



Director of the Triandiflou Institute for Equity, Diversity, Inclusion, and Transformative Practice

SUNY Oswego is a highly regarded, public, regional, comprehensive university that measures its success by how well students are nurtured, mentored, inspired, and prepared to go on to live ethical and meaningful lives and build a better world. In continued pursuit of that goal, the University is seeking a Director for the recently launched [James A. Triandiflou \('88\) Institute for Equity, Diversity, Inclusion, and Transformative Practice](#). Through relationship building, strategic planning, and collaboration, the Director will have the opportunity to advance the mission and vision of the Triandiflou Institute and SUNY Oswego while furthering the institutional priorities of Student Success, Academic and Creative Excellence, Inclusive Community, Sustainable Institution, and Partnerships.

The Triandiflou Institute: The newly created Triandiflou Institute for Equity, Diversity, Inclusion, and Transformative Practice (Triandiflou Institute) provides the campus and local community with education and support around issues of inclusivity, identity, and belonging. SUNY Oswego faculty are engaged in innovative scholarship exploring racial equity, intersectional experiences, and systemic challenges to equitable outcomes, particularly as they relate to the lived experiences of students in and outside of the classroom. The Triandiflou Institute is primarily concerned with the application of this scholarship and other diversity and inclusion best practices via collaborative campus-wide programming, intergroup dialogue facilitation, and workshops. The Triandiflou Institute plays a critical role in building institutional infrastructure that amplifies the ongoing DEI work and scholarship of faculty and staff; creates and supports innovative inter-departmental partnerships and collaborations between faculty, staff, and students; and centers the institution's priorities around diversity and inclusion in ways that meet the needs of the campus community.

The Position: The Director of the Triandiflou Institute will serve as a visionary and innovative leader whose contributions will greatly impact the growth, development, and overall success of the Triandiflou Institute. They will ensure that the Institute's activities are effective, impactful, and fully aligned with the Triandiflou Institute's mission and with SUNY Oswego's institutional priorities for diversity, equity, and inclusion. Reporting to the Chief Diversity and Inclusion Officer, [Kendra Cadogan](#), the Director will provide supervision and professional development for the Triandiflou Institute's staff, oversee and streamline workflow for campus-wide projects with multiple stakeholders, and develop innovative initiatives to educate, resource, and train students, faculty, and staff on issues and transformative practices related to racial and social justice, equity, and belonging. Relationship building, collaboration, empathy, and truth-telling will be critical to the Director's work both on campus and in the external community.

The Director will serve as a key partner and collaborator for members of the campus community who are interested in racial/social justice research and scholarship and/or are seeking training or education on DEI-related topics such as implicit bias, racial equity, and communicating across differences. In collaboration with the Chief Diversity & Inclusion Officer and the Provost, the Director will work closely with the Triandiflou Institute Faculty Fellow(s) to engage and involve SUNY Oswego faculty in the Triandiflou Institute's work around diversity and inclusion in collaborative, meaningful, and impactful ways. The Director will also collaborate with the Center for Excellence in Learning and Teaching (CELT) on faculty development around culturally inclusive teaching practices. The Director will work closely with Oswego's external partner, the El Hindi Center for Dialogue and Action at Interfaith Works, to support the five-year campus-wide Oswego Dialogue Project implementation plan.

Qualifications: The successful candidate will have an inspirational, enthusiastic, accessible, and inclusive leadership style with the ability to empower others and to earn respect and broad-based credibility across the University. They will display an entrepreneurial spirit and support for innovation and change. They will bring a passion for the mission of SUNY Oswego and possess excellent written, oral, interpersonal, and presentation skills and the ability to effectively interface with students, faculty, staff, senior leadership, College Council, and external stakeholders. Additional preferred characteristics include demonstrated experience and passion in effectively advocating for and positively impacting diverse populations; current knowledge of national/global issues and trends related to diversity and inclusion and their impact on higher education; extensive knowledge of higher education, including best practices for culturally responsive teaching and learning; experience initiating and facilitating interdisciplinary/intrdepartmental collaborations to achieve results across disciplines, units/divisions, and functions; and active participation in national professional associations and scholarly activities. A minimum of five years of progressively responsible experience in higher education, NGO, community group, or research center settings is required. A Master's degree is required; a doctoral degree is preferred.

The Institution: For 161 years SUNY Oswego has been inspiring those who desire to push traditional higher-education boundaries. The campus community cares deeply about its students and provides the best facilities and resources, award-winning faculty and dedicated staff, in-demand academic programs, and applied learning opportunities possible. Recognized for its overall excellence and value, SUNY Oswego is also known for its extraordinary faculty, its welcoming atmosphere, its embrace of diversity, equity, and inclusion as a core value, and its reputation for producing fiercely loyal alumni. SUNY Oswego works continuously to create an inclusive environment which respects, embraces, and promotes cultural safety, belonging, civil discourse, cultural humility, and other values and goals outlined in SUNY Oswego's [Strategic Diversity and Inclusion Plan](#).

The University recently appointed its new President, [Dr. Peter Nwosu](#), who is a passionate advocate for access to high-quality education for an increasingly diverse student body and who has focused his career on student success.

SUNY Oswego currently enrolls nearly 6,000 undergraduates and over 900 graduate students and boasts a 16:1 student to faculty ratio. Thirty-one percent (31%) of the students are culturally diverse and 43% reside

on-campus. The university offers more than 70 undergraduate majors, over 70 minors, and over 40 graduate programs. Academic programs are organized into one college and three schools: the College of Liberal Arts and Sciences; the School of Business; the School of Communication, Media and the Arts; and the School of Education. Students attend classes on SUNY Oswego's 700-acre main campus on the shores of Lake Ontario, on its downtown Syracuse campus, and through its online and extended learning platforms. Known for its incredible natural beauty and spectacular sunsets, the campus has experienced a facilities renaissance with an investment of nearly \$1 billion in campus renovation and construction over the past 25 years.

SUNY Oswego has purposefully worked to increase academic and student success, sustain the university, and position its graduates to live ethical and meaningful lives and build a better world for future generations. Ranked among the top public master's-level universities in the 2023 "Top Regional Universities in the North" by U.S. News and World Report, SUNY Oswego is also recognized among Princeton Review's Best Regional Colleges in the Northeast, an honor bestowed on SUNY Oswego every year since 2003. To learn more about SUNY Oswego, please visit <https://ww1.oswego.edu>.

Location: Located along the Oswego River on the southeastern shore of Lake Ontario, the City of Oswego, New York, is a waterfront community home to approximately 18,000 residents. A port city in the midst of an exciting transformation, Oswego is building upon its strengths, embracing its rich history and natural assets, and developing and restoring healthy, vibrant neighborhoods in and around Oswego's revitalized downtown. Situated in Central New York, Oswego is a 40-minute drive from Syracuse, 80 minutes from Rochester, and 2.5 hours from both Buffalo and Albany.

Salary: \$95,000 - \$105,000 and/or commensurate with experience.

Application: Interested candidates should submit (1) a cover letter, (2) a resume, and (3) a separate statement describing your commitment to diversity, equity, and inclusion in your professional experience or personal life or community engagement to the SUNY Oswego jobs portal at [this link](#).

Oswego is committed to enhancing its diversity. SUNY Oswego is an Affirmative Action/Equal Opportunity Employer and is actively engaged in recruiting, supporting, and fostering a diverse community of outstanding faculty, staff and students. We encourage applications from qualified applicants regardless of race, color, national origin, religion, creed, age, disability, sex, gender identity or expression, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim SUNY status, or criminal conviction. Please click here to see our full non-discrimination policy.



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