



Position Profile

**Vice President for Equity, Diversity and Inclusion**

June-July 2021

Established in 1872, Southern Oregon University (SOU) is becoming the ‘University for the Future’, under the direction of President, Dr. Linda Schott who inspires its community to strive for greatness – individually and collectively. SOU provides career-focused, comprehensive educational experiences to approximately 6,000 students with plenty of degree path options through 36 areas of study in a dynamic range of fields while preparing them to live and lead in a pluralistic, global society. Along with an emphasis on student success and intellectual growth, SOU is committed to diversity, inclusion, and sustainability. Theoretical and experiential learning programs provide quality, innovative experiences for students. At SOU, students build strong community connections through internships, mentorships, field studies, capstone projects, volunteer opportunities, and civic engagement. To learn more: <https://sou.edu/>

Sitting on 175 acres, Southern Oregon University is committed to sustainable practices, environmental stewardship, and research that advances understanding of local, regional, and global environmental issues of which it has been nationally recognized. Additionally, SOU endeavors to create inclusive programs that promote academic achievement, celebrate diversity, and support the rich life experiences of the SOU community.

SOU’s presence is experienced not only in Ashland but also in Medford, OR at the Higher Education Center where students pursue two-year, four-year and graduate degrees. At both locations, the passions of students combine seamlessly with an outstanding education in a unique location making SOU a wonderful place to work, live, and learn.

- *The Princeton Review* named SOU one of the most environmentally responsible colleges in the US and Canada.
- For six years, SOU has been ranked top 30 LGBTQ-Friendly Schools in the nation by *Campus Pride*
- SOU participates in Second Nature’s Climate Commitment.
- *2019 Best Learning Disability-Friendly Online Colleges*
- *2020’s 39th “50 Best Disability Friendly Colleges and Universities*
- *Sierra Magazine* ranked SOU one of the top cool schools as the nation’s first Bee Campus USA, and a designated Tree Campus by the *Arbor Day Foundation*.
- *Outside Magazine* named SOU one of the top 20 schools in the US where you can hit the books and the backcountry.

Student leadership is an important part of what makes SOU a wonderful place to live and study. With staff and faculty support, students at SOU can step into their own leadership and learn to manage and operate a wide-range of student resources including The Associated Students of Southern Oregon University, identity-based student clubs, community garden, bicycle services, an organic farm and film screenings.







## THE OPPORTUNITY

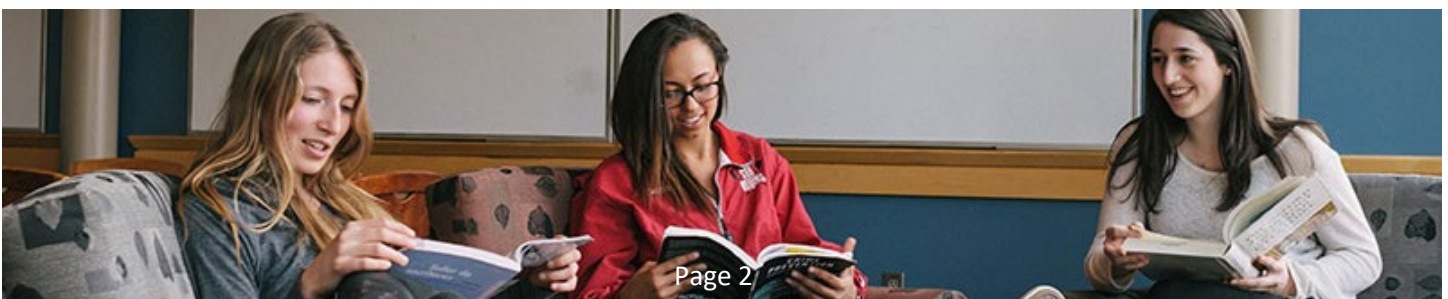
### Vice President for Equity, Diversity and Inclusion

#### *Primary Purpose*

The Vice President for Equity, Diversity and Inclusion (VPEDI) is the Chief Diversity Officer responsible for the executive leadership, strategic planning and administrative oversight for institutional equity and diversity. Reporting to the President and serving as a member of the President's Cabinet, the primary purpose of the position is to fulfill the educational mission of the institution by developing, coordinating, implementing, and assessing operational and strategic goals related to equity, diversity and inclusion. This VPEDI is uniquely positioned to identify and implement an organizational office structure that best aligns available resources with university and legislative initiatives.

As SOU seeks to strengthen its commitment to racial and social justice and to make the university a better and stronger environment for members across all spectrums of identity, the VPEDI will promote deep, structural institutional reforms and foster a culture of self-examination, healing, and constant improvement to achieve an understanding of institutional equity and diversity integral to the institution's culture and values. The role will build internal and external bridges and provide strong, creative, collaborative, and energetic leadership to support and sustain a diverse and welcoming campus community. The VPEDI works alongside Cabinet members who embrace shared responsibility in cultivating, sustaining, and continuously developing an environment in which equity is sought intentionally and inclusiveness is practiced actively. More information about the Office for Equity, Diversity & Inclusion can be found at [edi.sou.edu](http://edi.sou.edu).

Effective performance of the duties outlined below requires an expertise in [Standards of professional practice](#) promulgated by the National Association of Diversity Officers in Higher Education (NADOHE); an in-depth understanding of the mission of the institution and its various programs; a commitment to service through various logistical and support functions; and the ability to work effectively within a shared decision-making environment. The VPEDI is a designated Affirmative Action Officer.



## Key Responsibilities:

### **Institutional Leadership (20%)**

- Serve as a member of the President's Cabinet and be a thought partner by providing expertise on institutional equity and diversity matters.
- Work collaboratively with Academic Affairs, Enrollment Management and Student Affairs, Finance and Administration, University Advancement, Athletics, Faculty Senate, The Associated Students of Southern Oregon University, Committee for Equity and Diversity, Bias Response Team, and other constituents and committees throughout campus.
- Actively participate in effective internal and external strategies to enhance the University's strategic plan and recognition regionally, nationally and internationally.
- Model leadership behaviors that enable and support a culture of service excellence, specifically related to the values of knowledge, teamwork, accountability and quality service.

### **Strategic Diversity, Equity and Inclusion Planning (80%)**

- Plan, guide and advise the President and executives on diversity, equity, and inclusion matters.
- Serve as a primary resource for the University on best practices, trends, and campus community needs in the areas identified which include development, access and inclusion, intercultural issues, diversity and social equity.
- Engage the campus community in developing and implementing a University-wide diversity plan and inclusive excellence model.
- Research, develop, recommend, administer and evaluate policies, procedures, and technology applications to facilitate the University's goals and to ensure effectiveness and compliance with all legal requirements.
- Analyze and implement the educational benefits of diversity and institutional effectiveness through academic achievement gaps, academic remediation, STEM participation, honors enrollment, recruitment and retention of students, graduation rates, etc.
- Chair the Committee on Equity and Diversity and its sub-committees comprised of students, faculty, and staff to develop and manage diversity and inclusion plan and initiatives.
- Implement and coordinate institutional employee training to promote cultural understanding and competency, and a climate of equity and inclusion. Develop and implement diversity and social justice trainings, programs, and events that promote pluralism and connections within our inclusive campus community.
- Provide presentations, workshops, seminars, focus group sessions, difficult dialogues, and community outreach, etc. to enhance the diversity mission of SOU.
- Conduct qualitative and quantitative studies to monitor campus climate.
- Promote a commitment to diversity through interactions with individuals and external agencies including the Board of Trustees, Cabinet, administrators, staff, employees, students, and the general community.
- Collaborate with Human Resources, Admissions, and Enrollment in developing strategies focused on recruiting and retaining faculty, staff, and students from underrepresented groups.
- Discuss strategies and results with a variety of constituents and spearhead new initiatives aimed at strengthening institutional equity and diversity efforts in the recruitment and retention of student and employees.
- Develop and prepare an annual budget; monitor and analyze operations, activities, and programs to determine educational and financial effectiveness and operational efficiency.
- Oversee the implementation of the strategic direction to create a diverse, equitable, inclusive community where learners flourish.
- Use metrics and analyses to drive planning; Identify valuable indicators through planning and active management; Develop a culture of clean, reliable data available at predictable intervals; Construct key performance indicators and use of metrics for decision-making.
- Analyze needs, evaluate effectiveness of services, and identify emerging trends in higher education as inputs for institutional planning.
- Actively participate in system audits, accreditation processes, and other University-wide evaluation processes.



## Minimum Qualifications:

- Master's Degree in a field related to the duties performed. Related degrees may include but are not limited to sociology, social anthropology, public administration, student development, counseling and guidance, , women studies, gender studies, ethnic studies, disability studies, and indigenous studies.
- Five years of significant leadership experience leading initiatives, programs, activities and services related to institutional access, diversity, inclusion and social justice.
- Thorough knowledge of the 1964 Civil Rights Act, the 1991 Civil Rights Act, the Americans with Disabilities Act, Title IX of the Education Amendments of 1972, Affirmative Action, Equal Employment Opportunity, and other applicable laws.
- Successful record of influence, community building, networking, and deploying effective programs for diversity and inclusion.
- The successful candidate will not only maintain a strategic role but will also be required to be "hands-on" in completing administrative and operational tasks.

## Preferred Qualifications:

- Doctorate degree in higher education leadership or a field related to the duties performed.
- Diversity training certification.
- Experience with traditional and adult learners.
- Experience seeking external funding.
- Active in state and national equity and diversity organizations.

## Salary:

Range \$100,000 - \$125,000 salary commensurate with experience



# PROCEDURE FOR CANDIDACY

Confidential review of complete applications will begin immediately and continue until the position is filled; parties who apply by **July 31, 2021** will be given first consideration. Please submit a PDF version of your resume and cover letter outlining your interest in and suitability for this position. To apply online, go to <https://jobs.sou.edu/postings/8896>. SOU offers a comprehensive benefits [package](#) and a total compensation [calculator](#) which further detail the generous health, retirement, tuition reduction, and paid time off plans offered to eligible employees.

## *For nominations or further information:*

### **Angelica Brothers**

Classification/Compensation and Recruitment Manager  
Southern Oregon University – Human Resource Services

Direct: 541-552-6315

[brothersa@sou.edu](mailto:brothersa@sou.edu)

SOU is an Equal Opportunity/Affirmative Action employer and encourages applications from women, members of historically underrepresented minority groups, US veterans, and persons with disabilities. SOU is committed to providing access and reasonable accommodation in its services, programs, activities, education and employment for individuals with disabilities. To request disability accommodation in the application process, contact the Human Resource Services at 541-552-6315 or [hrs@sou.edu](mailto:hrs@sou.edu).



## YOU'RE HOME





Selected as a top 10 finalist in Outside magazine's search for the "Best Town in America," Ashland is a culturally rich mecca for tourism, entertainment, entrepreneurship, and breathtaking outdoor experiences.

## ASHLAND, MEDFORD, and SOUTHERN OREGON

Ranked as one of 2018 Top 100 Places to Live, **Ashland**, Oregon is nestled at the base of the convergence of the Siskiyou and Cascade mountain ranges at an elevation of approximately 2,000 feet. Situated centrally between San Francisco and Portland, this city of over 20,000 people enjoys 200 days of sunshine each year, making it an ideal choice for anyone looking to settle in a mild climate for four distinct seasons. Established higher education core, vibrant tourism sector, and innovative small businesses form the base of Ashland's economy. Interstate 5 runs conveniently by Ashland making it easy to get to larger neighboring cities.

In Ashland is Lithia Park, a beguiling 93-acre green-space spread with lush lawns and elegant landscaping, walking paths, tennis courts, playgrounds, and picnic areas, set amid undeveloped woodlands, duck ponds and groves of sycamore trees which hosts the Oregon Shakespeare Festival, an Elizabethan Theater where Ashland's most celebrated cultural offering is held.

**Medford**, just 20 minutes north of Ashland, is set in a rural but urban accessible environment and features spacious non-congested living. It is a commercial center with access to major retailers and an airport. One can savor award-winning wines harvested from the most diverse growing conditions around the globe and is home to Harry & David's world-famous Moose Munch and Rogue Creamery's prized blue cheese. Over 200 days of sunshine abound among breathtaking terrain, making it ideal for outdoor lovers.

- Ashland and Medford are surrounded by National Forest in one of the thirteen most biodiverse regions in the world and is a destination for trail-running, skiing, hiking, and mountain biking.
- With 785 acres of parkland and 41 miles of trails, residents can get virtually anywhere they want by walking or biking.
- Oregon's only National Park, Crater Lake, is a perfect day trip destination to southern Oregon's landmark. At 1,943 feet, Crater Lake is the deepest and clearest lake in the United States and the ninth deepest in the world.

Ashland and Medford are perfect for anyone wishing to live in a stunning natural setting surrounded by the arts, culture, vineyards, and adventure.

For more information, visit:

<https://www.ashlandchamber.com>

<https://www.southernoregon.org>

<https://www.travelmedford.org/>



### Fun Facts

- No sales or inventory tax.
- You can cut your own Christmas tree!
- You don't have to pump your own gas.