WE ARE Minnesota State

340,000 STUDENTS | 54 CAMPUSES | 47 COMMUNITIES

VICE CHANCELLOR FOR EQUITY AND INCLUSION

System and Position Profile
Minnesota State invites applications and nominations for the position of Vice Chancellor for Equity and Inclusion.

Minnesota State is the largest and most diverse provider of higher education in the state. We are committed to providing a safe and inclusive environment for all students, faculty, and staff.

The diversity, equity, and inclusion goals for Minnesota State include:

» Recruit and retain diverse students, faculty, and staff
» Ensure an inclusive and supportive campus environment for all students, faculty, and staff
» Eliminate educational access and success inequities among students
» Build partnerships with diverse communities
» Increase the diversity of our vendors and suppliers

Minnesota State seeks an accomplished senior leader who can further the Minnesota State vision and can successfully develop and execute strategy with action-oriented goals in support of the 37 colleges and universities.

The Vice Chancellor for Equity and Inclusion cultivates diversity and an anti-racist ethos as a core institutional and education value, serving as a large-scale change agent.

The vice chancellor reports to the Chancellor, and is a member of chancellor’s cabinet and leads the Equity and Inclusion division while providing guidance and oversight for the Minnesota State Equity and Inclusion Strategic Plan. The vice chancellor provides system-level leadership in the development, interpretation, and implementation of systemwide strategies and policy, including serving as the lead on ensuring civil rights compliance that adheres to federal and state mandates.

In consultation with college and university constituencies and system office divisions, the vice chancellor is responsible for building alliances and providing collaborative leadership to advance the goals in workforce, learning environments, programs, services, and partnerships throughout the system.

The vice chancellor will demonstrate the agility to transition from high-level strategic priorities to detailed implementation in order to accomplish the missions and equity goals of Minnesota State.

Knowledge and understanding not only of equity and inclusion theory on organizational frameworks but how it impacts the academic mission of higher education institutions is critical. The vice chancellor must effectively be able to bridge theory and application to most successfully advocate on behalf of our colleges and universities and the communities they serve.

Minnesota State has an enduring commitment to enhancing Minnesota’s quality of life by developing and fostering understanding and appreciation of a free and diverse society and providing equal opportunity for all its students and employees. To help effectuate these goals, Minnesota State is committed to a policy of equal opportunity and nondiscrimination in employment and education. For more detailed information, please refer to Minnesota State Board Policy 1B.1.
With 37 institutions, including 30 community and technical colleges and seven state universities, Minnesota State serves 65 percent of the state’s undergraduate student population.

We are the partners of choice to meet workforce and community needs, and provide the most affordable higher education option.

Students and employers alike count on Minnesota State to provide extraordinary education. Our colleges and universities are accredited by the Higher Learning Commission, and many of the academic programs offered have received specialized accreditations.

The system employs more than 15,300 people, many of whom are represented by one of the several bargaining units and personnel plans. The bargaining units include:

» Inter Faculty Organization
» Minnesota State College Faculty
» Minnesota State University Association of Administrative and Service Faculty
» American Federation of State, County, and Municipal Employees
» Minnesota Association of Professional Employees
» Minnesota Government Engineers Council
» Middle Management Association
» Minnesota Nurses Association

Governance
The 15-member Minnesota State Board of Trustees is appointed by the Governor and has policy responsibility for system planning, academic programs, fiscal management, personnel, admissions requirements, tuition and fees, and rules and regulations. Learn more on the Board of Trustees page at MinnState.edu/board.

Chancellor
Under the direction of the Board of Trustees, the chancellor is the executive officer of Minnesota State and is responsible for providing academic leadership to the 37 colleges and universities of Minnesota State, ensuring effective and efficient management and operation of the system so that Minnesota State can meet the current and long-term educational needs of all Minnesotans. Learn more on the Chancellor’s Office page at MinnState.edu/system/chancellor.
In June 2019, we set a critical goal: By 2030, Minnesota State will eliminate the educational equity gaps at every Minnesota State college and university.

Equity 2030 serves as the organizing principle across all campuses – for all our work, our operational structures, policies and procedures, and for the inclusive, safe, and anti-racist organizational ethos we strive to reach.

Only by addressing systemic inequities in educational access and outcomes, can we build a better future for students, families, and our communities. It is both a moral imperative and the path to economic prosperity.

As the pandemic crisis has magnified persistent racial disparities across the country and in Minnesota, we have doubled down in our commitment, advancing Equity 2030 with a strong sense of urgency and united resolve.

Our approach to meeting this goal coordinates key initiatives across Minnesota State focused on the following six Strategic Dimensions:

- Enhanced Access
- Student Academic Success
- Student Success: Engagement and Support
- Data-Guided Decision Making
- Financial Resources and Support
- Workforce Diversity

Extraordinary Facts

Minnesota State serves 340,000 students annually and more students of color, first-generation college students, and students of modest financial means than anyone else in the state, including:

- 63,000 Students of Color and Indigenous Students
- 42,262 First-Generation College Students
- 84,000 Low-Income Students
- 95,000 Students Aged 25 or Older
- 8,800 Veterans and Service members

- We offer the lowest tuition in Minnesota
- Our colleges and universities have 54 campuses that are conveniently located in 47 communities throughout Minnesota
- We provide more than 4,000 academic programs, including 743 offered entirely online
- We award more than 38,000 degrees, certificates, and diplomas annually
- 89.5% of graduates are employed in a field related to their degree program
- Our colleges and universities produce more graduates for jobs in critical, high-demand fields such as health care and information technology than anyone else in the state
- We employ more than 15,300 dedicated faculty and staff focused on student success
- We provide essential training and specialized certification options for business, industry, and professionals throughout Minnesota
The Office of Equity and Inclusion consults, advises, trains, and provides policy development in the areas of equity, inclusion, diversity (EDI), equal opportunity, and affirmative action. The office provides comprehensive programs and services to support the 37 colleges and universities of Minnesota State, as well as the system office.

**Strategic Plan**

The Office of Equity and Inclusion undertook a strategic planning process in spring 2019, to better inform and align its work of establishing the strategy for diversity, equity, and inclusion with the strategies of Minnesota State. It builds on previous equity and inclusion strategic plans (both 2011-2015, and 2015-2017), and draws on the commitment of Minnesota State to address equity education gaps through the Equity 2030 framework.

Equity 2030 aims to eliminate educational equity gaps at all colleges and universities of Minnesota State by 2030. [This strategic plan](#) is intended to guide the Office of Equity and Inclusion’s work in the immediate and long-term future (2020-2025).

**Strategic Initiatives Currently Underway**

**Equity by Design**

A strategic framework for understanding and addressing equity gaps in student academic outcomes. This highly evidenced based strategy seeks to mitigate disparate outcomes between Black, Indigenous and people of color (BIPOC) and white students by engaging stakeholders in understanding how the institution contributes to equity gaps. The methodology focuses on shifting from a student deficit approach to an equity minded approach, which emphasizes need for changes in our institutions’ practices, policies, pedagogy, and structures in order to bring about greater equity. Equity by Design is being embraced widely across the colleges and universities of Minnesota State.

**Equity Scorecard**

The purpose of the Equity Scorecard is to provide a clear and holistic view of equity gaps across key interlinked facets of equity, diversity, and inclusion. It serves as a vehicle for creating greater accountability in pursuing equity and inclusion for all stakeholders across Minnesota State. Key performance indicators focus on the outcomes and experiences of students and employees, as well as institutional circumstances and characteristics that impact equity and inclusion.

**Campus Climate Assessment**

A system-wide strategy and tool for comprehensive assessment of campus climate, inclusion, and stakeholder experiences and sentiments. This assessment provides insight into disparate experiences and outcomes for stakeholders and identifies key challenges institutions must address to create a more inclusive environments and support student success.

**Training and Professional Development**

The division provides a wide breadth of trainings and professional development opportunities to support and advance equity, diversity, and inclusion. The Office of Equity and Inclusion team collaborates with partners to design and deliver standalone and ongoing opportunities for building staff, administrator, and faculty capacity, cultural competency, and skills around policies, practices, and programs relevant to EDI.

**Additional Key Projects, Services, & Offerings**

Employee resource group establishment; system-wide Diversity Officer engagement; development and implementation of EDI resources/toolkits; affirmative action planning; system and campus consultation; equity-focused strategic planning; equity-related assessment; policy review; and strategic partnerships to address workforce diversity and talent management.
ABOUT THE POSITION

DUTIES AND RESPONSIBILITIES

» Provide leadership and support the chancellor’s cabinet in the integration of diversity and equity work within all functional areas; serve as a strategic resource to the chancellor and the chancellor’s leadership team for diversity-related, equity-related, and inclusion-related initiatives and challenges

» Establish effective alignment, collaboration and communication between colleges, universities, and Minnesota State to achieve institutional and systemwide goals and excellence

» Responsible for the development and continuous improvement of systemwide diversity, equity and inclusion strategic plan

» Collaborate with system and college and university leaders to ensure campuses are welcoming, inclusive and success-oriented environments for students

» Collaborate and serve as a strategic leader and partner throughout the system for diversity-related, equity-related, and inclusion-related programs, initiatives, activities, materials, advice, and counsel

» Provide leadership and proactive implementation of cultural diversity, equal opportunity, and affirmative action policies and programs in partnership with system and college and university leaders

» Provide support/technical assistance, accountability, and best practice modeling

» Monitor and support colleges, universities, and the system’s progress toward diversity, equity, and inclusion goals

» Coordinate and ensure system, state, and federal compliance of investigation and resolution processes as they relate to sexual harassment and other protected class discrimination complaints and civil rights review and reporting

» Develop working and maintain strong relationships with organizations that represent or support diverse and underrepresented groups in the state to achieve objectives of mutual interest

» Work with communities of color and the American Indian community to support educational and cultural needs of diverse student populations

» Serve as administrative liaison and staff to the Board of Trustees Diversity, Equity, and Inclusion Committee

In addition to the duties and responsibilities above, the Vice Chancellor for Equity and Inclusion works closely with other senior system leaders, divisions, presidents, and campus leaders to support large scale efforts and compliance in the following areas:

» Recruitment, selection, and retention practices designed to achieve diversity-related goals

» Training programs and opportunities to increase cultural competency, inclusion, equal employment opportunity, affirmative action and compliance

» Strategies to advance student access, persistence and retention, and completion, particularly for those at-risk and under-represented students

» Enhancement of system contracting practices to include the development and expansion of the supplier diversity program
QUALIFICATIONS

» Bachelor’s degree in related area is required, advanced degree preferred
» A minimum of 10 years of successful and progressive leadership experience in a large, diverse, complex, and technologically sophisticated organizational setting
» Demonstrated senior level management experience leading equity and inclusion efforts within a complex organization
» Familiarity with higher education institution/system with experience in understanding the academic environment preferred
» Thorough understanding of legal issues related to sexual harassment investigations and compliance
» Experience successfully leading, communicating, and executing large scale organizational change
» Significant project management experience with the ability to develop, design, implement, and evaluate programs and processes
» Evidence of excellent critical thinking, writing, speaking, and interpersonal and intercultural communication skills
» Demonstrated experience in strategic planning
» Demonstrated leadership as a strategic, innovative, nimble, creative thinker who is comfortable with ambiguity
» Demonstrated ability to foster participation of others and to work effectively and collaboratively with communities, students, faculty, staff, senior administrators, and board

Nominations/Application Procedure
Kim Bobby, EdD, Lead Executive Search Consultant, and Carlos Hernandez, PhD of AGB Search are supporting Minnesota State in this search.

Screening of applications will begin immediately and continue until the position is filled. The preferred date to receive application materials for maximum consideration is March 26, 2021.

Nominations should include the following information regarding the nominee:
1. Name
2. Position
3. Address
4. Telephone number

Prospective candidates are encouraged to start a conversation about this opportunity through an initial email contact with either Dr. Bobby or Dr. Hernandez prior to submitting materials.

Applications must include:
1. Cover letter
2. Resume
3. Contact information for five professional references

Application materials should be sent to MinnesotaVPDEI@agbsearch.com.

Confidential inquiries and nominations should be directed to:
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253-861-7738

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To learn more about Minnesota State Colleges and Universities, please visit MinnState.edu.