



Job Class: MnSCU Academic Professional 4 – SO090P
Working Title: Director of Equity Assessment

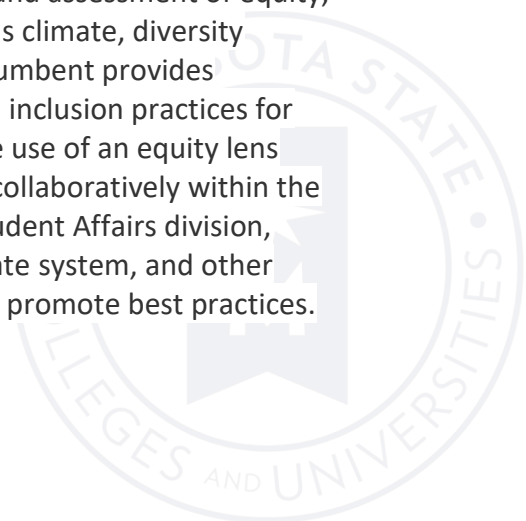
Who May Apply: Open to all qualified job seekers
Date Posted: 6/14/22
Closing Date: 8/19/22
Hiring Agency/Seniority Unit: Minnesota State - System Office/MAPE
Division/Unit: Equity and Inclusion
Appointment Type: Unlimited, Full-time
Work Shift/Work Hours: Day Shift
Days of Work: M-F
Travel Required: Yes, occasionally
Salary Range: \$27.25 - \$40.23/hourly; \$56,898- \$84,000/annually
Classified Status: Unclassified
Bargaining Unit/Union: 214/MAPE
FLSA Status: Non-Exempt
Location: St. Paul
[Connect 700 Program Eligible:](#) No

Job Summary:

A hybrid/telework work arrangement may be considered and would be negotiated at the time of hire.

This position supports the Minnesota State Office of Equity & Inclusion in executing strategies to meet the strategic equity and inclusion goals and measures related to student success retention & completion, campus climate, diversity recruitment, hiring, employee retention, and procurement practices.

The Director of Equity Assessment provides leadership for the review and assessment of equity, diversity and inclusion initiatives that focus on student success, campus climate, diversity recruitment, hiring and retention, and procurement practices. The incumbent provides guidance for evaluating, adopting, and integrating effective equity and inclusion practices for campuses and the system office. Specific attention is prioritized on the use of an equity lens based approach to policy review and assessment. The Director works collaboratively within the Office for Equity and Inclusion and partners with the Academic and Student Affairs division, Human Resources, Campus Diversity Officers across the Minnesota State system, and other divisions to coordinate and develop strategies, as well as replicate and promote best practices.



About Minnesota State

Minnesota State is the largest single provider of higher education in the state. With 33 institutions, including 26 community and technical colleges and seven state universities, Minnesota State serves 64 percent of the state's undergraduate student population.

We employ more than 14,800 dedicated faculty and staff focused on student success. We provide essential training and specialized certification options for business, industry, and professionals throughout Minnesota.

The work location is in the heart of downtown St. Paul, right in the skyway system. Benefits include excellent low cost and low deductible health and dental insurance, retirement package, tuition waiver at Minnesota State institutions (after three years of employment) and flexible working hours.

Minnesota State System Office is proud to be a Minnesota Yellow Ribbon agency.

Minimum Qualifications:

Resume must reflect all minimum qualifications. Please enter your experience in chronological order, including the month and year of employment.

- Bachelor's degree in a related field.
- Minimum of five (5) years or progressive experience leading and directing equity & diversity programming, supporting, and/or assessing diversity initiatives.
- Experience in research development and analysis assessment, survey development, analysis, and reporting.
- Experience in developing learning outcomes, assessment plans, and conducting assessment projects.
- Experience working with cultural competency and awareness appropriate to train faculty/staff/students and build relationships within communities of color.
- Experience working with diverse communities and working with large and diverse stakeholder groups.
- Demonstrated knowledge or excellent command of contemporary diversity, equity and inclusion practices.
- Effective oral and written communication.
- Ability to organize detailed projects.
- Demonstrated ability to troubleshoot, solve problems collaboratively when necessary.
- Demonstrated ability to efficiently complete projects requiring team approach and efforts.

Minnesota State is unable to sponsor applicants for work visas. All applicants must be legally authorized to work in the US.

Preferred Qualifications:

- Master's degree in closely related field; such as, but not limited to, social sciences, data science, higher education administration, math, statistics, marketing, communications, and educational psychology.
- Demonstrated facilitation skills with multiple audiences addressing complex topics
- Project management experience
- Exceptional writing and communication skills
- Five (5) plus years or progressive experience working in the field of Equity and Inclusion.

Additional Requirements

In accordance with the Minnesota State Colleges & Universities (Minnesota State) Vehicle Fleet Safety Program, employees driving on college/university business who use a rental or state vehicle shall be required to conform to Minnesota State's Vehicle use criteria and consent to Motor Vehicle Records check.

Other Information:

Employment information for this position can be found in its collective bargaining agreement or its plan document at <https://mn.gov/mmb/employee-relations/labor-relations/labor/mape.jsp>

Why Work for Us

At Minnesota State we promote the ability for our employees to move within the Minnesota State system of Colleges and Universities, located throughout the State of MN. To learn more, please visit: [Work at Minnesota State!](#)

At Minnesota State, we have a GREAT BENEFITS PACKAGE! Our generous benefits include 11 paid Holidays, Vacation Time, Sick Time, six weeks of Paid Parental Leave, low cost medical (\$37.74 per month single and \$257.50 per month family) and dental insurance with low deductibles (\$250 - \$1500), a Pension Plan, 457(b) and 403(b) retirement plans and other retirement investment options, pre-tax medical and dental expense (with roll-over option) and dependent care accounts, employer paid life insurance, short and long term disability, as well as professional development and a tuition waiver program for employees and their dependents, etc. We promote the health and well-being of our employees and take work/life balance seriously.

How to Apply

Please go PeopleAdmin at

<https://mnsystem.peopleadmin.com/postings/1680>

If you have questions about the position, contact Shawna Tienter at Shawna.Tienter@MinnState.edu or 651/201-1845.

Equal Employment Opportunity

Minnesota State Colleges and Universities is an Equal Opportunity employer/educator committed to the principles of diversity. We prohibit discrimination against qualified individuals based on their race, sex, color, creed, religion, age, national origin, disability, protected veteran status, marital status, status with regard to public assistance, sexual orientation, gender identity, gender expression, or membership in a local commission as defined by law. As an affirmative action employer, we actively seek and encourage applications from women, minorities, persons with disabilities, and individuals with protected veteran status.

Reasonable accommodations will be made to all qualified applicants with disabilities.