



UNIVERSITY of NEBRASKA-LINCOLN

## **ASSISTANT VICE CHANCELLOR FOR INCLUSIVE LEADERSHIP & LEARNING**

*Office of Diversity and Inclusion - University of Nebraska-Lincoln*

At the University of Nebraska-Lincoln, we believe in the power of every person and strive for inclusive excellence in all aspects of our practices, policies, and operations. We aim to create an environment where all are able to work, learn, and thrive in an atmosphere of respect, dignity, and acceptance.

We seek an assistant vice chancellor for inclusive leadership and learning (AVCILL) in the Office of Diversity and Inclusion (ODI) to assist in guiding the University towards our inclusive excellence mission. The University is committed to creating a diverse and inclusive work and learning environment free from discrimination and harassment. We are dedicated to creating an environment where everyone feels a sense of belonging.

ODI was created in 2018 as a culmination of

- a) The efforts of engaged members of our campus community advocating for diversity and inclusion leadership,
- b) an institutional study by nationally renowned diversity experts Halualani and Associates,
- c) a series of workgroups and committees identifying needs, and
- d) a five-year university-wide effort to address equity, diversity, and inclusion at Nebraska.

ODI provides vision, leadership, and advocacy in fostering an inclusive, equitable, and welcoming campus central to the land-grant mission of UNL; leads and facilitates the development of institutional policies, protocols, and practices intended to create a more equitable, and inclusive campus culture' and utilizes an inclusive excellence framework to foster an engaged, creative, and innovative learning environment for all.

### **THE PROFILE**

The Assistant Vice Chancellor for Inclusive Leadership and Learning reports to the vice chancellor for diversity and inclusion and will serve as a leader in the Office of Diversity and Inclusion (ODI) and as a leader of diversity education and leadership development for the University. The AVCILL will develop and coordinate efforts that develop, build, and enhance the diversity, equity, and inclusive-based learning offered through ODI. The AVCILL will develop and coordinate efforts that build diverse staff talent searches, onboarding, retention, and success.

Additionally, the AVCILL will provide thought leadership, education, and consultative services that facilitate a shared responsibility for advancing institutional learning goals, will provide support for university committees, groups, and programs aimed at building an inclusive campus community, and will facilitate or lead programs and initiatives that position ODI and the University as a D&I national model.

The AVCILL's responsibilities include the following:

#### ***Education and Leadership Development***

- Assess, lead, and develop institutional-wide education and training in support of formal diversity, equity and inclusive-based practices and policies.
- Manage and coordinate diversity education requests for the Office of Diversity and Inclusion (ODI).
- Collaborate with respective departments, colleges, divisions, etc., to infuse current leadership development programs with an inclusive excellence framework.
- Formulate campus experiences that promote learning, leadership development, and education through an inclusive excellence lens, including collaborations and partnerships.
- Leverage University and other resources to create and execute diversity related workshops on campus, including curriculum for faculty, staff, and students.

- Collaborate with Human Resources on staff development and the Executive Vice Chancellor's Office on leadership development and organizational learning.
- Serve as the point of contact and/or liaison for staff related matters or other areas as needed.

### ***Talent Development***

- Collaborating with the director for faculty diversity and inclusion, research and provide appropriate colleges, departments, divisions and offices, recruitment resources to identify and attract active and passive candidates, as well as quality and diverse candidates.
- Research and assess potential barriers and develop strategies focused on recruiting and retaining a diverse workforce.
- Establish resources and procedures for employment engagement and development related to diversity and inclusion.
- Actively engage, through various partnerships and collaborations, in advancing talent development and search education aimed at building a diverse workforce.

### ***Organizational Learning***

- Design, create and direct programs that engage stakeholders, utilizes organizational development theories, and transforms work and learning environments for greater inclusion and effectiveness.
- Collaborate with appropriate community-based partners to examine opportunities for transitional resources in support of diverse workforce retention.
- Develop and coordinate, through extensive partnering with members of the ODI team and additional campus partners, an inclusive leadership institute – a central learning hub provided by ODI designed to provide diversity education grounded in professional practices.
- Develop and implement, collaborating with appropriate partners, community-based learning groups that expand competencies and advances principles of inclusive excellence. This includes existing programs NCLUDE and My Husker Action.
- Design and deliver innovative diversity education and learning experiences utilizing different deliveries and technology and engaging individuals across the University.
- Collaborate with campus partners and leaders to identify and/or create opportunities for increasing awareness on diversity, equity, and inclusion.
- Create opportunities for the sharing of promising and best practices and professional development among senior administrators, department leaders, and diversity professionals.

### ***Additional Duties & Impact with ODI Members***

- Collaborate with Assistant Vice Chancellor for Strategic Initiatives in the assessment and evaluation of educational projects, programs, diversity recruitment efforts, campus partnerships, and overall campus experiences led by the AVCILL, ensuring alignment with the structural components and strategic mission of ODI.
- Monitor and assess the reach, impact, and quality of programs and efforts.
- Assist and partner with Assistant Vice Chancellor for Inclusive Student Excellence in developing student-centered diversity education and training.
- Collaborate with Director of Faculty Diversity in the developing faculty-centered diversity education, training, and recruitment support.
- Provide ongoing supportive resources and partnerships, as applicable and needed, to the ODI team.



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Candidates must have the following qualifications:

- A master's degree and five years of experience in a closely related field or a Ph.D. or other professional degree and three years of experience;
- Experience developing and delivering diversity education and learning experiences in varying modes and/or platforms;
- Progressively-responsible experience in a role designing and implementing equity, diversity and inclusion learning experiences in varying modes and/or platforms at an institution or organization of similar complexity-working with faculty, staff, students, and other constituents.
- Cultural competence and demonstrated evidence, understanding, and commitment to the concepts of diversity, multiculturalism, and their application in the workplace.
- Ability to develop shared meaning and build consensus across a wide variety of campuses, programs, and departments.
- Knowledge of higher education operations, human resources and services, and/or student support services/programs.
- Awareness of group dynamics and the ability to leverage dynamics and real-time dialogue to facilitate group learning and individual engagement.
- Excellent analytical, critical thinking, and problem-solving skills with attention to detail.
- Excellent writing and presentation skills, with experience communicating across a wide variety of audiences including different sizes, types of departments, and group composition.
- An understanding of diversity and inclusion trends, cultural identity, and intersectionality in higher education;
- Ability to effectively form partnerships and build relationships with campus entities and external constituencies—practicing cultural competency, strong emotional intelligence, interpersonal skills, and transformational leadership

### ***How to Apply***

Once open, please submit a cover letter, resume/CV, and professional references through the UNL Employment Opportunities portal: <https://employment.unl.edu/>

Learn more about UNL's diversity and inclusion efforts at <https://diversity.unl.edu/>

### ***EEO***

As an EO/AA employer, qualified applicants are considered for employment without regard to race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation. See <https://www.unl.edu/equity/notice-nondiscrimination>



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