



UNIVERSITY
OF
LOUISIANA
L a f a y e t t e

Staff Vacancy

Director of Equity, Diversity & Community Engagement

EEO# PR 1-13

The University of Louisiana at Lafayette invites applications and nominations for the position of Director of Equity, Diversity & Community Engagement. The University has a goal of producing graduates who are globally competent and capable of success in an increasingly multicultural society. The Director of Equity, Diversity & Community Engagement reports to the University President and works closely with the Provost, Academic Planning and Faculty Development, Human Resources, Enrollment Management, Student Affairs, and Operational Review to foster an inclusive, discrimination/harassment-free environment for the University community. The Director of Equity, Diversity & Community Engagement may also serve as the University's EEO officer and/or chair.

Qualifications & Responsibilities:

The Director of Equity, Diversity & Community Engagement will focus on the following:

- Collaboratively developing and implementing strategic diversity initiatives that engage the University community;
- Assisting Human Resources with developing and implementing professional development training for faculty and staff, including EEO and diversity training;
- Periodic reviewing of faculty and staff hiring practices, including recruitment materials, applications, QSN committees, and hiring recommendations;
- Partnering with Human Resources and Academic Affairs to develop and implement measures for assessing faculty and staff diversity;
- Assisting with the recruitment of diverse faculty, staff and students;
- Evaluating the impact of University programs, policies, procedures and practices to eliminate barriers that limit diversity and equal access;
- Ensuring that underrepresented groups have equal access to the education and resource opportunities available at the University;
- Developing and distributing an annual equity, diversity and community engagement plan that tracks the University's progress toward attaining a diverse and inclusive University campus community and monitoring the University's progress toward this goal;
- Seeking external support from alumni, donors and the business community to identify allies in accomplishing University diversity initiatives;
- Working in cooperation with Student Engagement and Leadership to bring meaningful programs, activities and special events that help to create a more diverse campus environment;
- Developing and overseeing a resource center where diverse and underrepresented students, faculty and staff can go for information and support

Applicants should have a minimum of a Master's degree (Ph.D. or other terminal degree preferred) from a regionally accredited institution. Experience in the field of diversity and the

ability to translate expertise into highly effective practical applications is desired. Experience with faculty and staff hiring practices, employee relations training and EEO experience are each considered a plus. Applicants should have a collaborative approach to problem solving with demonstrated consensus-building skills. Excellent oral and written communication skills and experience working with constituencies of various backgrounds are highly desired.

Environment:

The University of Louisiana at Lafayette is a Doctoral/Research-Intensive public institution with an enrollment of approximately 17,000 students representing 6 races/ethnicities, 50 states and 101 countries, a faculty of 689 and non-faculty staff of 1,161. The city-parish of Lafayette, Louisiana is home to the University of Louisiana at Lafayette. The city-parish is a progressive, technology-oriented region of approximately 225,000 people. Lafayette is a city highly recognized for its tremendous standard of living, unique Cajun and Creole cultures, high-tech atmosphere, and pleasing climate, as it is consistently rated as one of the best places to live in the United States, as well as one of the best places for doing business. Additional information about the University may be obtained online at <http://www.louisiana.edu>.

Salary & Applications:

Salary is competitive and commensurate with qualifications, experience and proven ability. Applications will be accepted until the position is filled. **For initial consideration, applications should be received by June 30, 2014.**

Candidates should submit an application electronically (**single** PDF format) that includes a letter describing one's qualifications and accomplishments relevant to the position; a current resume; the names, titles, telephone numbers, and email addresses of five references (references will not be contacted without prior notice); and any other supporting materials to:
QSNDiversity@louisiana.edu