

[NEW] Senior Director for Access and Opportunity. Revised: 11/13/23

The Senior Director for Access and Opportunity is a key leadership role within NDSU, responsible for advancing, enhancing existing programming, and promoting diversity, equity, and inclusion initiatives across the institution. The Senior Director will implement the Council Recommendations and enhance existing programs to foster an inclusive campus environment, promote equitable practices, and enhance diversity throughout the institution's students, faculty, staff, administration, and the community. This position will be part of the President's Cabinet and a co-chair of the PCDIR.

The goal for this position is to enhance access and belonging of all NDSU students, staff, and faculty. This director will establish how NDSU values unique perspectives, skills, and identities of every individual while improving collaboration, understanding, and trust. For more information, see [Diversity and Inclusion at NDSU](#).

Responsibilities

- Improve NDSU culture of the lived experiences of BIPOC, underrepresented minorities, LGBTQ+ students, faculty, and staff.
- Improve and maintain good relations with our tribal communities.
- Strategic Planning: Collaborate with the President, Provost, Deans, Charis/Heads, faculty, staff, and students to develop and implement a comprehensive strategic plan using the Retention Committee's recommendations, NDSU Strategic Plan, and the President's priorities.
- Policy Development: Design and implement policies and procedures that promote diversity, equity, and inclusion across all areas of the institution, including recruitment, hiring, admissions, curriculum development, student support services, instruction, and campus climate.
- Campus Engagement: Foster an inclusive campus community by facilitating open dialogues, promoting awareness and understanding of diversity-related issues, and creating opportunities for engagement and collaboration among various campus stakeholders.
- Recruitment and Retention: Working with VP of Faculty Affairs, Admissions, and Colleges to develop and implement strategies. Collaborate with Deans, HR, and VP of Faculty Affairs on the recruitment of diverse faculty, staff, and students.
- Professional Development: Provide training, workshops, and professional development opportunities for faculty, staff, and students to enhance cultural competency, promote inclusivity, and address bias and discrimination.
- Data Analysis and Assessment: Collect, analyze, and interpret data related to diversity, inclusion, and respect initiatives to create, implement, and recommend new programming or assess current programming around DIR and suggest improvements. Prepare reports and presentations to communicate findings and recommendations to senior leadership and stakeholders.
- External Partnerships: Build and maintain collaborative relationships with external organizations, community groups, and other higher education institutions to share best practices, leverage resources, and enhance diversity and inclusion initiatives.
- Liaison to NDSU Athletics as required by the NCAA.

[NEW] Senior Director for Access and Opportunity. Revised: 11/13/23

Reports:

Office of Community, Belonging, and Inclusion (formerly Office of Multicultural Affairs)

- The Office of Multicultural Programs believes in assisting the NDSU community in creating a culturally diverse and sensitive campus by providing student-centered support programs, co-sponsorship of cultural events, and tools for personal growth experiences.
 - Reports:
 - Jaclynn Davis Walette, Director;
 - Kaelen Napoleon, Diversity and Inclusion Coordinator;
 - Vanessa Rabitaille-Kinney, Program Coordinator (New Beginnings Grant).
 - <https://www.ndsu.edu/multicultural/>
- Programs /Connections
 - Bison Bridge Program
 - Native American Heritage Month 2022
 - Annual Spring Powwow
 - Scholarships & Tuition Assistance Diversity Waivers:
<https://www.ndsu.edu/multicultural/scholarships/>
 - Rising Scholars Program
 - Center for Accessibility and Disability Resources
 - Research and Creative Activities Office
 - Special Assistant to the President
- Liaison with Student Organizations
 - Student Veterans Groups
 - American Indian Science and Engineering Society (AISES)
 - Black Collegiate Women (BCW)
 - Black Student Association (BSA)
 - Hispanic Organization of Latin Americans (HOLA)
 - Muslim Student Association (MSA)
 - Native American Student Association (NASA)
 - Somali Student Association (SSA)
 - NDSU Pride Alliance

Minimum Qualifications:

- Master Degree.
- Experience in higher education administration, including faculty affairs or academic leadership roles.
- Strong understanding of community building.
- Exceptional interpersonal and communication skills.
- Demonstrated commitment to diversity, equity, and inclusion in academia.
- Strategic thinking and problem-solving abilities.
- Excellent organizational and project management skills.
- Collaborative and team-oriented leadership style.
- Experience organizing events.

Preferred Qualifications:

- Experience in a management role with direct reports.