Appalachian State University invites nominations and applications for the position of Chief Diversity Officer

About Diversity at Appalachian

Appalachian State University is committed to developing and allocating resources to the fundamental task of creating a diverse campus culture. We value diversity as the expression of human similarities and differences, as well as the importance of a living and learning environment conducive to knowledge, respect, acceptance, understanding and global awareness.

Creating a diverse campus is an ongoing commitment at Appalachian State University. Historically, our region of the state is predominately white, but its demographics have broadened as the Southeastern U.S. and world have changed and become more interconnected. The university was among the nation’s leaders in attracting international students and has worked to bring attention and respect to previously marginalized groups. App State formally focused attention on diversity in 1994, 2003 and 2007 with surveys, action plans and benchmark improvements. Its focus continued in 2013-14 with formation and activities of the Chancellor’s Commission on Diversity, now known as the Chief Diversity Officer’s Advisory Board. App State’s definition of diversity is broad because we recognize and value all human expression.

In fall 2021, App State reached its highest enrollment of underrepresented students to date:
18.2% total underrepresented students (6.3% increase since 2020).

Additionally, the university has experienced:
66% growth in underrepresented students (since 2014).
108% growth in first-year underrepresented students (since 2014).
Appalachian State University began as Watauga Academy, founded in 1899 by Dr. B.B. Dougherty and his brother D.D. Dougherty, and D.D.’s wife, Lillie Shull Dougherty, to provide access to education for children in North Carolina’s “lost provinces.” B.B. led the institution for 56 years — from its beginnings as Watauga Academy to the Appalachian Training School for teachers, the two-year Appalachian State Normal School and later the four-year Appalachian State Teachers College.

The pioneering spirit necessary to overcome the hardships presented by the region’s rural location in North Carolina’s Appalachian Mountains quickly characterized the institution, giving the university a special niche in higher education that it continues to occupy today. After more than a century, students still feel the pull of this unique place to transform their lives, and App State has remained focused on providing students with educational experiences that are not only life-changing but world-changing. Alumni go on to earn advanced degrees, approach life entrepreneurially, build distinguished military careers, work overseas and engage in professions that take them in many directions, all while giving back to the communities in which they live and work.

Students choose Appalachian because they can:

• Engage in critical inquiry with a community of scholars
• Discover and demonstrate their passion through research or performance
• Travel the nation and the world to learn about themselves and the world around them
• Engage with communities at home and across the world
• Create lifelong bonds and friendships with faculty and fellow scholars
• Develop a deep and holistic understanding of sustainability
• Channel their desire to make a difference into effecting real and lasting change in the world
App State faculty members are known for using innovative, interdisciplinary and integrative teaching methods, being dedicated to research and student mentorship, and investing in new strategies and technologies. The student-to-faculty ratio is 16:1. Small classes, which average 25 students in fall 2021, contribute to a freshman-to-sophomore retention rate of 86.2%. A total of 18.2% of App State’s students are from underrepresented populations, which is a 66% increase in racially and ethnically underrepresented students since 2014.

App State was named among the best higher education institutions for 2021 in the Southeast and the nation, receiving recognition for its academics, value, innovation, benefits for student veterans and other aspects from U.S. News & World Report, The Princeton Review and personal finance website Money.com. Since the News & World Report “Best Colleges” rankings were first published annually, beginning in 1987, App State has consistently placed among the top 15 public and private Southern universities. The national publication also recognized the university’s online bachelor’s and graduate education programs, offered through App State Online, among the best in the nation for 2021. For a decade, App State has earned the Military Friendly® School designation awarded by VIQTORY in recognition of its efforts in helping military-affiliated students thrive on campus and in the surrounding community. The university earned the distinction of being one of the Top 10 Military Friendly® Schools in the nation for 2020-21 and 2021-22.

App State’s community of scholars comprises nine academic units: the College of Arts and Sciences, College of Fine and Applied Arts, Reich College of Education, Walker College of Business, University College, Hayes School of Music, Beaver College of Health Sciences, Cratis D. Williams School of Graduate Studies and the Honors College. Although not a degree-granting college, the Honors College offers an even more enriching academic experience for high-achieving students. Additionally, App State’s University Libraries, which include Carol Grotnes Belk Library and Information Commons and the Erneston Music Library, provides academic resources for all university students, faculty and staff.

The university’s more than 2,000 graduate students are drawn by App State’s 80 quality graduate degree and certificate programs designed to help students achieve a variety of career goals: getting promoted, becoming more competitive in the job market, changing professions, earning more money, achieving greater job security or pursuing a doctoral degree.
Students, faculty and staff consider App State a special place. The location in North Carolina’s Blue Ridge Mountains, a place of great beauty abundant with cultural and recreational opportunities, profoundly shapes how the community lives, works and learns together. Many people find they fall quickly in love with this place and this university.

Students also choose App State for its value and affordability. U.S. News & World Report consistently ranks App State among its top 15 public comprehensive Southern universities, while The Princeton Review named App State among its “Best in the Southeast” for 2021 and Kiplinger’s Personal Finance magazine named App State a “Best College Value” for 2019. Niche.com named App State among its “2022 Best Colleges.” Appalachian’s quality academic programs cultivate critical thinkers through small classes, individual attention and mentoring. Appalachian offers a variety of academic programs — in person and online. Explore Appalachian’s more than 150 bachelor’s degrees and 80 graduate programs at https://www.appstate.edu/academics/majors/.

Appalachian State University is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award baccalaureate, master’s, intermediate and doctoral degrees.

**Mission Statement**

Appalachian State University prepares students to lead purposeful lives as engaged global citizens who understand their responsibilities in creating a sustainable future for all.

Our location in the distinctive Appalachian mountain town of Boone, North Carolina, profoundly shapes who we are. As a constituent institution of the University of North Carolina, we fulfill our core academic missions of teaching, scholarship, and service in ways that honor our geography and heritage.

We bring people together in inspiring ways. The transformational Appalachian experience develops individuals who are eager to acquire and create knowledge, to grow holistically, to act with passion and determination, to embrace diversity and difference, and to become contributing members of society.

We create rich environments where students can thrive. Our students are educated broadly and are simultaneously equipped with strong disciplinary knowledge. Academic learning occurs in a wide range of undergraduate, selected master’s and intermediate programs, and the two doctorate degrees offered on campus, at off-campus sites, and online.
Faculty and students engage in research and scholarship that advance knowledge and address the problems of our region, state, and world through creativity and innovation. Learning takes place within formal and informal instructional settings with dedicated faculty members, in co-curricular programs that enrich classroom experience, in interdisciplinary educational formats, and through outreach to the local community and beyond. Appalachian cultivates diverse and vibrant arts that enrich the cultural and intellectual climate of the campus and region.

We promote a spirit of inclusion that inspires students, faculty, and staff to form relationships extending well beyond graduation. Our students think critically, communicate effectively, make local to global connections, and understand the responsibilities of community engagement. We embrace our obligation to help create healthy, just, and sustainable societies by equipping our students to live with knowledge, compassion, dedication, humility, and dignity.

**Vision**

Appalachian State University aspires to be the destination institution for dedicated students who seek challenging academic programs and co-curricular experiences, engaged faculty and a vibrant campus culture that will shape them into engaged, responsible global citizens. Inspired by the ideal of sustainable community, we seek to deliver the Southeast’s best comprehensive, progressive education. Additionally, the university will provide excellent value; will be an influential world citizen; and will develop a distinctive identity built on the university’s strengths, location and tradition.

**Essential Character and Core Values**

Appalachian State University is located in the Blue Ridge Mountains, a place of great beauty and cultural and recreational opportunity. The mountains inspire an appreciation for the traditions of the region as we connect to and learn from the world. At Appalachian we follow the teacher-scholar model, with small classes in an innovative, interdisciplinary, and integrative curriculum supported by a faculty dedicated to research and invested in new strategies and technologies. Our faculty and staff inspire our students, who have a strong service ethic and involvement in the community. The green ethos at Appalachian infuses academic programs, environmental stewardship, research, and a community with an attitude of care for the planet.
Governance

Appalachian is one of the 16 constituent universities in the University of North Carolina System. The Board of Governors oversees and guides the coordinated system of higher education in North Carolina and in doing so maintains close liaison with other state and private educational agencies. Appalachian has its own Board of Trustees, as do the other institutions of higher education in the UNC system. The Board of Trustees at Appalachian serves as an advisor to the Board of Governors and to the Chancellor of Appalachian on the management and development of the University. Deans of the academic divisions meet regularly with the provost to enhance collaboration and inclusion in academic affairs. In addition, faculty, staff, and students participate in various levels of governance through appropriate representative bodies, committees, councils, and project teams.

The faculty is represented by the Faculty Senate, which gives advice with respect to questions of academic policy and institutional governance, with particular emphasis upon matters of curriculum, degree requirements, instructional standards, and grading criteria.

Leadership

Dr. Sheri Everts joined Appalachian State University as its eighth leader in July 2014. Previously, she was provost and vice president for academic affairs at Illinois State University since 2008.

A Nebraska native who attended elementary school in a one-room schoolhouse, Everts graduated from the University of Nebraska-Lincoln in 1980 with a bachelor’s degree in English instruction and secondary education. After teaching middle school and high school English in Kansas and Nebraska, she returned to UNL, where she earned a master’s degree in literacy education and English (1991) and a doctorate in administration, curriculum and instruction (1994).
Everts began her higher education career in 1994 as an assistant professor in the Department of Teacher Education at the University of Nebraska Omaha. Rising through the academic and administrative ranks at UNO, she was named assistant vice chancellor for academic and student affairs in 2000, promoted to associate vice president in 2003, and named interim senior vice chancellor for academic and student affairs in 2006. She served in that interim capacity until June 30, 2008, when she left Nebraska to become provost and vice president for academic affairs at Illinois State University and also served as interim president at ISU.

Under Everts’ leadership, Appalachian has distinguished itself as the premier public undergraduate institution in the Southeast. By ensuring a sound foundation in terms of the university’s physical infrastructure and the goals and strategic initiatives that empower human potential, Appalachian provides a high-quality setting in which students can grow and learn how to navigate life successfully. Specifically, between 2014 and 2020, enrollment grew to more than 20,000 — a trend that has continued, with the university enrolling 20,641 students in fall 2021. The university has increased its underrepresented students by 66% and first-year underrepresented students by 108%. As of fall 2021, 18.2% of App State students are from underrepresented populations, 32% of the total undergraduate population are first-generation college students, and 34.3% come from rural areas (in-state, degree-seeking students who are from Tier 1 and Tier 2 counties, as designated by the North Carolina Department of Commerce). In 2017, Everts launched the Chancellor’s Innovation Scholars Program to support research and practice related to the innovation of higher education. In 2018, she led the charge in opening the Appalachian State University Academy at Middle Fork in Walkertown, North Carolina — which serves approximately 300 K–5 students with research-based practices, state-of-the-art literacy instruction, and exemplary classroom instruction and administration — and cut the ribbon on the new Leon Levine Hall of Health Sciences. Appalachian continues to be a leader in sustainability, in part by hosting the annual Appalachian Energy Summit — a platform through which UNC System campuses have worked together to save more than $1 billion in utility costs.
Teaching and Scholarship

Appalachian attracts and retains an exceptionally talented and committed faculty who work closely with their students inside and outside the classroom. In the 2020-21 academic year, the university employed 1,032 full-time faculty, including 330 professors, 226 associate professors, 218 assistant professors, six instructors, 218 lecturers and 21 adjuncts, 12 clinical faculty, and one research faculty. Ninety-eight percent of full-time faculty hold their doctorate, first professional degree or other terminal degree. Counting full- and part-time staff and faculty, Appalachian has more than 3,200 employees.

Over the last few years, App State has expanded its graduate programs and developed a more intense research profile, particularly in environmental issues and health-related initiatives. Faculty at App State maintain vigorous research portfolios, working to advance knowledge and address the problems of our region, state and world through creativity and innovation. The university strives to achieve a balance that attends to its primary mission as an undergraduate teaching institution while supporting faculty’s pursuit of intellectual activities that both stimulate their learning and complement and support their teaching. Maintaining App State’s commitment to community, the faculty work closely with undergraduate and graduate students both in the classroom and on research projects, providing students with numerous opportunities to engage in research and/or creative endeavors. Students often present their findings at regional, national and international conferences — experience that can be crucial when applying to graduate school or seeking jobs.

Students come to Appalachian with a strong desire to serve the local community, and the university supports their commitment by offering opportunities for volunteer work and service-learning. Each year, Appalachian offers nearly 100 service-learning and community-based research courses. Students often say these opportunities to work in the community open their hearts and minds to ways they can make a difference, and in turn influence their choice of major and career path. Appalachian students’ connection with the community has been recognized by the President’s Higher Education Honor Roll, the Carnegie Foundation for the Engagement of Teaching, and Beyond the Books website for Excellence in Service-Learning.
Grants and contracts from external agencies and organizations for faculty research totaled $12.69 million in fiscal year 2020. Many of these grants from government, nonprofit agencies, business and industry generate special opportunities for students, and the university encourages faculty/student collaboration on research and creative endeavors. The Office of Research provides support to faculty and staff who seek external funding to support their research and teaching; the university also maintains an Office of Student Research to encourage and support student research and to provide grants to enable undergraduate and graduate students to present their research results or creative performances at professional conferences in their discipline. Promoting scholarship is a key component of the strategic plan, and the university is committed to increasing sponsored research programs and funding opportunities for both faculty and students.

**Academic Affairs**

There are nine academic colleges and schools within Appalachian:

- **The College of Arts and Sciences** is home to 17 academic departments, two centers and one residential college. These units span the humanities and the social, mathematical and natural sciences. The College of Arts and Sciences aims to develop a distinctive identity built upon our university’s strengths, traditions and unique location. The college’s values lie not only in service to the university and local community, but through inspiring, training, educating and sustaining the development of its students as global citizens. There are approximately 6,400 student majors in the college. As the college is also largely responsible for implementing Appalachian’s general education curriculum, it is heavily involved in the education of all students at the university, including those pursuing majors in other colleges. Learn more at [https://cas.appstate.edu](https://cas.appstate.edu).
• The Walker College of Business delivers transformational educational experiences that prepare and inspire students to be ethical, innovative and engaged business leaders who positively impact our community, both locally and globally. The college places emphasis on international experiences, sustainable business practices, entrepreneurial programs and real-world applications with industry. Enrolling approximately 3,000 undergraduates in 10 majors and 175 graduate students in three master’s programs, the Walker College is accredited by AACSB International – the premier global accrediting body for schools of business. Learn more at https://business.appstate.edu.

• The Reich College of Education offers one of the largest undergraduate teacher preparation programs in North Carolina, graduating about 500 teachers a year. The Reich College of Education enrolls approximately 2,400 students in its bachelor’s, master’s, education specialist and doctoral degree programs. With so many teacher education graduates working in the state, there is at least one RCOE graduate teaching in every county in North Carolina. Learn more at https://rcoe.appstate.edu.

• The College of Fine and Applied Arts is a dynamic and innovative group of seven academic departments, bringing together a variety of perspectives, experiences and real-world education to provide unique opportunities for student success. The college has more than 3,000 undergraduate and graduate majors. Its departments are Applied Design, Art, Communication, Military Science and Leadership, Sustainable Development, Sustainable Technology and the Built Environment, and Theatre and Dance. Learn more at https://faa.appstate.edu.

• The Cratis D. Williams School of Graduate Studies helps individuals reach the next level in their career advancement and preparedness. The school offers 80 graduate degree and certificate programs in a range of disciplines, including doctoral programs in education (Ed.D.) and psychology (Psy.D.). Classes are offered at the main campus in Boone as well as online and face-to-face at locations around northwestern North Carolina. The graduate school enrolls more than 2,000 students. Learn more at https://graduate.appstate.edu.
• **The Beaver College of Health Sciences** opened in 2010 as the result of a strategic university commitment to significantly enhance the health and quality of life for individuals, families and communities in North Carolina and beyond. In 2015, the college was named for an Appalachian alumnus and pioneer in the healthcare industry — Donald C. Beaver ’62 ’64 of Conover. The college offers nine undergraduate degree programs and seven graduate degree programs, which are organized into six departments: Communication Sciences and Disorders; Health and Exercise Science; Nursing; Nutrition and Health Care Management; Recreation Management and Physical Education; and Social Work. Learn more at [https://healthsciences.appstate.edu](https://healthsciences.appstate.edu).

• **The Hayes School of Music** prepares young musicians for professional lives as performers, composers, music educators, music therapists, conductors and music industry professionals, ensuring the next generation of musical leadership for the state, region and nation. Noted for quality instruction by national and internationally recognized faculty musicians, the school offers four undergraduate degree programs and three graduate-level programs. Learn more at [https://music.appstate.edu](https://music.appstate.edu).

• Formed in 2007, **University College** consists of the university’s general education program, faculty and student support, and co-curricular programming and support — all designed to support the work of students both inside and outside the classroom. All students at Appalachian begin their education in University College and benefit from its programs until they graduate. Learn more at [https://universitycollege.appstate.edu](https://universitycollege.appstate.edu).

• More than 500 students are enrolled in the **Honors College**, which serves a diverse group of high-achieving, high-potential, highly motivated students from all majors. The Honors College helps students develop independent and creative thinking and high-level research skills, promotes interdisciplinary inquiry, and nurtures cultured and caring exchanges of ideas. The college’s enhanced academic experience prepares students for success in graduate or professional school and for leadership roles in their lives, communities and careers. Learn more at [https://honors.appstate.edu](https://honors.appstate.edu).
Other units reporting to the Provost:

University Libraries contributes to the campus mission of learning, teaching, advancing knowledge, engagement and effectiveness. Belk Library and Information Commons along with the Nicholas Erneston Music Library provide academic resources for all students and faculty. Within the library, students and faculty find group and quiet study spaces, the Digital Media Studio, the inspire lab, the Idea Factory, digital devices to check out, and special collections such as the W.L. Eury Appalachian Collection and Instructional Materials Center. Learn more at https://library.appstate.edu.

The Center for Academic Excellence is Appalachian State University’s lead teaching and learning resource for faculty, staff and students. It was formed in 2016 by combining the staff and resources from Learning Technology Services and Faculty and Academic Development into a single, comprehensive center dedicated to growing excellence in teaching and learning and supporting faculty and student success. Among its services, the center provides support for teaching innovation, the scholarship of teaching and learning, learning technologies and professional development for faculty and staff. Learn more at https://cae.appstate.edu.

The Division of Enrollment Management is responsible for planning, implementing, assessing and providing services and programs that promote student success — from pre-enrollment through graduation. The division comprises the Office of Admissions, Office of Online and Transfer Services, Office of the Registrar, Office of Student Financial Aid and University Scholarships, and College Access Partnerships. Learn more at https://em.appstate.edu.

The Office of Research provides support for the research, creative, and scholarly endeavors of Appalachian faculty, staff and students. The office consists of four units: Grants Resources and Services, Sponsored Programs, Research Design and Analysis, and Research Protections. The Office of Research also collaborates with the university’s Special Funds Accounting on the fiscal management of awarded projects. Learn more at https://research.appstate.edu.
The Office of Student Research (OSR) was established in 2005 to expand the opportunities necessary for undergraduate and graduate students to engage in research and creative activities at Appalachian. Appalachian State University encourages faculty-mentored student research, which provides students with the opportunity to work side by side with faculty on meaningful research or creative endeavors. These projects often result in presentations, performances or exhibitions at regional, national and international conferences and events. Students who engage in research are able to apply knowledge from the classroom into real-world experiences and learn how to problem-solve, effectively communicate and analyze complex issues. Learn more at https://osr.appstate.edu.

The Office of International Education and Development is responsible for spearheading the internationalization efforts at Appalachian. The internationalization mission of Appalachian is to develop awareness, knowledge, appreciation and respect of cultural differences in both domestic and international contexts in its students, faculty, staff and the surrounding communities. The university is also dedicated to creating a campus environment that builds the theoretical and practical skills needed to interact effectively in a global society. Learn more at https://international.appstate.edu.

The Office of Institutional Research, Assessment, and Planning assists the executive and administrative offices of the University in broad-based assessment activities in order to promote increased institutional effectiveness and efficiency. Learn more at https://irap.appstate.edu.

App State’s Office of Disability Resources (ODR) works to provide equal opportunity and an inclusive Appalachian Experience to App State students, employees and visitors with disabilities — all while adhering to disability compliance requirements at the federal, state and local levels. Among its responsibilities, the office oversees the accessibility of App State’s programs, services and activities, and addresses disability-related concerns. Learn more at https://odr.appstate.edu.
The Future of Appalachian

We’re enhancing the Appalachian Experience — with a stronger physical infrastructure and five-year goals that further empower human potential. Get the full picture through the Appalachian’s Future website, which details our growth and change: https://www.appstate.edu/appalachians-future/.

App State has major construction projects underway or being planned over the next three to five years that will enhance the Appalachian Experience and support the university’s strategic planning. As a result of the COVID-19 pandemic, the university has developed a Bridge Strategic Plan that is intended to bridge between the university’s former, five-year strategic plan — “The Appalachian Experience: envisioning a just and sustainable future,” in place from 2014–19 — and its next five-year strategic plan.

We believe the most important goal Appalachian State University can achieve is to open possibilities — for our Appalachian Community, our society and our planet — by empowering human potential. Appalachian has been cultivating students’ personal best for nearly 125 years through small classes, individual attention and mentoring, as well as institutional values, practices and policies.

As the premier public undergraduate institution in the Southeast and a national leader in higher education, Appalachian has established five-year performance goals as part of the UNC System’s five-year strategic plan, titled “HIGHER EXPECTATIONS,” addressing:

- Access
- Student success
- Economic impact

After the second year of the Strategic Plan for the UNC System, Appalachian State University was meeting, and in some cases exceeding, its five-year performance goals. When Appalachian Chancellor Sheri Everts signed a pledge with then-President Margaret Spellings in 2017 to meet UNC System strategic goals over a five-year period, Everts noted that the initiatives were consistent with Appalachian’s mission to increase access to education for those students who otherwise would not have the opportunity to achieve a college education. Read more at https://www.appstate.edu/appalachians-future/empowering-human-potential/.
Boone and surrounding area

Boone, North Carolina, is a college town in the best sense — a place where people say hello on the street and a vibrant downtown is just a block from campus. Its eclectic hub, known as King Street, features specialty shops, restaurants and cultural attractions that appeal to students, parents, residents and tourists. Whether in town for a weekend or a four-year education, many people leave seeking an opportunity to return to Boone.


The surrounding Blue Ridge Mountains attract outdoor enthusiasts year-round for hiking, skiing, snowboarding, mountain biking, cycling, fishing, kayaking, rock climbing and other activities. The Blue Ridge Parkway, which draws some 20 million visitors a year, and a section of the Appalachian Trail that runs from Virginia through western North Carolina, are both just minutes from campus.

Preserving these mountains is essential to Appalachian’s character. An ethic of sustainability pervades the campus and local community, as evident through an on-campus electricity-generating wind turbine, a
commitment to making new buildings efficiently designed and LEED® certified, a biodiesel-powered public transportation system and research and academic degree programs that focus on issues related to energy, economics and the environment. Many sustainability projects on campus are funded by a Renewable Energy Initiative fee, which students overwhelmingly supported as a way to ensure a better future for all.

The natural setting makes outdoor recreation and experiential learning programs possible, and the heritage of the region is alive on and around campus. The university’s location also attracts students, faculty and staff interested in sustainable development and the economics of sustainability. As a result, the Research Institute for Environment, Energy and Economics is spearheading cutting-edge research that is making Appalachian a leader in this area.

The 2020 U.S. Census lists the population of Watauga County at 54,086 and the population of Boone at 19,092. Boone is known for having friendly, engaged neighborhoods and quality schools. The Watauga County Schools system has a long-standing reputation as one of the best in the state, with students consistently outperforming their statewide peers on the state’s standardized tests. Watauga County also boasts a high number of National Board Certified Teachers, and North Carolina leads the country in the number of Board Certified personnel by a wide margin.
Primary Purpose

The Chief Diversity Officer provides leadership to university’s efforts to foster a welcoming and inclusive environment. The office promotes equity in educational opportunity, programming and employment and promotes an environment of diversity, respect and inclusion for all members of the university community.

Services Provided:

• The Chief Diversity Officer reports to the Chancellor and is responsible for developing, implementing, and overseeing the university’s continuing work to promote and strengthen diversity and inclusion.

• Organizational and Principle Work Relationships:

• The Chief Diversity Officer will establish and maintain collaborative and effective working relationships with campus leadership, faculty, students, staff, and the community to advance campus diversity and inclusion goals.

Essential Duties and Responsibilities:

• Position the university as a national leader with the development and establishment of a diverse and inclusive institutional program.

• Plans, guides and advises the Chancellor, Leadership Team and other senior leaders on diversity, equity, and inclusion matters. Collaborates with faculty, staff, students and alumni to create, implement, and monitor programs designed to promote equity, cultural competence and inclusion.

• Convene and chair the Chief Diversity Officer’s Advisory Board.
• Leads standing and ad hoc committees and work groups on equity, diversity and inclusion related topics involving student, faculty, staff, and administrator populations.

• Serve as a primary source for faculty, staff and students to report individual or university-wide diversity and inclusion concerns, harassing and/or discriminatory behavior.

• Coordinate the implementation of the university’s strategic plan for diversity and inclusion in partnership with all divisions to ensure that diversity and inclusion initiatives are aligned with the overall strategic plan of the university.

• Oversee ongoing efforts on diversity and inclusion initiatives, including developing and establishing university goals and objectives.

• Collaboratively develop and implement strategies to monitor and evaluate institution-wide progress toward creating a diverse and inclusive work and learning environment.

• Create and implement communication strategies to support diversity and inclusion initiatives.

• Collaborates with the VP for Faculty Policies and Development, Academic Affairs leadership and faculty to assess instructional programs and courses for cultural relevance and to partner in providing professional development in culturally responsive and relevant pedagogy.

• Works with Institutional Research to develop and analyze climate surveys for students, faculty and staff that assess campus climate as it relates to diversity, equity, and inclusion and makes recommendations based on analysis of the data.

• The CDO collaborates with Human Resources and other university departments to develop strategic hiring and retention efforts to attract and retain a highly talented, diverse and inclusive workforce.

• Provide leadership and guidance to principal units that provide educational services to students and undergraduate and graduate student recruitment and retention.

• Establish and maintain collaborative partnerships with various communities and represent their interests and views within the university.

• Responds directly to the Chancellor to manage special projects as assigned.

• Coordinates a wide variety of diversity programming at the university and community level addressing all dimensions of diversity and inclusion. Plans and hosts university and public events on the subject of diversity and inclusion.

• Leads and facilitates the university’s response to campus, national and global events related to diversity and inclusion.

• Develop and administer a recognition program to acknowledge the successes of individuals—students, faculty, and staff— across the university and in the surrounding community who have made major contributions to the diversity and inclusion effort at App State.

• Develop in collaboration with the VP for Faculty Policies and Development, Deans and faculty a supportive program of faculty/staff/student development regarding the management of issues of diversity and inclusion in the classroom, and climate in the university as a whole.

• Develop appropriate communications to update the university community on broad diversity, inclusion and equity issues, programs, accomplishments, and recurring problems.

• Provide and annual report to the Chancellor and Leadership Team on the status of achievement of the institution’s diversity goals as set forth in the strategic diversity plan.
Minimum Qualifications:
- Master’s degree and at least five years of leadership and management experience in the area of diversity and inclusion.

Preferred Qualifications
- Doctoral degree from an accredited institution.
- Demonstrated in-depth understanding of local, national, and global diversity and inclusion in a public higher education setting combined with a significant commitment to the principles and promotion of diversity, equity, inclusion and cultural competence.
- Strong oral and written communication skills, strong interpersonal skills, the proven ability to work with sensitive and confidential information and the ability to facilitate cultural change when necessary.
- Demonstrated experience in supporting academic and student service programs for underrepresented students.
- Ability to build working relationships with faculty and academic leaders.
- Demonstrated ability to build working relationships, lead, coordinate and inspire individuals with different perspectives in a complex educational environment and to work collaboratively with faculty, staff, students, administrators, alumni and community partners.
- Ability to work independently, problem-solve and manage multiple priorities.
- Familiarity with the Standards of Professional Practice for Chief Diversity Officers as outlined by the National Association of Diversity Officers in Higher Education (NADOHE).

AA/EEO Statement
Appalachian State University is an Affirmative Action/Equal Opportunity Employer. The University does not discriminate in access to its educational programs and activities, or with respect to hiring or the terms and conditions of employment, on the basis of race, color, national origin, religion, sex, gender identity and expression, political affiliation, age, disability, veteran status, genetic information or sexual orientation.

Appalachian’s Diversity statement
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