's Higher Learning Commission Quality Initiative and strategic plan, known as PLAN 2028, priorities for employee recruitment, employee retention, and student success;

- Collaborate with Student Affairs and advance the work of the Center for Gender and Sexual Diversity, multicultural Registered Student Organizations (RSO's) including but not limited to Black Student Union (BSU), Latin American Student Organization (LASO), National Pan-Hellenic Council, Multicultural Council, EIU Pride, and Association of International Students (AIS);
- Assist senior administrators, deans, chairs, and directors in developing and implementing assessable practices that foster a climate of inclusion, equity, and belonging in their areas;
- Support the Office of Admissions, Graduate School and other campus units in enhancing recruitment and retention strategies;
- As a member of the University's leadership team, this exempt position will include evening and weekend commitments; and
- Perform other duties as assigned.

REQUIREMENTS

A graduate degree with relevant experience associated with the requirements outlined below:

- Three (3) or more years of direct experience in education, not-for-profit organizations, social services agencies, or related fields that evidences an explicit focus on Diversity, Equity, Inclusion, and Belonging work;
- A demonstrated understanding of the full scale and scope of DEIB work and the field's rich intellectual landscape;
- Effective conflict resolution skills needed to navigate situations with a focus on resolution, consensus building, and reconciliation for competing interests with a particular understanding and commitment to shared governance;
- A commitment to student success and understanding of how DEIB initiatives enhance student success, improve the employee experience, and enrich our campus community;
- Experience in identifying DEIB needs, and collaboratively building programming that fosters inclusive excellence and belonging;
- Familiarity with federal, state, and local equal employment opportunities laws and regulations; and
- Excellent interpersonal, communication, and listening skills.

To apply for this position, candidates will submit: 1.) a letter of application describing the applicant's interest in and qualifications for the position; 2.) resume; 3.) a one-page leadership statement on inclusive excellence; and 4.) the names, addresses (including email), and telephone numbers for at least three professional references to Interfolio at <http://apply.interfolio.com/129804>.

For questions regarding this search, please contact Dr. Anne Flaherty, Screening Committee Chair, at agflaherty@eiu.edu.

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

ABOUT EASTERN ILLINOIS UNIVERSITY

EIU's attractive 320-acre campus is big enough to offer quality programs, yet small enough to offer personal attention. Founded in 1895, Eastern Illinois University (EIU) has seven (7) colleges and schools offering more than 90 academic programs in the form of bachelor's, master's and specialist's degrees.

MISSION

Eastern Illinois University is a public comprehensive university that offers superior, accessible undergraduate and graduate education. Students learn the methods and results of free and rigorous inquiry in the arts, humanities, sciences, and professions, guided by a faculty known for its excellence in teaching, research, creative activity, and service. The university community is committed to diversity and inclusion and fosters opportunities for student-faculty scholarship and applied learning experiences within a student-centered campus culture. Throughout their education, students refine their abilities to reason and to communicate clearly so as to become responsible citizens and leaders.

VISION

Eastern Illinois University will be a premier comprehensive university, global in its reach and impact, where personal connections with faculty and staff support students' academic success.

ENHANCING DIVERSITY, EQUITY, AND INCLUSION

Eastern Illinois University is committed to fostering a learning community where all members feel welcomed and valued. The university provides equality of opportunity in all areas of campus life and strives to recognize and appreciate the unique value of students, faculty, and staff. Every member of campus has the right to learn and work in an environment free of discrimination and harassment, and beyond that, our goal is for all members of our community to develop a strong sense of belonging to Eastern Illinois University. The Office of Inclusion and Academic Engagement was created in 1990 to coordinate a variety of minority programs and endeavors to pursue, promote and maintain programs that will heighten the awareness, presence, and success of minorities and other under-represented groups on the campus of Eastern Illinois University. The textbook rental service is one example of increasing access and saves students approximately \$1,200 annually by allowing them to rent, rather than buy, their textbooks. Eastern also has a growing number of international students (more than 400) enhancing the richness of perspectives in the campus community.