



OFFICE OF DIVERSITY & INCLUSION

DEPUTY CHIEF DIVERSITY OFFICER POSITION ANNOUNCEMENT

The University of Maryland seeks exceptional candidates for a Deputy Chief Diversity Officer (DCDO), who will assist the Chief Diversity Officer (CDO), the Office of Diversity and Inclusion (ODI), and the University in Maryland (UMD) achieve and expand our vision of inclusive excellence.

A successful DCDO will easily translate theory into practice as a collaborative leader working towards campus diversity, inclusion, equity, and respect. The DCDO will build strong relationships within ODI and with deans, department heads, faculty, staff, students, alumni, and community members in order to help fulfill the University's diversity strategic plan.

The DCDO will report directly to the CDO and will have supervisory responsibility within ODI. Additionally, the DCDO will hold a leadership position on various campus groups addressing matters of equity and inclusion, as such, the DCDO will have close working relationships with senior administrators across the university. The DCDO will work closely with the CDO and other members of the leadership team to advance the core mission of ODI through training and education, outreach and support, hate-bias incident response, strategic communications, alumni engagement and development, and research and assessment.

The DCDO must be prepared to thoughtfully and directly engage the concerns and issues inherent in the work of the diversity offices; the candidate must have a facility with, and expertise in, social media and related communication platforms. The candidate will be able to demonstrate influence and responsiveness to incidents of bias, exclusion, hate, and other topical matters impacting the University, the local community, and, in certain cases, the nation.

The DCDO will assist in the creation of periodic and special reports on the progress and impact of efforts of the University to be an inclusive and welcoming environment for all students, staff, faculty, and visitors.

Primary Responsibilities

Communications & Alumni Engagement - Create effective formal and informal communication for traditional, digital, and social media channels on national and local issues related to diversity, equity, and inclusion. Reconnect University Alumni with the University and each other through ODI sponsored initiatives. Lead collaborative (matrixed) teams established to achieve communication and engagement activities. Identify and develop grant relationships, including partnered opportunities, to further the mission of the Office of Diversity and Inclusion. (30%)

University Collaboration - Work closely with the CDO to provide vision and direction to Diversity Officers and Equity Administrators to carry out their essential functions within their respective units. Partner with University leadership at all levels to achieve strategic goals. (25%)

Administrative Oversight & Performance Management - Work closely with the Business Manager to develop, monitor, and analyze departmental budgets. Lead and advise professional staff. (25%)

Programmatic Leadership - Provide consultative guidance within ODI for senior leadership team on efforts related to division initiatives and strategic planning processes. (10%)

Event Planning & Oversight - Direct efforts to identify and produce special events including high-profile speakers, conferences, and other types of University programming. Guide teams to successful event management including pre-planning, budgeting, sponsorships, logistics, promotion, and

media access; lead event planning process with the goal of producing exceptional and meaningful learning experiences for attendees and for featured guests. (10%)

Required Qualifications:

- PhD, MBA, or J.D. degree.
- A minimum of seven (7) years experience in higher education leadership role.
- Strong commitment to and understanding of diversity, equity, and inclusion.
- Excellent verbal and written communication skills, well-regarded social media presence.
- Proven ability to develop position statements suitable for internal and external communications on matters related to diversity, equity and inclusion.
- Demonstrated problem solving, critical analysis, initiative, judgment and decision-making skills.
- Experience with diversity training, leadership development, group facilitation, community building/organizing.

Preferred Qualifications

- Graduate degree in higher education administration, counseling, education, business or related fields.
- 5-8 years work experience in higher education senior administrative role.
- Communications / marketing expertise.
- Development / alumni campaign planning and execution.
- Grant cycle experience including relationship development, submissions, administration, and report writing.
- Strong project management skills reflecting an ability to manage shifting priorities and handle numerous time-sensitive projects with multiple deadlines.
- Demonstrated ability to envision, identify, develop and implement systems, policies, training and programs to foster a healthy and inclusive educational environment.

University of Maryland, College Park

Founded in 1856, University of Maryland, College Park is the flagship institution in the University System of Maryland. Our 1,250-acre College Park campus is just minutes away from Washington, D.C., and the nexus of the nations legislative, executive, and judicial centers of power. This unique proximity to business and technology leaders, federal departments and agencies, and a myriad of research entities, embassies, think tanks, cultural centers, and non-profit organizations is simply unparalleled. Synergistic opportunities for our faculty and students abound and are virtually limitless in the nations capital and surrounding areas. The University is committed to attracting and retaining outstanding and diverse faculty and staff that will enhance our stature of preeminence in our three missions of teaching, scholarship, and full engagement in our community, the state of Maryland, and in the world.

The University of Maryland, College Park, an equal opportunity/affirmative action employer, complies with all applicable federal and state laws and regulations regarding nondiscrimination and affirmative action; all qualified applicants will receive consideration for employment. The University is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, religion, sex, national origin, physical or mental disability, protected veteran status, age, gender identity or expression, sexual orientation, creed, marital status, political affiliation, personal appearance, or on the basis of rights secured by the First Amendment, in all aspects of employment, educational programs and activities, and admissions.

**Application portal opens April 6. For additional information, please contact
Jyotsna Vanapalli, ODI HR Consultant, via email at jyotsna@umd.edu.**