

Submitter Institution: SUNY Oneonta

Submitter Phone: 607-436-2581

Department: Employment Opportunities

Position Title: Chief Diversity Officer

Qualifications: Required qualifications: master's degree; a record of professional experience in diversity, equity, and inclusion work; demonstrated ability to work with diverse populations, underrepresented groups, and multicultural organizations; demonstrated knowledge of model practices of diversity and inclusion in higher education; demonstrated knowledge of federal, state, and local laws, regulations and guidelines related to Title IX, civil rights enforcement, and policies related to diversity, equity, and inclusion. Preferred: PhD, EdD, JD degree; three or more years of professional experience with diversity related initiatives in higher education with a demonstrated commitment to social justice; experience working with metrics and reports; certifications or specialized training in conflict resolution, intergroup dialogue, and/or facilitating institutional responses of discrimination and/or harassment; demonstrated proven ability to fulfill the National Association of Diversity Officers in Higher Education's "Standards of Professional Practice for CDOs;" familiarity with shared governance in a higher education setting.

Application Procedures: To apply online go to:
<http://oneonta.interviewexchange.com/candapply.jsp?JOBID=121704>. Please upload a resume, a letter of interest describing your experience with the listed qualifications, and a personal statement of commitment to diversity and inclusion. Contact information for three professional references is required.

Other Information: The State University of New York College at Oneonta invites applications for the position of Chief Diversity Officer, a 12-month

management position. Reporting to the College President and serving as a member of the President's cabinet, the CDO will create and implement policies to reflect our commitment to inclusive excellence, evaluate inclusiveness, and implement best practices related to diversity, equity and inclusion. The position is responsible for leading the further development, implementation and on-going assessment/monitoring of SUNY Oneonta's strategic planning for diversity and inclusion. As a key member of the administration, the successful candidate will establish and nurture collaborative partnerships with all stakeholders: faculty, students, staff and the Oneonta community.

The work of this leader will be in partnership with cabinet members and academic deans who are committed to the current and future work of developing and celebrating diversity on the campus. Other partnerships will include Employee Services, Affirmative Action, Title IX, Strategic Enrollment Management, College Senate, the Faculty Center, collective bargaining unions and SUNY system.

SUNY Oneonta is a public college in Central New York, enrolling about 6,500 students in bachelor's, master's and graduate certificate programs. Most of SUNY Oneonta's main campus lies within the City of Oneonta, which is located in the northern foothills of the Catskill Mountains, about a four-hour drive from New York City, Boston and Philadelphia, and about a one-hour drive from Albany and Binghamton. With a population just shy of 14,000, the City of Oneonta is the largest municipality in a rural region dominated by agriculture and tourism. Known as an exemplary residential campus that values inclusion, service and sustainability, SUNY Oneonta is a nurturing community where students grow intellectually, thrive socially and live purposefully.

Employees give SUNY Oneonta high marks for work/life balance and culture. The College's indeed.com and glassdoor.com ratings are 4.5 and 4.1, respectively. Beyond campus, many residents enjoy the natural beauty of the Catskills. Outdoor activities such as hiking, biking and running are among the most popular. Several ski areas

nearby typically operate for seasons lasting over 100 days beginning in late November or early December. During the summer, boating, swimming and other water sports are popular on lakes throughout the region. SUNY Oneonta consistently gains recognition for delivering excellence and value. The College sits at No. 9 on the 2020 U.S. News and World Report list of the best public institutions in the region and is ranked No. 170 in the Northeast on the Forbes magazine 2019 list of 'America's Top Colleges.' The College received INSIGHT magazine's Higher Education Excellence in Diversity Award in 2017 and 2014 and accepted an invitation to join the Colleges of Distinction in 2015. To learn more about the College, please visit <https://suny.oneonta.edu/>.

Duties include but not limited to:

- Collaborate with the President to ensure elements of equity, diversity, and inclusion are embedded as an imperative in the institutional mission, vision, and values.
- Collaborate with campus leaders to understand and remove the embedded institutional policies, procedures, and norms that reinforce or maintain structural barriers which shape the access and success of students, faculty, and staff who belong to marginalized and oppressed groups.
- Partner with departments and offices across the College to facilitate attainment of the institution's diversity mission; foster a climate of respect for diversity; assist in building an inclusive curriculum and co-curriculum; and promote advancement of college-wide diversity initiatives.
- Advocate for inclusive excellence as relevant to all academic fields (e.g., research, creativity, and scholarship) focused on or impacting diversity and inclusion within a regional and national community of scholars.
- Promote inclusive excellence in teaching and learning across the curriculum and co-curriculum by faculty, staff, students, and appropriate institutional governance structures.
- Serve as part of SUNY system -wide network of CDOs to support SUNY's overall diversity goals.

- Collaborate with senior administrators to plan and develop the organizational infrastructure for equity, diversity, and inclusion to meet the needs of the campus community.
- Monitor faculty and staff hiring and retention, curricular innovations, and campus climate; collaborate with Employee Services on initiatives to enhance and strengthen recruitment programs for faculty and staff.
- Work with Employee Services to create initiatives and incentives to retain faculty and staff from underrepresented backgrounds on campus.
- Collaborate with campus stakeholders and subject matter experts to develop and incorporate campus wide diversity initiatives including campus diversity and social justice trainings and programming.
- Coordinate best practices and compliance with law and policy around issues of discrimination and harassment by coordinating with the Affirmative Action Officer/Title IX Coordinator.
- Initiate, facilitate, and oversee the planning, implementation, and the evaluation of processes of institutional and organizational change related to the College's commitment to diversity, equity, and inclusion.
- In coordination with the Office of Strategy, Planning and Assessment, conduct periodic campus climate assessments to illuminate strengths, challenges, and gaps in the development and advancement of an equitable and inclusive climate for diversity.
- May supervise and direct functions of Title IX, Affirmative Action, and/or other related offices.

For other employment and regional opportunities, please visit our website at: <https://suny.oneonta.edu/about-oneonta/employment>.

Pursuant to Executive Order 161, no State entity, as defined by the Executive Order, is permitted to ask, or mandate, in any form, that an applicant for employment provide his or her current compensation, or any prior compensation history, until such time as the applicant is extended a conditional offer of employment with compensation. If such information has been requested from you before such time,

please contact the Governor's Office of Employee Relations at (518) 474-6988 or via email at info@goer.ny.gov. SUNY Oneonta values a diverse college community. Please visit our website on diversity at: <https://suny.oneonta.edu/diversity>. Moreover, the College is an Equal Opportunity/Affirmative Action employer. Women, persons of color, persons with disabilities, and protected veterans are encouraged to apply.

**Application
Deadline:** April 12, 2020

**Do not post
after:** April 10, 2020