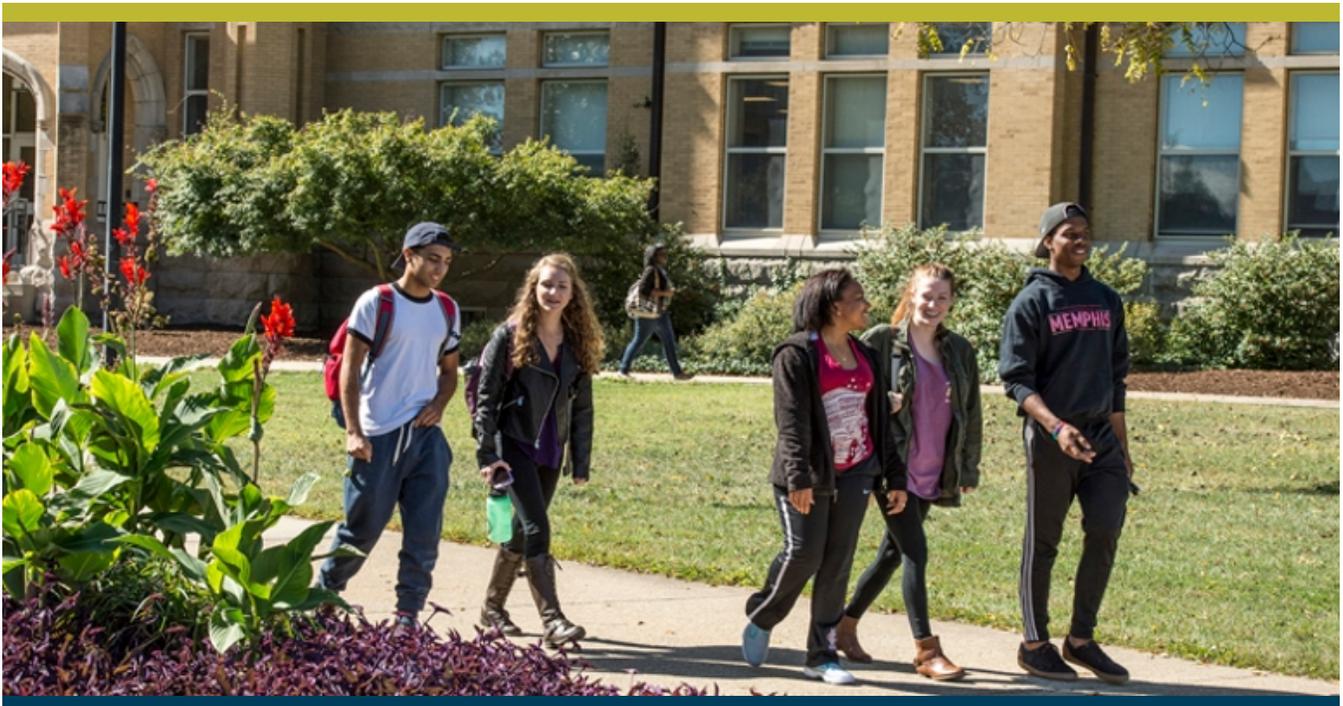




Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer

Leadership Profile

January 2021



WittKieffer

Executive Summary

Southern Illinois University System (SIU) invites inquiries, nominations and applications for the inaugural position of Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer (CDO).

Chartered in 1869 as Southern Illinois Normal for the preparation of teachers, and expanded in 1949 into a university, SIU celebrates a rich history of teaching, research and civic engagement, including significant contributions to economic development and a longstanding commitment to people of color and individuals with little or no access to a college education.

Reporting to President [Dr. Daniel F. Mahony](#), the CDO will be based in Springfield, Illinois and serve as a member of the president's cabinet. The CDO will provide leadership for the System's antiracism, diversity, equity and inclusion vision and be responsible for operation of the newly formed SIU System Office for Antiracism, Diversity, Equity and Inclusion (OA DEI).

This is an exciting opportunity for an energetic, experienced diversity leader to work with President Mahony, trustees, cabinet colleagues, and the community to supervise system initiatives for SIU to become an antiracist organization. Early in their tenure, the CDO will be expected to advance a system-level diversity strategic plan; work with the chancellors and collaborate with campus CDOs to determine diversity metrics and provide support in developing campus-level plans to achieve goals; develop an infrastructure for communication of diversity initiatives both internally and externally; and implement outreach strategies for diverse communities. ([Organizational Structure of SIU System](#))

The CDO must have a firm, evidence-based understanding of the effectiveness and appropriateness of differing approaches to antiracism, diversity, equity and inclusion efforts in the context of higher education systems. This individual will work to understand academic and departmental diversity initiatives already in place on each campus and offer advice, support, and guidance to strengthen them, and promote the continual development of them.

SIU seeks a CDO who has substantial (minimum of five years) leadership experience in higher education advancing equity, enhancing inclusiveness and multiculturalism and fluency with the scholarship around antiracism, diversity, equity and inclusion and related disciplines.

A terminal degree is preferred. Candidates who do not have a terminal degree but have extensive experience in the field will be considered. A faculty appointment is possible based on the experience of the candidate of choice.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy on page 8.

Role of the Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer

The Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer (CDO) leads and is responsible for operation of the newly formed Southern Illinois University (SIU) System Office for Antiracism, Diversity, Equity and Inclusion (OADEI). The office is responsible for coordinating System efforts to develop and maintain an antiracist, equitable, diverse and inclusive community in furtherance of the mission of excellence in teaching, research, and service. The CDO reports to the President of the SIU System.

The CDO coordinates all System diversity and equity programs, non-discrimination policies and equal opportunity compliance matters, including affirmative action and Title IX. In addition, the OADEI supervises System initiatives towards becoming an antiracist organization, including community engagement and other involvement with local social justice issues.

The CDO works closely with each SIU campus Chancellor and/or Provost in a cooperative manner to position the OADEI as a center of excellence and collaboration that drives visionary change across the System's campuses and locations in Carbondale, Edwardsville, Springfield, Alton, East St. Louis, and Grayslake.

Through informed and respectful discourse, the CDO collaborates with system stakeholders at all levels (i.e., Campus, College, Department, others) to allocate resources for measures that foster a sense of belonging within the SIU community.



KEY RESPONSIBILITIES

- Serve on the SIU President's Cabinet and provide leadership for the System's antiracism, diversity, equity and inclusion vision; advise the President, System leadership, and the Board of Trustees on such matters and ensure that antiracism, diversity, equity and inclusion are interwoven throughout the System's policies and strategic initiatives.
- Manage the System's equal opportunity programs, including Title IX, bringing a strong working knowledge of the relevant current and emerging regulatory environment in higher education.
- Convene and provide coordination for the President's Diversity Advisory Council and its Conversations of Understanding.
- Serve as SIU System liaison with the chief diversity officers at each campus/location to implement and enhance the antiracism, diversity, equity and inclusion initiatives currently under the direction of those diversity officers, especially those initiatives related to training and orientation of all new faculty and staff hires.
- Supervise and mentor staff within the OADEI. Work closely with and support the efforts of the chief diversity officers at each campus/location.
- Monitor expenses and budgets within the OADEI and develop budget recommendations for the Office.
- Provide leadership on the implementation of the antiracism, diversity, equity and inclusion elements of the SIU system-wide strategic plan, in partnership with key stakeholders, and recognized constituency groups. In addition, the CDO will work with others to develop a more detailed plan for antiracism, diversity, equity and inclusion and regularly report out on plan efforts and initiatives citing goals, outcomes, and metrics.
- Assess impact of antiracism, diversity, equity and inclusion strategic programs and measure progress; develop a scorecard with measurable goals for the system and the campuses; provide written and verbal updates to various audiences including leadership, supervisors, faculty, staff, and other key stakeholders.
- Hold regular meetings and workshops with work groups to support development and implementation of antiracism, diversity, equity and inclusion goals and initiatives throughout the organization.
- Promote, assist, and support antiracism, diversity, equity and inclusion initiatives led by sponsored student groups and Student Affairs programming, including orientation programming.
- Work with System academic units to ensure admission pathways to undergraduate, graduate, and professional degree programs are inclusive; that early outreach and student recruitment and support services, like summer bridge programs, are effective; and that our campus climates are inclusive and collaborative.

- Collaborate with academic and administrative leaders on campuses to enhance the recruitment and retention of a diverse workforce of faculty and staff.
- Collaborate with SIU System and campus units and programs to monitor compliance with any national accreditation guidelines for antiracism, diversity, equity and inclusion.
- Support research initiatives and scholarly collaborations about antiracism, diversity, equity and inclusion topics.
- Facilitate the SIU System’s engagement with underrepresented, multicultural groups, and affiliates, both inside the SIU System and within the local communities.
- Develop and/or identify training and educational programs that support antiracism, diversity, equity and inclusion.
- Pursue external financial support for SIU’s antiracism, diversity, equity and inclusion efforts.
- Represent SIU at the national level through participation in CEO Action for Diversity and Inclusion and other relevant national groups.
- Develop position statements that promote the SIU System’s commitment to antiracism, diversity, equity and inclusion.
- Act as a public representative of SIU at the President’s direction, engaging in speaking and other forms of communication related to antiracism, diversity, equity and inclusion.
- Work closely with appropriate campus representatives in times of crises involving antiracism, equity, diversity and inclusion issues.

Professional Qualifications and Personal Qualities

SIU seeks a CDO who has substantial (minimum of five years) leadership experience in higher education advancing equity, enhancing inclusiveness and multiculturalism and fluency with the scholarship around antiracism, diversity, equity and inclusion and related disciplines.

A terminal degree is preferred. Candidates who do not have a terminal degree but have extensive experience in the field will be considered. A faculty appointment is possible based on the experience of the candidate of choice.

The successful candidate will bring the following professional qualifications and personal attributes:

- Deep knowledge of the issues facing students in today’s higher education climate, including the impact of race, gender, sexual orientation, nationality, ability status, and class and socioeconomic status.

- Demonstrated commitment to improving institutional support for an increasingly diverse student body and experience advising and mentoring students.
- Ability to bring groups and individuals to common ground across lines of difference, including race, gender, sexual orientation, nationality, ability status, and class and socioeconomic status.
- Experience as an educator and trainer for administration, faculty, staff, and students in the areas of antiracism, diversity, equity and inclusion; strong facilitation skills in anti-bias and other relevant training; experience with peer leadership.
- Mediation and conflict resolution skills.
- Exceptional listening and communication skills; social intelligence and diplomacy; sound judgment; trustworthiness; honesty; a transparent leadership style.
- Strong management, financial and strategic planning skills.
- Drive and intellectual curiosity; open-mindedness with a willingness to work collaboratively; an ability to adapt quickly in a fast-paced environment.
- Devotion to the highest ethical standards and to personal and professional integrity.
- Ability to be an innovative and strategic thinker, holding a broad vision for the role of antiracism, diversity, equity and inclusion in achieving institutional excellence across distinct campus environments.
- Excellent written and oral communication skills, ability to manage multiple tasks, be a self-starter, willingness to travel regularly, and work in a team environment.
- Proficient understanding of scholarly publications and academic philosophies related to antiracism, diversity, equity and inclusion in the context of institutional leadership and higher education.
- Understanding of the laws related to Title IX, equal employment opportunity and affirmative action, and proficiency in understanding the application of these laws and policies.
- Trauma-informed training and/or approach to social justice matters.
- Ability to develop and deliver trainings and workshops as needed.
- Experience working across multiple constituencies and/or communities to advance a common interest.
- Ability to prioritize, establish timelines and perform effectively under conditions of fluctuating workload.

Southern Illinois University System: An Overview

One University, Many Locations, Statewide Impact

The Southern Illinois University System - where learning comes first, where students are valued and encouraged to explore new ideas, and where progress is complemented by tradition.

SIU's influence can be felt far beyond the locations of its great campuses. While it serves as an economic engine for southern Illinois, it more importantly is a quality institution of learning for the citizens of Illinois, the nation, and the world.

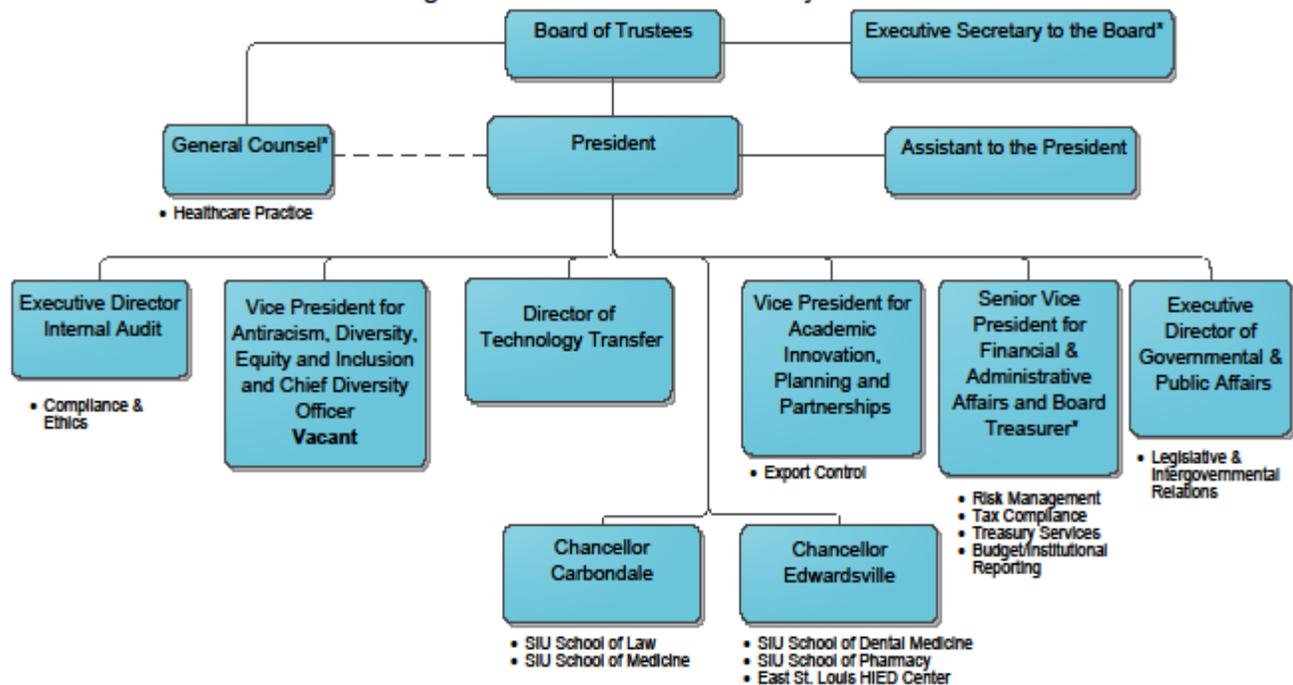
Chartered in 1869, Southern Illinois University, first known as Southern Illinois Normal University, opened its doors for instruction in Carbondale in 1874 in a one-building teacher training institution. In 1947, the name was changed to Southern Illinois University, reflecting the institution's expanding academic mission.

The two institutions that constitute Southern Illinois University today - Southern Illinois University Carbondale, with a School of Medicine in Springfield and partnership in the University Center of Lake County, and Southern Illinois University Edwardsville, with a School of Dental Medicine in Alton and the SIUE East St. Louis Center- reach not only from the Shawnee National Forest to the bluffs of the Mississippi River, but also through the flatlands of central Illinois to the shores of Lake Michigan.

With a total budget of approximately \$867 million, the University employs more than 7,000 faculty, staff, and administrators who serve over 28,000 students. A modern and comprehensive post-secondary educational system, SIU offers a broad range of academic programs that lead to associate, baccalaureate, master's, specialist's, and doctoral and professional practice degrees in 32 fields including law, medicine, pharmacy, and dental medicine.

The Southern Illinois University System has embarked on a system-wide strategic planning effort. Beginning in the spring 2020 semester, eight working groups developed reports on possible system-wide efforts to inform the strategic planning process in the following areas: Academic Program Development, Student Success, Diversity and Inclusion, Employee Satisfaction, Community Impact, Partnerships, Research, and Shared Services. The SIU System Strategic Plan is expected to be completed in spring 2021. [View Reports](#)

Organizational Structure of SIU System



* Board appointed officer

Additional detailed information about the SIU System and its campuses may be found at <https://siusystem.edu/>

Board of Trustees

SIU System's nine-member Board of Trustees was created by the Illinois General Assembly for the purposes of operating, managing, controlling and maintaining the University System. The Board strives to set goals congruent with public needs and to place priority on these goals, to enact fair and workable policies, to hire competent personnel and to engage in regular and thoughtful review of itself and its executive leadership.

The Board includes seven members appointed by the governor of the State for six-year terms, and two student trustees (one from each campus) elected by campus-wide student election for one-year terms. Both elected students serve as a voting members. In addition, per State statute, the superintendent of public instruction, or his or her chief assistant for liaison with higher education when designated to serve in his or her place, serves as an *ex-officio* member of the Board. Elected officers of the Board of Trustees are chair, vice-chair and secretary. Election of officers is held at its first regular meeting following the third Monday in each January. Appointed officers of the Board of Trustees are executive secretary, treasurer and general counsel, and serve at the pleasure of the Board.



Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting Southern Illinois University in this search. For fullest consideration, candidate materials should be received by March 1, 2021.

Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Charlene Aguilar and Christine Pendleton
SIUS-VPDEICDO@wittkieffer.com

In accordance with the laws of the State of Illinois and the United States, the Board of Trustees of Southern Illinois University is committed to a policy of equal opportunity for all persons and is committed to taking affirmative steps aimed at overcoming historical patterns of discrimination in our society. The Board of Trustees directs that all elements of Southern Illinois University adhere to procedures which promote this policy in all phases of university activities including employment, educational programs, choice of contractors, and relationships with employee organizations.

Values Statement. The Southern Illinois University (SIU) System is an anti-racist community that opposes racism, discrimination and inequity in any form, and embraces diversity, inclusion, equity, and justice for all people.