Vice President for Diversity, Equity & Inclusion

*Position Profile*
The Position

Texas Tech University is searching for an experienced leader in diversity and inclusion for the position of Vice President for Diversity, Equity & Inclusion. This role is highly visible and requires executive presence and strong planning, execution and collaborative skills as well as demonstrated experience in bringing about the institutional change that will create a more diverse curriculum, embrace an inclusive faculty, staff, and student population, and ensure a more equitable learning and work environment. Texas Tech University believes strongly that the commitment to diversity, equity, and inclusion aligns directly with the three priorities of the updated strategic plan – 1) Promote student success through inclusive access and transformative learning experiences; 2) Produce innovative research and creative activities that enrich society and enhances quality of life and economic development; 3) Transform lives and communities through strategic outreach and engaged scholarship.

The Vice President for Diversity, Equity & Inclusion position is responsible for helping the president and the provost with the administration, management and planning of the university's policies, programs and services within the assigned area(s). The Vice President for Diversity, Equity & Inclusion is responsible for developing and implementing programs/initiatives that promote a thriving diverse, multicultural, equitable, ethical, and inclusive campus where students succeed, knowledge is advanced, and global engagement is championed.

About the University

Texas Tech University was created by legislative action in 1923 and has the distinction of being the largest comprehensive higher education institution in the western two-thirds of the state of Texas. The university is the major institution of higher education in a region larger than 46 of the nation's 50 states and is the only campus in

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Texas that is home to a major university, law school and medical school. Originally named Texas Technological College, the college opened in 1925 with six buildings and an enrollment of 914. Graduate instruction began in 1927 within the school of Liberal Arts. A “Division of Graduate Studies” was established in 1935 and eventually became known as the Graduate School in 1954. By action of the Texas State Legislature, Texas Technological College formally became Texas Tech University on September 1, 1969.

Texas Tech was listed among the nation's top doctoral universities in the latest Carnegie Classification of Institutions of Higher Education. Of the 115 universities listed in the Highest Research Activity category, Texas Tech is one of 81 public institutions in the top tier. Texas Tech University is located on the South Plains of West Texas in Lubbock. In Fall 2017, Texas Tech met the criteria to qualify as a Hispanic Serving Institution, received a sixth consecutive Higher Education Excellence in Diversity (HEED) Award from INSIGHT into Diversity magazine, and earned four out of five stars on the Campus Pride Index, a national benchmark for measuring progress in creating an inclusive campus learning environment for LGBTQIA students, faculty, and staff.

The vision of the university embraces the essence of life-long success. Texas Tech’s vision is to be an inclusive environment where students and faculty collaboratively share ideas while cultivating a culture of inclusive excellence by engaging in programs, activities, and events that advance the university's priorities. In Fall 2017, a record 37,010 students are enrolled in the university. Of those, 30,759 are undergraduate students and 6,251 are graduate and law students. **Texas Tech has become a very diverse campus, and it is critical that the successful candidate help the campus to continue the trajectory and momentum for equitable, ethical, and inclusive improvements.**

Committed to teaching and the advancement of knowledge, Texas Tech University, a comprehensive public research university, provides the highest standards of excellence in higher education, fosters intellectual and personal development, and stimulates meaningful research and service to humankind.

Texas Tech University is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). The organization reaffirmed the University's accreditation for 10 years in 2015.

Under the umbrella of the Texas Tech University System (TTUS), Texas Tech University is one of four component institutions. The others are Texas Tech University Health Sciences Center, Texas Tech University Health Sciences Center El Paso, and Angelo State University. The System is governed by the TTUS Board of Regents.
Texas Tech University is located on the South Plains of West Texas in Lubbock (population 243,839 with a projected growth to 327,424 by 2020). Called the “Hub City” because it serves as the educational, cultural, economic, and health care hub of the region known as the South Plains, Lubbock boasts a diverse population and a strong connection to community, history, and land. With a mild and sunny climate, Lubbock is home to several top-flight golf courses, approximately 75 city parks and three nearby recreational lakes, supporting an avid running, biking and hiking community. The Lubbock Lake Landmark is an active archeological site and natural history preserve. Caprock Canyon State Park and Palo Duro Canyon State Park are located between Lubbock and Amarillo, featuring the scenic mesa formation where Lubbock is located.

Lubbock has a rich quality of life with varied music and cultural venues. The Lubbock Symphony Orchestra, Ballet Lubbock and the Lubbock Chorale thrive in the city along with an annual Arts Festival which brings visitors to Lubbock from across the region. The Ballet Folklorico Aztlan Festival, one of the longest running folklorico competition and workshops in the state of Texas has enjoyed Lubbock hospitality for 2 decades. The Louise H. Underwood Center for the Arts (LHUCA), a First Fridays Art Trail, the Charles Adams Studio Project, and numerous small galleries and community theatre groups anchor a strong arts and theatre scene. While many recognize Lubbock as the land of Buddy Holly, the city also served as the historic home of Christopher B. “Stubbs” Stubblefield, the owner of Stubbs Bar-B-Que, that brought legendary country and rock musicians to the Hub City for live jam sessions and great barbecue sauce, Lubbock continues Stubbs’ legacy and enjoys a vibrant live music scene.
Lubbock is proud of its artistic tradition and provides several unique attractions and museums including the Science Spectrum and IMAX Dome theater; the American Wind Power Center; the National Ranching Heritage Center; the Silent Wings Museum; the Buddy Holly Cultural Center; the Museum at Texas Tech University; and the West Texas Hall of Fame. The Lubbock Roots Historical Arts Council enriches Lubbock by promoting a greater understanding of the African American experience through the practice and appreciation of the visual and performing arts and through the study, interpretation, and preservation of the history of the African American in the Early American West.

The City of Lubbock is served by several independent primary school districts, including Lubbock, Frenship, and Lubbock-Cooper. There are also a variety of private and charter schools. Texas Tech is deeply involved with the East Lubbock Promise Neighborhood grant, a U.S. Department of Education funded initiative committed to working with the residents of East Lubbock, Texas to support and advocate for children – ensuring that both children and parents have access to the resources they need to grow, learn and succeed.

Lubbock is proud of its diversity and strives to create a more inclusive atmosphere in order to embrace its increasingly multicultural and international community. A numerous and engaged Latinx community in Lubbock supports local commerce with pride and innovation with such organizations as Latino Lubbock Magazine, the Hispanic Association of Women, and the Lubbock Hispanic Chamber of Commerce. The city also celebrates with the LGBTQIA community with LubbockPRIDE every August. LubbockPRIDE was founded in 2012 in response to the growing number of LGBTQIA individuals, businesses, and organizations in the City of Lubbock and the surrounding area.

Lubbock has become a major retail and medical center for the Texas South Plains and Eastern New Mexico. Lubbock has one regional mall and numerous open-air shopping centers which offer a unique blend of local and national retailers. There are a wide variety of single-family homes and apartment options available in Lubbock. The Preston Smith International Airport supports travel in and out of Lubbock on airlines such as United, Southwest and American Eagle. For additional information about the City and County of Lubbock, please visit www.visittubbock.org.
About the Division of Institutional Diversity, Equity & Inclusion

The Division of Institutional Diversity, Equity & Inclusion is committed to student success by preparing learners to be ethical leaders for a diverse and globally engaged society. In support of the university's priorities, the division strives to create collaborative partnerships among Texas Tech faculty and staff, community organizations, and students through programs, activities and events that develop students' professional skills, individual creativity, personal excellence and social awareness. This commitment is carried out through the work of the following units within the division:

- **The goal of the Institute for the Development and Enrichment of Advanced Learners (IDEAL) is to provide curriculum based programming distinctly designed to challenge and engage students in fields such as science, technology, engineering, art and math. In support of this goal IDEAL offers a variety of academic year and summer programming which introduces K-12th grade students to new fields of study and provides a hands-on learning environment to encourage academic success. IDEAL offers Texas Tech University students, faculty and staff the opportunity to engage as instructors, counselors, researchers and analysts and to develop new and sustainable programming to continue to expand the scope of the University's academic engagement and involvement.**

- **First Generation Transition and Mentoring Programs** and the First Year Success (FYS) and Second Year Success (SYS) Programs offer first generation students the opportunity for personal and professional growth through scholarships, academic workshops, community service, peer mentors, weekly tutoring, and one-on-one guidance sessions with professional staff.

- **The Lauro Cavazos & Ophelia Powell-Malone Mentoring Program (Mentor Tech) was introduced during the fall semester of the 2002. Named for Dr. Lauro F. Cavazos, the first alumnus to serve as President of Texas Tech University, and Ophelia Powell-Malone, the first African American undergraduate of Texas Tech University, the program seeks to enhance the quality of the educational experiences of students from underrepresented groups through programs, services, advocacy, and campus and community involvement.**

- **Military & Veterans Programs (MVP)** is here to assist veterans and their families in achieving academic, personal, and professional success. Military & Veterans Programs will assist the students it serves in a seamless transition from military to civilian life by establishing educational benefits, encouraging campus and community engagement, and helping provide a positive experience through degree completion and on to a successful future.

- **The Office of LGBTQIA**, in conjunction with Student Affairs, serves the Texas Tech community through facilitation and leadership of programming and advocacy efforts. These initiatives are aimed at strengthening the lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA) community, as well as serving as a resource for the ally community. Together, this work sustains an inclusive campus that affirms people of all sexual orientations, gender identities, and gender expressions. This work is done in close collaboration with partners across the institution, Lubbock, and the region.

- **TTU BOUND** is an academic enrichment program designed for high school students with limited financial resources and whose parents have not received a bachelor’s degree from a four-year university.
• **McNair Scholars Program** is a federal TRIO program funded by the U.S. Department of Education. It is designed to prepare undergraduate students for doctoral studies through involvement in research and other scholarly activities. McNair participants are either first-generation college students with financial need, or members of a group that is traditionally underrepresented in graduate education and have demonstrated strong academic potential. The goal of the McNair Scholars Program is to increase graduate degree awards for students from underrepresented segments of society.

• **Institute for Inclusive Excellence (IIE)** was developed in collaboration with the Teaching, Learning, and Professional Development Center to provide faculty with advanced training in diversity within the classroom and beyond.

• The **Dream Resource Center (DRC)** is an area where students have the opportunity to access peer mentor support, mental health resources, and supplemental advising. In addition, students also benefit from program resources such as computer stations, course materials, and academic and social integration workshop sessions. The DRC serves as a place where international, undocumented, DACA–eligible students can create and develop a sense of community which has a tremendous impact on how students experience Texas Tech University.

• The **Texas Tech Chess Program** brings outstanding students from all over the world to the Texas Tech University and offers chess scholarships to qualified applicants at both the undergraduate and graduate levels. Competing at all division levels, the program is able to provide opportunities for all ratings from International Grandmasters to club players. Director and Head Coach Alex Onischuk is an internationally renowned Grand Master and trainer who has successfully trained players with a wide range of skill levels, from beginners to world champions.

• **TRIO Student Support Services (SSS)** is a federally funded program that provides opportunities for academic development by assisting program participants with college requirements and motivating them toward the successful completion of their post-secondary education. TRIO SSS provides personalized advising, personal and leadership development, and a supportive community focused on empowering students to succeed.

• The **University Interscholastic League (UIL)** was created by The University of Texas at Austin to provide leadership and guidance to public school debate and athletic teachers. Since 1910 the UIL has grown into the largest inter-school organization of its kind in the world. UIL exists to provide educational extracurricular academic, athletic, and music contests. The initials UIL have come to represent quality educational competition administered by school people on an equitable basis.

• The **Multicultural Center** is a space for students to gather, work, and relax. With computer stations, couches, and a Student Resource Center (that offers a collection of books, journals and other scholarly publications available for students to check out), the Multicultural Center reflects the various cultural, racial, ethnic, and social identities of TTU's global student body.

• The **Diversity Counselors Program** partners with TTU’s Family Therapy Clinic to provide mental health services. The innovative internship program includes three graduate student counselors available every day for appointments or walk-in therapy sessions specializing in various aspects of diversity.

• The **Diversity Ambassadors Program** is comprised of graduate students who conduct seminars to students and staff about “Diversity and Equity 101”.
The Position Qualifications

Required qualifications include a doctoral or terminal degree plus evidence of progressive administrative and management leadership experience in a similar area. Additional job-related education may substitute for required experience on a year-for-year basis. Preferred qualifications include experience in the field of diversity and inclusion; an academic, scholarly record in the applicant's respective field; experience in higher education with excellent analytical and reporting skills; excellent oral and written communications skills; and strong presentation skills, with the ability to communicate effectively with all levels of internal and external stakeholders. In addition, a demonstrated record of administrative experience in ethical and equitable fiscal and personnel management is required.

Duties and Responsibilities:

The Vice President for Diversity, Equity & Inclusion position is responsible for helping the president and the provost with the administration, management and planning of the university's policies, programs, and services within the assigned area(s). The Vice President for Diversity, Equity & Inclusion reports directly to the president of the university and is responsible for leading the university's Division of Institutional Diversity, Equity and Inclusion. The area of oversight encompasses several areas within the university which include the Institute for the Development and Enrichment of Advanced Learners (IDEAL); First Generation Transition and Mentoring Programs; the Lauro Cavazos & Ophelia Powell-Malone Mentoring Program (Mentor Tech); Office of LGBTQIA (in conjunction with Student Affairs); the Military & Veterans Programs (MVP); the Dream Resource Center (DRC); McNair Scholars Program; Institute for Inclusive Excellence (IIE) (in conjunction with the Teaching, Learning, and Professional Development Center); TRIO Student Support Services (SSS); the Texas Tech Chess Program; TTU BOUND; the Diversity Counselors Program; the Diversity Ambassadors Program; the Multicultural Center; and the University Interscholastic League (UIL). Additional information about the university's diversity programs is located at https://www.depts.ttu.edu/diversity/index.php.

The successful candidate will:

- Provide equitable, ethical, and inclusive leadership in the Division of Diversity, Equity, and Inclusion and promote a shared vision for the unit and the university
- Work closely with the President and the Provost in affirming the university's strategic plan and commitment to diversity, equity, and inclusion
- Act knowledgeably and expertly within required federal, state, and university laws, regulations, procedures, and policies related to the management of the Division of Diversity, Equity, and Inclusion
- Demonstrate knowledge of Title IX and work to achieve its proper application in a university setting
- Communicate sensitively, concisely, and eloquently the university's commitment to diversity, equity, and inclusion
- Demonstrate the highest ethical standards
- Promote a cooperative work environment within the Division and a collaborative relationship with all constituencies on campus, faculty, staff, and students and with the wider community
- Work to achieve cross-unit objectives in support of institutional efforts
- Identify short and long-term organizational needs
- Build awareness and educate students on the necessity and benefits of a diverse and inclusive environment
- Exhibit innovation in responding to present-day requirements while proactively preparing for the future demographic, dynamic, and dynamism of a public research university
- Strategically plan and focus on division/departmental goals and overall mission of the university
• Analyze problems or procedures, anticipate outcomes, evaluate alternatives, and select best course of action efficiently, effectively, and sensitively
• Seek the best use of materials, equipment, and staff to maximize efficient and economical use of resource
• Maintain ethical and efficient budget control
• Possess a demonstrated record of administrative experience in ethical and equitable fiscal and personnel management
• Have a national presence in her/his field of expertise as well as in the area of diversity and inclusion
• Show a deep awareness and understanding of the national trends and issues currently impacting higher education
• Build strong relationships and establish collaborative partnerships across the university with students, faculty, and staff as well as with other divisions, units, and institutes.

It is desired that the Vice President for Diversity, Equity & Inclusion possesses the following characteristics:
• Experience in the field of diversity & inclusion with a strong preference for experience in higher education
• Strong scholarly record in her/his academic field of expertise
• Record of engagement with national organizations in diversity in higher education
• Clear understanding of serving all constituencies on campus, including those who may hold privilege or “immunity”
• Excellent analytical and reporting skills
• Strong ability to “influence without authority”
• Excellent oral and written communications skills, as well as presentation skills, with ability to communicate effectively with all levels of internal and external stakeholders
• Ability and desire to coach and develop other professionals
• Excellent consultation and negotiation skills
• Strong collaboration skills
• Demonstrated problem solving and decision-making skills
• Proven ability to manage multiple projects and priorities in a fast paced, dynamic environment
• Excellent organization skills
• Sound judgment, decision making, and high ethical standards
• Flexible, innovative in a fast paced, growth-oriented and time-critical environment

Salary

The salary is competitive and commensurate with qualifications and experience.

Applicant Review

Confidential applications and nominations will be accepted until the position is filled. Candidate screening will begin immediately. For best consideration, applications and nominations should be provided by January 19, 2018.
How to Apply

Greenwood/Asher & Associates, Inc. is assisting Texas Tech University in this search. Initial screening of applications will begin immediately and will continue until an appointment is made. Applications should be received prior to January 19, 2018, for best consideration. Individuals who wish to nominate a candidate should submit a letter of nomination that includes contact information for the nominee. Application materials should include a letter addressing how the candidate’s experiences match the position qualifications, a curriculum vitae, a completed questionnaire provided by Greenwood/Asher & Associates, a 1-2 page vision statement on diversity and inclusion at institutions of higher education, and three references. Inquiries, nominations, and application materials should be directed to:

Jan Greenwood or Betty Turner Asher, Partners  
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For additional information about the university please visit: http://www.ttu.edu/about/

Texas Tech University System and its components will not discriminate in its employment practices based on an applicant's race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, status as a protected veteran, or any other legally protected category, class, or characteristic.