VICE PRESIDENT
DIVERSITY, EQUITY, INCLUSION, AND BELONGING
THE OPPORTUNITY

The Vice President for Diversity, Equity, Inclusion, and Belonging is an executive leader who catalyzes, fosters, and promotes a university-wide culture of inclusive excellence where individuals from all racial and ethnic identities, ages, nationalities, social and economic status, sexual orientation, gender identity/expression, religious, political, and ideological perspectives, veteran status, and physical and mental abilities are able to thrive and be engaged. The Vice President provides strategic and programmatic leadership for diversity, equity, and inclusion programs and initiatives that advance diversity and inclusion as a critical component of social, academic, and intellectual life at K-State.

Key areas of responsibility include university-wide DEIB strategic planning and monitoring; reporting and analysis; university climate surveys and initiatives; policy review with a focus on removing structural barriers to access and success for all; university DEIB events and communications; intercultural learning initiatives; and institutional equity.

The Vice President reports directly to the President and serves as the senior diversity, equity, inclusion, and belonging advisor to the President and university leadership. They serve on the President’s Cabinet and President’s Advisory Council and chair the President’s Commission on Diversity, Equity, Inclusion, and Belonging; the President’s Commission on the Status of Women; and the President’s Committee on Religious, Spiritual, and Nonreligious Diversity.

Duties and Responsibilities:

Strategic Leadership:

- The Vice President serves as the university’s senior executive responsible for guiding practices and creating opportunities to define, assess, and promote inclusive excellence across all aspects of university life. The Vice President provides strategic vision and leadership to effectively integrate diversity, equity, inclusion, and belonging into the work and culture of Kansas State University, working closely with university leadership, diversity point people, and the university community to shape and implement investments, plans, and strategies aligned with institutional goals and creating a welcoming environment for all. This includes leading and collaborating on efforts to ensure equity, diversity, inclusion, and belonging are embedded in the university mission, vision, and strategic directions/plan; coordinating university strategic planning and prioritization in the areas of diversity, equity, inclusion, and belonging; conducting periodic climate surveys and analyzing and communicating the results; and working collaboratively to evaluate, facilitate, and catalyze processes of institutional change that advance a climate of diversity, equity, inclusion, and belonging and support the university’s mission and strategic vision and goals.

Program Development:

- The Vice President collaborates with university leadership, faculty, staff, students, and institutional governance structures to promote inclusive excellence in teaching and learning across the curriculum and within co-curricular programming and to develop strategic hiring and retention efforts to attract and retain a highly talented, diverse workforce. Works with the K-State community of scholars to promote inclusive excellence in research, scholarly and creative activities, and discovery in all fields.

Education, Communication, and Outreach:

- Coordinates a wide variety of programming at the university and community level addressing all dimensions of diversity, equity, inclusion, and belonging. Plans and hosts university and public events on the subject of diversity, equity, inclusion, and belonging. Proposes and/or develops institutional programming related to diversity and inclusion, including employee developmental programs in areas such as cultural competencies and cultivating and retaining future leaders from diverse backgrounds. Deploys and measures initiatives aimed at the promotion of diversity and cultural competence in the workplace. Facilitates group discussions and town hall meetings in response to campus, national and global events related to diversity, equity, inclusion, and belonging.
Establishes effective modes of communication about ongoing diversity and inclusion at Kansas State University. Creates and implements communications strategies and content management for training, web resources, social media and print materials to support diversity and inclusion and related initiatives. Serves as a spokesperson for the university on matters related to diversity, equity, inclusion, and belonging. Forms and cultivates strategic partnerships with individuals and organizations outside the university to help further its diversity agenda. Represents the President and the university in various community, state, regional, national, and other activities intended to advance diversity, equity, inclusion, and belonging efforts.

**Advice, Reporting, and Guidance:**

- Serves as the senior advisor to the President and university leadership on initiatives and issues related to diversity, equity, inclusion, belonging, and university climate as it relates to faculty, staff, and students and identifies opportunities for institutional improvement. The Vice President is a leadership voice supporting a university environment in which the principles of DEIB are embedded within institutional frameworks, operations, and practices. Works with administrators, university shared governance councils, and when appropriate, governing bodies (e.g., Regents) to revise or remove institutional policies and procedures that create differential structural barriers to the access and success of students, faculty, and staff. Serves as an advocate, mentor, and resource for concerns and issues related to diversity and inclusion. Collects, analyzes, monitors, and disseminates institutional data to benchmark and promote accountability for diversity, equity, inclusion, and belonging at Kansas State University.

**Philanthropy, Fundraising, and Engagement:**

- The Vice President partners with the KSU Foundation, other university leaders, and a variety of university constituencies to initiate and manage fundraising efforts in the areas of grant funding and management, major gifts, and corporate and foundation relations to support institutional diversity, equity, and inclusion initiatives and programs. Maintains strategic relationships with the community, alumni, corporate donors, benefactors, industry, and local, state, regional, and national organizations focused on diversity, equity, inclusion, and belonging.
Minimum Qualifications:
- Master’s degree in a relevant field from an accredited institution, and five to ten years of leadership experience, which includes strategic responsibility for activities related to diversity, equity, inclusion, and belonging to include:
  - 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.
  - Demonstrated administrative skills, including planning and financial and personnel management.
  - Demonstrated cultural awareness and agility and ability to build trust and credibility and navigate a complex landscape.
  - Demonstrated success in identifying and implementing best practices of diversity, equity, inclusion, and belonging and an excellent command of modern diversity and inclusion standards, concepts, best practices, and issues in higher education.
  - Exceptional oral and written communication skills with experience in multiple communication modes, including social media, with the ability to articulate the importance of diversity and inclusion to the broader educational mission of higher education institutions.
  - Knowledge of laws, regulations, and guidelines related to diversity, inclusion, and nondiscrimination in higher education, including Title IX, Title VI, Title VII, Clery Act, ADEA, ADA, and Section 504.

- Proven analytical skills and ability to provide oversight for assessments related to campus climate, diversity, inclusion, and belonging.
- Strong cross-cultural communication and conflict resolution skills needed to navigate complex situations to resolve problems, build consensus, and reconcile competing interests.

Preferred Qualifications:
- Terminal degree or doctorate.
- 10 or more years of progressive leadership experience advancing diversity, equity, inclusion, belonging, and community building in public higher education.
- Proven record of success in fund development and external fundraising and related project administration.
- Strong track record as an organizational leader in managing change, with an understanding of the contexts, cultures, and politics within institutions that impact the implementation of effective diversity, equity, inclusion, and belonging change efforts.
- Demonstrated success in partnering with faculty in curriculum development efforts that advance diversity, inclusion, belonging, and social justice.
- Demonstrated success in working collaboratively to develop and implement recruitment and retention strategies focused on building a diverse workforce.
- History of effective leadership in a culture of shared governance.

To learn more about Kansas State University, please visit our Human Capital Services website.
SEARCH PROCESS

All applications, nominations and inquiries are invited. Applications should include letter of interest, full resume, and contact information of at least five references. Review of materials will begin immediately and continue until the appointment is made.

Parker Executive Search is assisting Kansas State University in this search. For fullest consideration, all nominations and candidate application materials should be submitted to Parker by August 1, 2022.

Application materials should be submitted using Parker’s candidate portal.

Nominations and inquiries can be directed to Porsha L. Williams or Erin Raines, J.D. at pwilliams@parkersearch.com or eraines@parkersearch.com or via Parker’s nomination form.

Applicants must be currently authorized to work in the United States at the time of employment.

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.