



Millersville University

Chief Diversity and Inclusion Officer

Millersville University—a top-ranked public university recognized by *INSIGHT Into Diversity* for outstanding commitment to diversity and inclusion—welcomes applications and nominations for its **Chief Diversity and Inclusion Officer** (CDIO). The position is an integral member of the Cabinet and reports directly to Millersville University’s dynamic President, Dr. Daniel A. Wubah. The CDIO oversees the Office of Diversity and Social Justice and provides vision, innovation, and leadership to advance and foster diversity, equity, and inclusive excellence for students, faculty, and staff.

The Position: As a member of the President’s Cabinet, the CDIO is responsible for developing, implementing, and revising the University’s strategic plan for diversity, equity, and inclusion (DEI), which aligns with the University’s overall strategic plan. The CDIO is also responsible for monitoring the campus climate, coordinating the work of the DEI teams, and providing a University-wide perspective on DEI matters that informs the decision-making process at the highest leadership level. As part of this work, the CDIO will establish data-driven metrics and conduct assessments using institutional data to benchmark and promote accountability and success. They will also develop, present, and coordinate DEI-related training opportunities for students, faculty, and staff; develop positive, purposeful groups and teams within the University to support faculty, staff, and students from underrepresented backgrounds to enhance campus climate culture for all participants and respond to acts of intolerance; act as liaison between the President and University community about issues related to DEI; create and share diversity stories to keep DEI a focus for the University; motivate others to commit or recommit to DEI; evaluate programs, activities and services related to DEI as well as assess campus needs and identify new opportunities for programs, activities, and services. The CDIO will regularly report to the President and Council of Trustees on DEI progress and achievements; maintain regular, open, respectful communication with faculty, staff, and students to keep them apprised of initiatives and opportunities; and build relationships with off-campus constituencies and community partners. Beyond their work on campus and in the local community, the CDIO will participate in collaborative efforts with the Pennsylvania State System of Higher Education and its universities and, when appropriate, other institutions of higher learning. Additional responsibilities include serving as an ex-officio member to the President’s Commissions on Cultural Diversity and Inclusion, Status of Women, and Gender and Sexual Diversity and providing regular updates to the President on these initiatives; supporting the work of programs committed to the retention and success of students, such as Lancaster Partnership, Color of Teaching, and the work of Campus Life, Admissions, Student Success Network, the No-Gap Committee, and student organizations; representing the University at events, programs, and off-campus meetings; serving as a member of the President’s Council; collaborating with the leadership team to enhance and promote the vision, mission, goals, and programs of the University; and all other duties as assigned.

The Institution: Located on 250 beautiful acres in southeastern Pennsylvania, Millersville University serves approximately 7,200 students in 70 baccalaureate, 21 master’s, and three doctoral 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. Additionally, Millersville’s success in cultivating diversity and inclusion has led to it receiving *INSIGHT Into Diversity* magazine’s HEED Award for ten consecutive years, 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 about the University and the exciting initiatives underway, please visit www.millersville.edu/about/ and www.millersville.edu/president.

Qualifications: The successful candidate will be an excellent oral and written communicator with 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 CDIO will have knowledge and understanding of DEI issues and best practices in higher education as well as be able to speak extemporaneously about those issues and effectively persuade and influence stakeholders to view opportunities through a DEI lens. The CDIO will also have excellent, proven facilitation skills and be willing and able to build consensus as well as facilitate challenging conversations between individuals and groups. Additionally, the CDIO will possess outstanding analytical, organizational, and budget management skills; experience assessing and evaluating programs and policies using data; supervisory experience; and knowledge of and familiarity with Title VI, Title VII, Title IX, the ADA, and other applicable federal and state laws, regulations, and guidelines. Also required is three years' experience working in diversity, equity, and inclusion and a Master's degree. A Master's or Doctorate in higher education, leadership, or organizational development is preferred. Experience in a higher education setting is preferred.

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, D.C., 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 their application through Millersville University's portal at <https://jobs.millersville.edu/postings/9262>. For a confidential discussion about this opportunity or to make a nomination, please contact Isaac Karaffa, Vice President and Senior Consultant, or Kendra Mozug, Search Consultant, at millersvillecdio@rpainc.org. The review of candidates will begin on March 4, 2022, and first round interviews will commence thereafter.

At Millersville University, we are committed to fostering an inclusive and diverse learning and work environment. Being an inclusive community, committed to our [EPPIIC](#) University's values, is the essential foundation of our institution. Millersville University is an equal opportunity employer and, in compliance with federal and state laws and university policy, is committed to providing equal educational and employment opportunities for all persons without regard to age, color, national origin, race, religion, ability, veteran status, sex, sexual orientation, gender identity or gender expression.



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