



DEPUTY TO THE PRESIDENT AND ASSOCIATE PROVOST FOR DIVERSITY, FACULTY/STAFF RECRUITMENT AND TRAINING AND INCLUSION

Gallaudet University, the world leader in liberal education and career development for deaf and hard of hearing undergraduate students and outstanding graduate programs for deaf, hard of hearing, and hearing students, is recruiting for **Deputy to the President and Associate Provost for Diversity, Faculty/Staff Recruitment and Training and Inclusion**. As the Chief Diversity Officer, incumbent will be responsible for leadership to foster and advance a strategic and integrated approach to diversity in all aspects of university life; will be responsible for overall planning, budgeting, organizing, and coordinating of diversity activities required for campus-wide diversity efforts; will establish and monitor guidelines that assists units in identifying, recruiting and retaining employees, both faculty and staff, to increase diversity and to ensure equity, inclusion and social justice; will develop policies and practices to guide the University toward its vision of an inclusive living and learning environment; will provide leadership for the development and coordination of diversity activities which are inclusive for the campus community; will provide extensive leadership to (a) promote a learning community in which all major programs, activities and organizational bodies involve+ students, faculty and staff from diverse backgrounds and life experiences; (b) create an inclusive campus climate through focus groups and dialogues for persons who differ based on their race/ethnicity, religion, gender, abilities, language, sexual orientation, social class, economic strata and other human differences; establish diversity goals for each academic year; and will monitor and report to the University community progress made toward the achievement of diversity goals.

Interested persons must meet the following requirements: Must hold an earned terminal degree or minimum of a Master's degree and five years related experience. Demonstrated experience in higher education or a learning environment. Demonstrated skills in project management, organization dynamics, budget planning and collaboration. Demonstrated ability to build effective cross-departmental teams with diverse constituencies. Must be able to provide counsel and advice at both a strategic and daily operational level. Proven work on diversity initiatives by working with committees, task forces and other organizations. Exceptional interpersonal diplomatic skills; a team oriented philosophy, optimism, confidence and excitement about change. Proven skills dealing with the complexity of diverse cultures, backgrounds and perspectives at all levels within a complex organization. Knowledge of and experience working with Deaf and hard of hearing individuals or willingness to learn. Demonstrated knowledge and skills in developing and implementing innovative programs to meet institutional needs. American Sign Language skills or willingness to learn within a reasonable amount of time.

Excellent benefits package and competitive salary range. Check our web site at <https://www.gallaudet.edu>.

To apply, send cover letter, resume and Gallaudet application to:
Gallaudet University, Human Resources Services, 800 Florida Avenue, NE, College Hall, #106, Washington, DC 20002. We are an Equal Opportunity Employer.

Position closes on July 15, 2010.