

Position Announcement

Michigan State University Director of Multicultural Student Services

Michigan State University (MSU) is one of the largest universities in the United States, serving nearly 50,000 students across more than 200 undergraduate, graduate, and graduate-professional programs. MSU is a member of the Association of American Universities (AAU), one of the nation's leading research-intensive, land-grant institutions, and is also a part of the Big Ten Athletic Conference and the Big Ten Academic Alliance. MSU's strong emphasis on teaching and research is matched by its commitment to public service. At MSU, you will find an inclusive academic community known for traditionally strong disciplines with a commensurate commitment to cross- and interdisciplinary programs that connect the sciences, humanities, and professions in practical, sustainable, and innovative ways to address society's rapidly changing needs. Located in East Lansing, MI, the University's campus neighbors the state capitol, with close proximity to a wide variety of cultural and recreational activities.

Reporting to the assistant vice president of student life and engagement for diversity, equity, inclusion, and belonging, the director of multicultural student services leads the Office of Cultural and Academic Transitions, directing the programs and activities that develop and facilitate learning opportunities that enhance the multicultural competency of administrators, staff, and/or students across the university. The director oversees strategic planning, initiatives, and collaborates with colleges to implement programs that promote cross-cultural engagement and helps to ensure an environment that supports and values diversity. The director performs strategic and coordinated efforts to survey student climate with the vice president and chief diversity officer; directs the diversity strategic planning process within the unit, including preparation of planning materials; and aids departments in setting action plans and conducting annual follow-up in conjunction with university officials to assess progress toward unit diversity objectives. The director leads and manages the development of multicultural programs; works to represent students to ensure there are avenues for cross-cultural programs and student success initiatives within student affairs, in collaboration with colleges, academic programs, research, alumni affairs, and other segments of the university that impact the student experience. In conjunction with the associate director of development for student affairs and services, the director engages in developing opportunities with potential donors and university partners in proposal development to augment funding sources for the Office of Cultural and Academic Transitions programs and projects. The director leads and manages a team to ensure that the primary focus and outreach is specifically tailored to meet the needs of the Asian, African American, Latinx, and American Indian student communities by providing leadership and direction for MSU programs. The position oversees six to nine full-time staff and manages an annual budget of \$800,000.

A master's degree in higher education administration, social science, behavioral science, or similar field, and at least five years of related and progressively responsible or expansive work experience in the areas of organizational development, cultural studies, diversity programming, problem-solving with diverse populations and complex organizations on sensitive issues, or an equivalent combination of education and experience is required. A terminal degree along with work experience in the areas of social studies, cultural studies, or counseling in a higher education environment is desirable.

Review of applications will begin on **Friday, February 11, 2022**, and continue until the position is filled. A resume with an accompanying cover letter may be submitted via the Spelman Johnson website at

www.spelmanjohnson.com/open-positions. Nominations for this position may be emailed to Quincy Martin III at qm3@spelmanjohnson.com. Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895.

Visit the Michigan State University website at <https://msu.edu>

Michigan State University is committed to the principles of equal opportunity, nondiscrimination, and, in the context of employment, affirmative action. University programs, activities, and facilities are available to all without regard to race, color, gender, gender identity, religion, national origin, political persuasion, sexual orientation, marital status, disability, height, weight, veteran status, age, or familial status. The university is an affirmative action, equal opportunity employer. In carrying out this commitment, the university is guided by the applicable federal and state laws and regulations, and policies adopted by the Board of Trustees.

The university has a comprehensive employment Affirmative Action Plan that includes placement goals for academic and support staff employment and an affirmative action policy for the employment of veterans and persons with disabilities. The Office for Inclusion and Intercultural Initiatives oversees the Plan by reviewing individual academic and support staff hiring recommendations, and advises the President and other university administrators on equal opportunity, diversity and inclusion matters.

MSU is committed to achieving excellence through cultural diversity. The university actively encourages applications and/or nominations of women, persons of color, veterans and persons with disabilities.