

# All In Wisconsin

## Search Materials for System Senior Equity, Diversity and Inclusion Officer



Apply by September 8, 2020 for best consideration: [ExecutiveSearch@uwsa.edu](mailto:ExecutiveSearch@uwsa.edu)



## System Senior Equity, Diversity and Inclusion Officer

The University of Wisconsin System invites nominations and applications for a visionary and forward-thinking leader to serve as its next System Senior Equity, Diversity and Inclusion Officer (SEDIO). The SEDIO will provide leadership for the forging of a systemwide strategic vision to guide the further development of inclusive and supportive learning and working environments throughout the UW System. In partnership with the Board of Regents, UW System Administration and campus leadership, the SEDIO will play a central role in ensuring that the human and financial resources of the UW system align closely with its stated mission to improve the human condition for all, especially those of diverse racial and ethnic identities, nationalities, social and economic status, sexual orientations, gender identity/expressions, ages, physical and mental abilities, religious beliefs or political ideologies.

Candidates are asked to submit a cover letter addressing their qualifications, a CV/Resume, and a list of at least 5 professional references who can speak to their abilities. **All nominations, applications, and referrals should be sent to [ExecutiveSearch@uwsa.edu](mailto:ExecutiveSearch@uwsa.edu) by September 8, 2020** for full consideration. The position will be open until filled.

The Search and Screen Committee is chaired by Dr. Anny Morrobel-Sosa, UW System Vice President, Academic and Student Affairs. A full position description is available on the UW System Administration Careers website at <https://www.wisconsin.edu/uwsa/hr/careers/current-jobs/>.

## More information on the University of Wisconsin System:

**University of Wisconsin System**

**The Wisconsin Idea**

***Mask Up with Tommy!***

## **POSITION DESCRIPTION**

### **UW SYSTEM ADMINISTRATION OFFICE OF THE PRESIDENT**

#### **SPECIAL ASSISTANT TO THE PRESIDENT**

#### **WORKING TITLE:**

#### **SYSTEM SENIOR EQUITY, DIVERSITY AND INCLUSION OFFICER**

#### **POSITION DESCRIPTION**

The University of Wisconsin System invites nominations and applications for a visionary and forward-thinking leader to serve as its next System Senior Equity, Diversity and Inclusion Officer (SEDIO). The SEDIO will provide leadership for the forging of a systemwide strategic vision to guide the further development of inclusive, welcoming, and supportive learning and working environments throughout the UW System. In partnership with the Board of Regents, UW System Administration and campus leadership, the SEDIO will play a central role in ensuring that the human and financial resources of the UW System align closely with its stated mission to improve the human condition for all, including those of diverse racial and ethnic identities, nationalities, social and economic status, sexual orientations, gender identity/expressions, ages, physical and mental abilities, religious beliefs or political ideologies.

The work of the System SEDIO will occur at several different levels: within UW System Administration and its various offices; at the institutional level in close collaboration with the appropriate UW university partners; and among critical external stakeholders including organizations representing the needs of underserved, underrepresented, and marginalized groups. The successful candidate must be able to operate effectively at each of these levels serving in the capacities of subject matter expert, key collaborator, and advocate. As subject matter expert, the SEDIO will be expected to provide guidance in core areas such as cultural competency, equity-based policy-making, and organizational change management. The SEDIO will also be expected to provide expertise in the use of data and metrics to gauge progress on fundamental System and institutional equity and diversity goals such as access, retention, completion and employment. As key collaborator, the SEDIO will be expected to build effective relationships across the UW System and the state, establishing synergistic partnerships that result in the sharing and leveraging of existing resources as well as the identification of new ones. As advocate, the SEDIO will encourage the allocation of additional resources that bolster campus equity, diversity, and inclusion efforts. The SEDIO will also identify impediments to progress at both the System and institutional level and advocate for the appropriate resources to remedy them.



## **THE UNIVERSITY OF WISCONSIN SYSTEM**

The University of Wisconsin System is committed to the core principles of equality of opportunity in education and employment. Our future as institutions of learning, as a collective system of higher education, and as a state, depend heavily on our ability to educate and prepare every citizen in the state to successfully enter the workforce. While the achievement of this important aim requires the commitment and engagement of the entire UW System, the SEDIO will play the critical role of leader in our collective, continued effort to promote equity, diversity, and inclusion throughout the state.

### **MAJOR RESPONSIBILITIES**

The SEDIO will report directly to the UW System President and serve as their key advisor on matters related to equity, diversity, and inclusion. Listed below are the other major responsibilities for the position.

#### **Strategic Vision, Change Management, and Program Management**

- Assess the equity, diversity, and inclusion landscape within UW System and presents recommendations to the UW System President regarding the financial, human, and policy-based resources needed to establish a cohesive, strategic vision.
- In addition to advising the UW System President, serve as an advisor to UW System senior leadership providing guidance on how to embed the core values of equity, diversity and inclusion into all decision-making facets of the organization, including those related to academic affairs, student affairs, administration, finance and System and Board policies.
- Function as the central liaison to the Board of Regents on matters of equity, diversity, and inclusion.
- Develop position statements that promote the organization's commitment to the ideals of equity, diversity, and inclusion on behalf of the UW System President and the Board of Regents.
- Lead UW System efforts in the development and implementation of system-focused initiatives and programs that foster an administrative culture where equity, diversity, and inclusion thrive.
- Collaborate with UW System leadership in the creation, implementation, and monitoring of programs designed to ensure fair and equitable treatment of UW students, faculty and staff.

- Provide strategic direction for training initiatives related to cultural competency, gender differences, disability, sexual harassment, workplace and campus climate, and other topics designed to increase awareness of and support for equity, diversity, and inclusion.
- Represent the UW System in local, regional, statewide, and national collaboratives designed to enhance the success of individuals from underserved and underrepresented groups.

### **Partnerships, Communications, and Resource Management**

- Serve as a collaborative consultant and subject matter expert in the areas of equity, diversity, inclusion, cultural competency, and organizational culture change as applied in both academic and system settings.
  - Convene, facilitate and manage the President's Diversity Council which is composed of campus UW Chief Diversity Officers as well as a diverse group of community-based stakeholders from throughout Wisconsin.
  - Act as the central System liaison to UW Chief Diversity Officers, convening and supporting them in their efforts to manage change on their campuses, develop strategies that enhance the quality of life for members of underrepresented and underserved communities on campus and meet campus diversity goals.
- Work strategically with other institutional offices and units responsible for the promotion of equity, diversity, and inclusion, acting as a thought partner in the design of programs or trainings that build student, faculty, and staff capacity related to diversity and inclusive excellence.
- Enhance statewide community engagement by establishing and leveraging external relationships with underrepresented groups, community-based organizations, civic leaders, government agencies, businesses, and labor organizations.
- Independently and in collaboration with institutional partners, identify, seek, and secure financial resources, corporate partnerships, and community collaborations that further propel equity, diversity and inclusion efforts across the UW System.
- Act as a strong advocate for human and financial resources to address racial inequities, impediments to progress, and gaps in support for equity, diversity, and inclusion efforts.

## **Data and Reporting**

- Develop evaluation methodologies, including success metrics, to ensure accountability particularly for those equity, diversity, and inclusion efforts funded by UW System.
- Establish and maintain internal auditing and reporting systems that allow for the effective measurement of System equity, diversity, and inclusion efforts as well as the tracking and monitoring of overall programmatic effectiveness.
- Oversee and deliver comprehensive progress reports, annual reports and other documents that illustrate the implementation and outcomes of equity, diversity, and inclusion efforts.
- Coordinate the Campus Racial Climate Survey, working collaboratively with UW institutions to define key action steps to be taken once survey results have been generated.
- Collaborate with other System and institutional units and programs to monitor compliance with national accreditation guidelines for equity, diversity, and inclusion.
- Participate in policy development to align System administrative and academic policies and procedures with equity, diversity, and inclusion objectives.

## **Education and Experience**

- Depth and breadth of knowledge on best practices, current research, and trends related to equity, diversity, and inclusion.
- Demonstrated record of and a deep commitment to developing comprehensive strategic diversity initiatives that enhance the educational experience for students, faculty, or staff.
- Effective communication skills, in both oral and written.
- Possess a high degree of emotional intelligence, cultural competence, and respect for difference.
- Demonstrated experience in formal strategic planning, goal setting, and evaluation of outcomes.
- Demonstrated record of experience creating a culture for equity, diversity and inclusion, facilitating change, and challenging systems.
- Experience in the development and implementation of policies, practices, and procedures designed to enhance the educational and social success of underrepresented and underserved populations.
- Experience in community engagement, consensus-building and working with diverse stakeholder groups.
- Experience working in a multi-institution system setting.
- A terminal degree is preferred (Ph.D., EdD, Juris Doctorate).