



AUGUSTA UNIVERSITY

Chief Diversity Officer

The Chief Diversity Officer (CDO) is a dedicated leader with strong personal and professional integrity who will work closely with the leadership of Augusta University to develop and advance equity, diversity and inclusion as a part of the university's mission. The individual will report to the Provost and serve on the President's Cabinet functioning as chief advisor and representative in matters related to building and preserving a campus culture promoting our values of collegiality, compassion, excellence, inclusivity, integrity, and leadership.

The CDO will be eligible for a faculty appointment in an academic unit and devote part effort to instruction. While negotiable, the expectation is that the teaching/instructional effort would comprise at least 20% effort.

The CDO will provide strategic leadership that:

- Provides for the advancement of equity, diversity and inclusion at Augusta University.
- Promotes and fosters a better understanding of the complexity of issues involved in creating and maintaining a more inclusive and diverse campus based on contemporary research and successful practices within higher education and health care through more than mere advocacy.
- Creates a sense of partnership and involvement among the broad range of stakeholders and shared governance bodies including students, patients, faculty, and staff.
- Leads a comprehensive and representative Diversity and Inclusion Alignment Committee to enhance elements of equity, diversity and inclusion within each college and division and advance a campus climate in which students, patients, faculty, administrators, and staff are welcomed, respected, valued and supported.
- Collaborates with university leadership to implement purposeful, and sustainable diversity initiative(s) for faculty, staff, and administrators, including efforts to recruit and retain a diverse faculty.
- Coordinates with the Office of Student Affairs & Multicultural Student Engagement on student-focused initiatives such as Heritage Month celebrations and cultural programming, African American Male Initiative (student success), Healthy Perspectives training for health sciences majors, Safe Zone training, etc.
- Creates a culture of continuous improvement through planning and assessment for diversity and inclusion initiatives and leveraging existing employee and student engagement surveys to assess the climate of diversity and inclusion.

Qualifications:

The CDO must have an earned doctorate or equivalent terminal degree with a record of success in building strategic coalitions and serving as a connector across organizational and cultural boundaries. It is critical to the success of the position that key stakeholders view the CDO as a knowledgeable partner and supportive colleague in developing and implementing processes and strategies.

The successful candidate will demonstrate at least five years of successful senior-level academic administrative experience at the department, college, or university level. This experience should include the demonstrated ability to lead and work successfully in a relational structure with all academic leaders, faculty, staff, and students in promoting collaboration within a complex higher education institutional setting.

In addition, the CDO will have:

- the ability to collaboratively define, promote, and execute a vision for diversity and inclusion within the strategic direction for the University;
- a strong and demonstrated commitment to promoting and fostering a better understanding of the complexity of the issues involved in creating and maintaining a more inclusive and diverse campus;
- knowledge of critical and emerging issues in American higher education as well as the ability to contribute to the expanding body of research and best practices in the subject area;
- a collegial, collaborative style combined with the ability to be a decisive and diplomatic leader and representative of the university in times of agreement or dispute;
- an ability to anticipate and frame problems in a way that facilitates their resolution while building community and shared understanding;
- superb interpersonal and communication skills with demonstrated success in creating a collegial academic community that celebrates multiple viewpoints;
- an ability to serve as a bold and energetic champion of the University, internally and externally, to extend its reputation and achievements for addressing the needs of the society at large with well-prepared students;
- the stature and skill to extend and establish critical connections with alumni and with community and state leadership on behalf of AU;
- strong academic values and good academic judgment;
- commitment to embracing and upholding the values of Augusta University.

Reporting Relationships:

Reports to: The Provost, EVP for Academic Affairs

Partners with: All VPs and Deans, Student Affairs, Faculty Affairs, Human Resources, University Faculty Senate, Employee Advisory Council, Student Government Association leaders

Administrative Responsibilities:

- Supervision of an Administrative Assistant and a Deputy Chief Diversity Officer (50% effort commitment of a faculty position).
- Matrix reporting relationships in colleges and major divisions such as student affairs and academic affairs.

How to Apply

Review of applications will begin immediately and continue until the position is filled. Candidate materials should include a letter of interest and complete curriculum vitae.

Applications, nominations and inquiries will be received electronically by Sharon Wingard, Executive Search Consultant, Augusta University at executivesearch@augusta.edu.

The final candidate will be required to provide proof of completed academic degree in the form of an original transcript. Those candidates trained by a foreign institution will also be required to provide an educational/credential evaluation.

Augusta University is an AA/EEO/Equal Access/ADA Employer.