


## POSITION ANNOUNCEMENT

**Job Summary:\***

The Assistant Vice President for Diversity, Equity, Inclusion and Belonging develops, implements, and assesses programs and services designed to leverage best practices and resources across Kansas State University's campuses to promote a culture of inclusion where individuals from all racial and ethnic identities, ages, nationalities, social and economic status, sexual orientation, gender identity/expression, religious, political and ideological perspectives, and physical and mental abilities are able to thrive and be engaged.

**Position Announcement:\***

<div style="display: flex; justify-content: space-between; align-items: center;">  <div style="text-align: center;"> <h1 style="margin: 0;">KANSAS STATE</h1> <h2 style="margin: 0;">UNIVERSITY</h2> </div> </div>	
<p><b>About This Role:</b></p>	<p>The office of Diversity, Equity, Inclusion and Belonging is seeking an Assistant Vice President. The inaugural AVP for DEIB will serve as a champion, change agent and strategic growth leader.</p> <p>This position works collaboratively with the Vice President for DEIB to assess, design and implement programs and services designed to leverage best practices and resources across Kansas State University's campuses to promote a culture of inclusion where individuals from all racial and ethnic identities, ages, nationalities, social and economic status, sexual orientation, gender identity/expression, religious, political and ideological perspectives, and physical and mental abilities are able to thrive.</p>
<p><b>Why Join Us:</b></p>	<p>Kansas State University offers a comprehensive benefits package that includes health insurance, life insurance, retirement plans, paid time off – vacation, sick, and holidays. To see what benefits are available, please visit: <a href="https://www.k-state.edu/hcs/benefits">https://www.k-state.edu/hcs/benefits</a></p>
<p><b>We Support Diversity and Inclusion:</b></p>	<p>Kansas State University embraces diversity and inclusion. The university actively seeks individuals who foster a collegial environment and cooperative interactions with coworkers, students, and others. The University is dedicated to promoting the <a href="#">Principles of Community</a>.</p>
<p><b>Worksite Options:</b></p>	<p>This position is required to be performed on-site. Work is performed on employer premises or designated assignment location.</p> <p>Visit this <a href="#">link</a> for K-State's guidance and policies on remote work and flexible work arrangements. Remote work agreements are required for all flexible work arrangements and are subject to review.</p>

<p><b>What You'll Need to Succeed:</b></p>	<p><b>Minimum Qualifications:</b></p> <ul style="list-style-type: none"> <li>• Master's degree and seven years of relevant experience</li> </ul> <p><b>Preferred Qualifications:</b></p> <ul style="list-style-type: none"> <li>• Earned doctoral or other terminal degree.</li> <li>• Minimum of five years of experience in the areas of diversity or inclusive excellence, preferably in higher education.</li> <li>• Bilingualism and experience moderating campus debates involving diversity or inclusive excellence.</li> <li>• Record of success in facilitating effective partnerships with and between campus and community constituencies.</li> <li>• Demonstrated ability to collaborate across all divisions of the university.</li> <li>• 3-5 years of administrative experience, including responsibility for managing personnel and budgets.</li> <li>• Demonstrated success as a collaborator and relationship builder, with strong interpersonal skills and ability to build coalitions and collaborative working relationships with a broad range of diverse individuals and groups, including senior executives, to achieve results.</li> <li>• Strong track record in managing change and proven record as an organizational leader and program builder, particularly around initiatives that promote diversity, inclusion, global perspectives, and dialogue around social justice.</li> <li>• Demonstrated cultural awareness and agility and ability to build trust, credibility, and navigate a complex landscape.</li> <li>• Demonstrated cultural competency with the proven ability to work effectively with people regardless of differences of culture and circumstances, including race, ethnicity, religion, language, gender identity, age, marital and family status, sexual orientation, socioeconomic status, diverse physical and learning abilities/disabilities, and other identities.</li> <li>• Proven record of leadership for diversity and inclusion in educational organizations, including student recruitment and retention, student success, curricular and co-curricular programs, creating and fostering a positive campus climate.</li> <li>• Excellent oral and written communication skills using multiple communication modes, including social media and websites.</li> <li>• Demonstrated ability to exercise sound judgment, tact, and discretion and maintain integrity with sensitive and confidential information.</li> <li>• Commitment to an inclusive philosophy in order to support all university students, faculty, and staff.</li> <li>• Strong cross-cultural communication and conflict resolution skills needed to navigate complex situations to resolve problems, build consensus and reconcile competing interests.</li> </ul> <p><b>Other Requirements:</b></p> <ul style="list-style-type: none"> <li>• Applicants must be currently authorized to work in the United States at the time of employment.</li> </ul>
<p><b>How to Apply:</b></p>	<p>Please submit the following documents:</p> <ol style="list-style-type: none"> <li>1. Online application</li> <li>2. Resume with three valid references</li> <li>3. Cover letter</li> </ol>
<p><b>Screening of Applications Begins:</b></p>	<p>Immediately and continues until position is filled. For best consideration, apply by September 1, 2023.</p>
<p><b>Anticipated Hiring Pay Range:</b></p>	<p>\$112,827 - \$149,498</p>
<p><b>Equal Employment Opportunity:</b></p>	<p>Kansas State University is an Equal Opportunity Employer. All applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender, gender identity, age, national origin, disability, or status as a protected veteran.</p>
<p><b>Background Screening Statement:</b></p>	<p>In connection with your application for employment, Kansas State University will procure a Background Screen on you as part of the process of considering your candidacy as an employee.</p>

**SELECTION CRITERIA**