

Millersville University

Chief Diversity Officer

Millersville University—a top-ranked public university that has been recognized by *INSIGHT Into Diversity* for outstanding commitment to diversity and inclusion—welcomes applications and nominations for its first ever **Chief Diversity Officer (CDO)**. This position is an integral member of the Cabinet and will report directly to Millersville University’s dynamic new President, Dr. Daniel A. Wubah. As the institution’s thought leader on diversity and social justice, the CDO will collaborate with faculty, staff, and students to advance strategic diversity and inclusion initiatives.

The Position: Reporting directly to the President, the CDO sits on the Cabinet and provides a University-wide perspective on diversity, equity, and inclusion matters that contributes to the overall decision-making process at the highest leadership level. The CDO will lead the implementation of the University’s Diversity, Equity, and Inclusion Strategic Plan and use institutional data to assess the University’s progress in meeting the goals outlined in that plan. This position oversees the Office of Diversity and Social Justice, which provides campus-wide education and training programs to heighten awareness, sensitivity to, and knowledge of diversity and inclusion issues. The CDO also supervises the Director of the Dr. Rita Smith Wade-El Intercultural Center, a center dedicated to creating and sustaining a culture of inclusion and equity. Additionally, the CDO supports the work of University programs committed to student retention and success and serves as an ex-officio member of the Presidential Commissions on Cultural Diversity & Inclusion, Gender & Sexual Diversity, and Status of Women.

The Institution: Located on 250 beautiful acres in southeastern Pennsylvania, Millersville University serves approximately 8,000 students in more than 150 undergraduate and graduate programs of study and is one of 14 universities within the Pennsylvania State System of Higher Education. The University offers a high quality, affordable, and comprehensive university experience through nationally recognized programs that embrace the liberal arts and sciences. Millersville’s wide range of academic opportunities are supported by outstanding faculty who are accomplished scholars and practitioners, and the University’s commitment to excellence and to providing transformative educational experiences for students has been acknowledged by national publications and organizations. *U.S. News & World Report* has ranked Millersville University among the top 30 public universities and colleges in the North, and the University has consistently been recognized by the Corporation for National and Community Service for outstanding service to its community. Millersville’s commitment to sustainability has been highlighted by *The Princeton Review*, which designated the University as a Green College, as well as the U.S. Environmental Protection Agency, which certified the University’s first Zero Energy Building, the Lombardo Welcome Center, as a Green Power Partner. The University is also a member of the Pennsylvania Environmental Resource Consortium and collaborates state-wide in an effort to conserve and protect natural resources. Additionally, Millersville’s success in cultivating diversity and inclusion has led to it receiving *INSIGHT Into Diversity* magazine’s HEED Award for seven years in a row, and the University is home to more than a dozen diversity-focused student organizations, including the Alliance for Social Change, the Color of

Teaching Mentoring Program, the Gender and Sexuality Alliance, and the NAACP at Millersville University. Since 1988, the University has also been part of the Lancaster Partnership Program, a unique partnership dedicated to brightening the educational future of socioeconomically disadvantaged students in the region. Further reflecting Millersville's commitment to diversity and inclusion is the addition of "Inclusion" into its core values, a decision endorsed by the University's Council of Trustees in December of 2018. For more information about the University and the exciting initiatives underway, please visit www.millersville.edu/about/ and www.millersville.edu/president/.

Qualifications: The successful candidate will possess a demonstrated commitment to diversity and inclusion, a keen interest in attracting and retaining a diverse student, faculty, and staff population, and an ability to work collaboratively and effectively within a diverse community. The CDO will also have knowledge and understanding of diversity best practices and federal and state affirmative action, equal opportunity, and ADA legislation. Additionally, the CDO will have experience assessing and evaluating programs using data. The successful candidate will have excellent oral, written, and interpersonal communication skills, including the skill to motivate others to commit or recommit to diversity and inclusion issues. The CDO will also possess outstanding analytical, organizational, and budget management skills. A Master's degree is required. Also required is professional experience working in diversity and inclusion. Supervisory experience is preferred, as is experience in a higher education setting.

Location: Millersville is located in beautiful southeastern Pennsylvania, just three miles from the thriving city of Lancaster. The area offers a wealth of cultural and recreational amenities, including numerous unique theatres and museums, an eclectic array of restaurants, significant historical points of interest, and opportunities for biking, hiking, and other outdoor adventures. Affordable living opportunities abound in flourishing urban and suburban settings as well as bucolic rural communities. The state capital of Harrisburg is nearby, Philadelphia is approximately an hour commute by train, and Washington DC and New York City are within three hours' drive, making for easy day trips into each city. For more information about all that the region has to offer, please visit www.discoverlancaster.com.

Application: Interested candidates should submit only a cover letter and resume to RPA Inc. at MillersvilleCDO@rpainc.org. For a confidential discussion about this opportunity or to make a nomination, please call Isaac Karaffa, Vice President and Senior Consultant, at 800-992-9277. The review of candidates will begin on April 1, 2019, and first round interviews will commence thereafter.

Millersville University is an Equal Opportunity/Affirmative Action institution and does not discriminate on the basis of race or ethnicity; gender; sexual orientation, gender identity, gender expression; campus status (i.e., student, faculty, or staff); marital status; pregnancy; age; religion or belief system; disability; national background or origin; or veteran status in admission or access to, or treatment of employment in, its programs and activities.



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