



Job Class: MnSCU Administrator-6 – Job Posting SO151P
Working Title: Associate Vice Chancellor for Equity and Inclusion

Who May Apply: This posting is open all qualified job seekers.

Date Posted: 05/06/2024

Closing Date: 06/05/2024

Hiring Agency/Seniority Unit: Minnesota State - System Office

Division/Unit: Equity and Inclusion

Appointment Type: Unlimited, Full-time

Work Shift/Work Hours: Day Shift

Days of Work: Monday - Friday

Travel Required: No

Salary Range: \$89,250 - \$142,800/annually

Classified Status: Unclassified

Bargaining Unit/Union: 220 – Minnesota State Administrators Plan

FLSA Status: Exempt

[Connect 700 Program Eligible:](#) No

Job Summary

Telework availability and negotiated at the time of hire.

The Associate Vice Chancellor for Equity and Inclusion is a key leader within the Office of Equity and Inclusion (OEI), supporting efforts to advance equity, diversity, and inclusion throughout the Minnesota State Colleges and Universities system and enterprise. This position is responsible for developing and collaboratively leading efforts to define, understand, assess, foster, and cultivate equity, diversity, and inclusion (EDI) at the system level and across Minnesota State's colleges and universities. The Associate Vice Chancellor leads particular efforts around tools that support Equity 2030 including but not limited to Equity by Design methodology, Equity Scorecard, and Campus Climate work which requires significant training and collaboration across the system horizontally across system divisions as well as vertical with campus leaders.

In that capacity, the Associate Vice Chancellor supports the Vice Chancellor for Equity and Inclusion in executing the long-term work of Equity 2030 as the system moves to a comprehensive equity ethos that will prepare our colleges and universities to close educational equity gaps. The Associate Vice Chancellor will assist in key OEI initiatives and operational responsibilities, including development of holistic EDI strategies and initiatives, collaborate and lead efforts with system office partners and divisions to advance equity in the experiences and outcomes of stakeholders, and co-facilitate and direct OEI efforts and programming to support key constituencies across the system.

This position in alignment with the Vice Chancellor provides system-level leadership in the development and oversight of system-wide diversity and equity efforts, including developing and executing strategies to achieve Minnesota State's equity and inclusion goals. Additional opportunities include developing/supporting initiatives that create more diverse and inclusive workplaces, learning environments, programs, services, and partnerships at colleges, universities and system office. The Associate Vice Chancellor also represents system equity and inclusion projects and initiatives to a wide variety of constituent groups (e.g. system colleges and universities, other public and private colleges and universities public schools, governmental entities, and community organizations), provides system-level leadership direction, and advocacy for equity and inclusion initiatives in partnership with the Academic and Student Affairs Division (ASA) and other key System office divisional partners.

Minimum Qualifications

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

- Master's degree in a related field. A minimum of at least 5 years of experience leading and directing equity & diversity programming, supporting diversity initiatives, strategic planning, and institutional effectiveness.

Experience in:

- 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.
- Demonstrates excellent command of contemporary diversity, equity, and inclusion practices.
- Effective oral and written communication
- Ability to organize detailed projects.
- Demonstrate ability to troubleshoot, solve problems collaboratively when necessary.
- Interact and network with other organizations with related interest.
- Demonstrated ability to efficiently complete projects requiring team approach and efforts.
- Strategic planning skills

Preferred Qualifications

- Doctorate in closely related field.
- Demonstrated facilitation skills with multiple audiences addressing complex topics.
- Demonstrated ability to leverage evidence based/informed decision making processes.
- Project management experience
- Exceptional writing and communication skills
- Supervisory experience
- 5 or more years' experience working in the field of Equity Diversity and Inclusion
- Understanding of Equity Diversity and Inclusion challenges and needs for higher education.

Additional Requirements

The successful candidate must submit to a background investigation prior to employment.

The background check may consist of the following components:

- SEMA4 Records Check (applies to current and past employees only)
- Criminal History Check
- Employment Reference Check
- Social Security and Address Verification
- Education Verification

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://www.minnstate.edu/system/working/relations.html>

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 our web page: [Working 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 (\$38.50 per month single and \$262.66 per month family) and dental insurance with low deductibles (\$400 - \$800), a Pension Plan, 457(b) and 403(b) retirement plans and other retirement investment options, pre-tax medical and dental expense (with rollover 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

Applicants: Apply through PeopleAdmin at <https://mnsystem.peopleadmin.com/>

Contact

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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. If you are an individual with a disability who needs assistance or cannot access the online job application system, please contact the job information line at 651.259.3637 or email <mailto:careers@state.mn.us>. Please indicate what assistance is needed.

Minnesota State is an affirmative action, equal opportunity employer, and educator.