

University of Northern Colorado

Chief Diversity Officer

Greeley, Colorado

The University of Northern Colorado invites nominations and applications for the leadership position of Chief Diversity Officer (CDO). This is an excellent opportunity for a collaborative, strategic, inspiring, and proven leader to join a dynamic university community that celebrates and nurtures diversity and works to ensure learning occurs through meaningful discussion of shared and different experiences, viewpoints, and ideas.

Founded as a teacher's college in 1889, the University of Northern Colorado (UNC) has graduated generations of educators, more than any other Colorado university. While UNC's roots remain strong as a leader in preparing teachers and school administrators, the university has diversified its academic portfolio to include programs that prepare students to be leaders in a variety of fields, including health sciences, business, the humanities, and performing and visual arts. Today, the university is a public, doctoral research and educational institution that is home to approximately 9,000 students and more than 200 undergraduate and graduate programs housed across five colleges: Education and Behavioral Sciences, Humanities and Social Sciences, Monfort College of Business, Natural and Health Sciences, and Performing and Visual Arts. In response to a current and growing need for new doctors, the university is also pursuing the creation of a sixth college that is on track to welcome its first class as early as 2026: the University of Northern Colorado College of Osteopathic Medicine.

Recognized as a top university for social mobility, UNC is committed to supporting its students and providing them with a high-quality education and a community where they can thrive. The university's expert faculty and tradition of research and hands-on learning give students exceptional opportunities and a personalized education. UNC is proud to be Colorado's newest Hispanic Serving Institution and to be recognized by the Colorado Department of Higher Education as a First Generation-Serving Institution.

The university's 260-acre main campus is located in the city of Greeley, a vibrant town of nearly 115,000 in the heart of northern Colorado. According to 2020 census data, Greeley is one of the fastest-growing locations in the country ranking the first fastest in Colorado and the fourth fastest in the nation. Through the university's Extended Campus, students also have access to a UNC education online or at off-campus centers located in Denver and Loveland.

Reporting directly to President Feinstein and serving as a member of the President's Cabinet, the CDO will join UNC at an exciting time as President Feinstein launched in July 2024 the next phase of the *Rowing, Not Drifting 2030* strategic plan, which articulates a comprehensive vision and desired outcomes for the university's future. At its core are five vision elements, each of which describes an institutional priority:

Students First, Empower Inclusivity, Enhance & Invest, Innovate & Create, and Connect & Celebrate. The university seeks an innovative leader to join in partnership with President Feinstein, the senior leadership team, and all members of the university community to continue to make progress toward these strategic priorities.

The successful candidate will be a seasoned leader with previous experience in senior/executive diversity officer roles coupled with in-depth knowledge of recent research and best practices relevant to the role. They will also bring past experience effectively developing and advancing diversity, equity, and inclusion programs in a collaborative and consensus-building environment. In collaboration with the university community, the CDO will reimagine and articulate a strategic vision for advancing diversity, equity, and inclusion; assess and determine structures to meet the university's goals while also building relationships and fostering collaboration; provide leadership to a team of dedicated professionals; and serve as an ambassador in the university and local communities. UNC seeks candidates whose personal and professional experiences reflect a commitment to and knowledge of the experiences and needs of students, staff, faculty, and the higher education landscape.

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 the leadership profile available at www.wittkieffer.com (<https://wittkieffer.com/positions/200605>).

WittKieffer is assisting the University of Northern Colorado in this search, which will remain open until an appointment is made.

Application materials should be submitted using WittKieffer's **candidate portal** (<https://apptrkr.com/5826612>).

Nominations and inquiries can be directed to:

Mercedes Chacón Vance and Jevon Walton

UNCoCDO@wittkieffer.com

Compensation and Benefit Information

Compensation range: \$165,000 - \$185,000

Benefits: The University of Northern Colorado provides a wide range of benefits for its employees. Information on University benefits programs, including eligibility, is available at <https://www.unco.edu/human-resources/employee-resources/benefits/>

UNC is an equal opportunity/affirmative action/Title IX employer committed to a culturally diverse staff, faculty, and student body. In accordance with established laws, the University prohibits discrimination based on race, color, religion, sex, age, national

origin, disability, sexual orientation, gender identity, gender expression, veteran status, marital status, or political affiliation for employees in all aspects of employment and for students in academic programs and activities. Please visit <https://www.unco.edu/institutional-equity-compliance/> to learn more.