

POSITION ANNOUNCEMENT

Vice President for Institutional Equity and Diversity

The University of North Texas (UNT) is one of the emerging research universities of Texas. Founded in Denton, Texas in 1890, UNT is the 4th largest public university in Texas serving more than 33,000 students and offering 96 bachelors, 111 masters, and 50 doctoral degrees. Located 35 miles north of Dallas and Fort Worth, UNT plays an important role in education, research and service in the North Texas region.

Guided by its core themes of diversity, internationalization, and collaboration, UNT is committed to assuming a leadership role in demonstrating the importance of diversity to a student's experience at a preeminent university. The Vice President for Institutional Equity and Diversity is an executive leadership position that will report directly to the President and serve as a member of the Senior Staff.

DUTIES AND RESPONSIBILITIES:

The Vice President for Institutional Equity and Diversity will provide central leadership in fulfilling the University's commitment to equity, inclusion and mutual respect among students, staff, and faculty who share a richness of diversity in class, gender, ethnic, racial, disability, religious, and sexual orientation. Metrics of success will be UNT's record of equity, advances in the University's inclusive environment, and tangible activities that contribute to diversity among students, faculty and staff.

The Vice President will have primary responsibility for advancing a campus climate of inclusion, providing strategic direction in recruiting and attracting diverse faculty and staff, and actively soliciting and managing new funding to support equity and inclusion initiatives. The office will be accountable for state and federal reporting and investigative requirements related to affirmative action, equal opportunity, ADA, sexual harassment, and other forms of discrimination. The unit will have central responsibility for monitoring, programming, and investigations related to issues of equity and diversity. In addition, the office will coordinate both internal training and external diversity programming, maintain calendars for ongoing campus and department events, provide diversity workshops, and organize conferences and events for external and internal constituencies.

The ideal candidate will possess the following:

- An earned doctorate or terminal degree
- An understanding of state and federal laws related to Equal Opportunity and Affirmative Action and required reports
- Experience developing effective policies and procedures to ensure effective and fair investigations of complaints filed
- A demonstrated record of effective leadership in increasingly responsible positions in higher education, corporate or non-profit organizational environments

- Demonstrated successful experience in development and implementation of programs to advance equity and diversity, compliance and investigative procedures
- Experience in conducting training in the areas of equal opportunity, affirmative action, sexual harassment and other forms of discrimination
- A working knowledge of automated systems and the ability to effectively utilize information technology to develop reports and manage the ED enterprise
- An understanding of state, national and global trends affecting equity and diversity
- An understanding of higher education and the academic environment, both at the undergraduate and graduate levels
- Excellent written and oral communication skills
- A demonstrated commitment to diversity and the ability to work with diverse constituencies
- Demonstrated ability to deal with governmental agencies, business and industry
- Proven experience in budgeting, budget preparation, and in meetings budgets
- A leadership style that emphasizes collaboration and facilitation
- A commitment to ethical behavior in the workplace

APPLICATION AND NOMINATION PROCEDURE:

Interested applicants should attach a resume, a letter of application that highlights qualifications for the position, and names, addresses, telephone numbers and e-mail addresses of five professional references to: <https://jobs.unt.edu> . Review of applications will begin March 15, 2007, and will continue until the position is filled.

Nominations only should be directed to:
Dr. Tom Evenson, Search Chair
University of North Texas
P.O. Box 311340
Denton, Texas 76203-1340

References will be contacted only after permission from the applicant is obtained. For information on UNT, please consult the web site at: www.unt.edu .

The University of North Texas is an ADA/Affirmative Action/Equal Opportunity Employer.