



Chief Diversity Officer

SUNY Brockport, located in Brockport, NY, invites applications and nominations for the position of Chief Diversity Officer (CDO). The CDO is a cabinet-level position and reports to the President. In collaboration with College leaders, faculty, students, and staff, the CDO supports an academic environment in which the principles of equity, diversity, and inclusion are centrally embedded in institutional frameworks. The CDO will be responsible for creating, revising, and implementing EDI policies, overseeing programing, and fostering an inclusive campus climate in which every member of our community can thrive. The CDO is a subject matter expert on equity, diversity, and inclusion and will bring to their work expert knowledge of and experience with the many facets of EDI work, including relevant federal and state policies and regulations, as well as nationally recognized best practices.

SUNY Brockport, part of the State University of New York system (SUNY), is a selective, nationally recognized and accredited public institution that is committed to student success. It is proud of its Brockport Promise: “to engage our students each day in cultivating their capacity for intellectual, physical, and creative accomplishment.” Brockport’s vision is: “Building meaningful lives and vibrant communities.”

HISTORY

The completion of the Erie Canal in 1835 helped to create a thriving center for agriculture and commerce in what would become the Village of Brockport. With a donation of cash and land from Heil Brockway, the largest landowner in the area, the village leaders partnered with the New York Baptists to build the first institution of education west of Colgate University. Brockport Collegiate Institute welcomed its first students in its founding year, 1835. In 1866, the institution was renamed Brockport State Normal School. The last Normal School class graduated in 1942 and the school officially became a college. State University of New York (SUNY) Brockport remained a small institution and in 1944 the entire campus consisted of what is now called Hartwell Hall. There were a few hundred students, and the faculty and staff numbered under 50 people. Brockport State Teachers College would then become part of the SUNY system, which was established in 1948. By 1964, there were several thousand students and several hundred faculty and staff members. The

campus had expanded, adding residence halls and a college union. It evolved into a liberal arts college with a number of master's degree programs, with the first graduate degree awarded in January of 1950.

Dr. Heidi Macpherson became the first female president of SUNY Brockport in 2015. She has spearheaded the effort in developing "Building a Better Brockport: The College's Strategic Plan, 2017-2022."

COLLEGE OVERVIEW

The College's main campus consists of 464 acres with 74 buildings, structures, and athletic playing fields that occupy about one-third of the campus. The remaining area is gently rolling open or wooded land. The College mall, which stretches from traditional Hartwell Hall to contemporary high-rise residence halls, is bordered by trees, lawns, and modern architecture. Near the midpoint of the mall is Seymour College Union, the center of campus life. In warm weather, the mall itself becomes the hub of activities for students.

SUNY Brockport is committed to playing a significant role in the Greater Rochester region. It has operations in Rochester at its Brockport Downtown location, where a significant number of the College's graduate programs are offered. The facility is also home to the Rochester Educational Opportunity Center, for which SUNY Brockport is the sponsoring campus. The College is a leading partner with the [Visual Studies Workshop](#), also in Rochester, providing an MFA in Visual Studies. The College also has a growing portfolio of online programs, including those at the graduate level.

SUNY Brockport is an inclusive learning community that inspires excellence through growth, engagement, and transformation. The College enrolls approximately 7,700 students including nearly 6,400 undergraduate and 1,300 graduate students. Brockport offers nearly 50 undergraduate majors and more than 50 master's programs, teacher certification programs, and advanced graduate certificates. Programs are offered through three schools: the Schools of [Arts & Sciences](#), [Business & Management](#), and [Education, Health & Human Services](#). The College is accredited by the Middle States Commission on Higher Education.

The instructional faculty and staff of approximately 1,300 members demonstrate remarkable achievements in teaching, scholarship, and service. Committed to a strong liberal arts and professional education, SUNY Brockport takes pride in the quality of its faculty, students, and instruction as well as its accessibility and exceptional value. The undergraduate student to faculty ratio is 17:1.

For the fall 2019 semester, 25.5 percent of our first year/transfer students and 22 percent of the total student population were from underrepresented populations. Over 80 percent of students receive financial aid and over 40 percent of matriculated undergraduate students received Federal Pell Grants. In addition, in 2017 New York State created the Excelsior Scholarship, providing free tuition to qualified in-state students.

Faculty and staff encourage students to succeed and grow, and they act as mentors ready to help them define and achieve their goals. Opportunities extend beyond the walls of the classrooms and laboratories with students taking advantage of internships and study abroad programs. Each year, SUNY Brockport awards approximately 25% of all bachelor's degrees in the Rochester area, with many alumni staying in the greater Rochester area to work or attend graduate school. Brockport alumni serve in leadership roles in business, government, public safety, health care, the arts, sciences, and education.

SUNY Brockport is a NCAA Division III college with 23 varsity sports. Men's sports include baseball, basketball, cross country, football, ice hockey, lacrosse, soccer, swimming and diving, track and field, and wrestling. Women's teams compete in basketball, cross country, field hockey, gymnastics, lacrosse, soccer, softball, swimming and diving, tennis, track and field, and volleyball. Varsity sports teams have advanced to NCAA Tournament competition more than 60 times and the athletic teams have won more than 70 SUNYAC Championships in 14 different sports.

Strategic Plan

The SUNY Brockport strategic plan, Building a Better Brockport, sets the framework for four ambitious goals:

Goal 1: To be a Great College at which to Learn

A great college at which to learn is an institution that provides an excellent educational experience to both graduate and undergraduate students that is relevant and rigorous. This requires faculty and staff who act as role models, establish high expectations, demonstrate care for their students, and employ evidenced-based teaching practices, such as assessment of student achievement. Our goal is to be a place that champions full inclusivity for all students, as well as the knowledge and skills gained from a diverse student, faculty, and staff body, and a diverse set of perspectives and cultural knowledge.

Goal 2: To be a College engaged with its Community

Community engagement offers the opportunity to contribute to the public good by combining the resources of the College with those of the public and private sectors. To be a college engaged with its community requires that we promote, support, recognize, and celebrate the service and engagement of faculty, staff, students, and alumni in local, regional, national, and international communities, demonstrating our commitment to leadership, civic engagement, and global awareness.

Goal 3: To be a Sustainable Institution for the 21st Century

SUNY Brockport sees sustainability, long linked with environmental concerns, as also encompassing our fiscal health and viability. Environmental sustainability requires a focus on the health and safety of the environment of our campuses as well as the quality of place and accessibility. To ensure the fiscal sustainability of our College our resource allocation methodologies and budget processes will serve as a roadmap that governs how resources flow on campus to increase transparency, simplification, and incentives.

Goal 4: To be a Great College at which to Work

A great college at which to work has a healthy campus climate and a culture of excellence where its employees have pride, enjoy working, and have trust in the institution and each other. At Brockport, our goal is to have this characterized by honesty, credibility, respect, fairness, pride, camaraderie, and an appreciation of equity, diversity, and inclusion as underpinning principles for all that we do.

Each goal within the strategic plan includes measures that are tracked, reviewed, and assessed on an annual basis.

Equity, Diversity, and Inclusion Strategic Plan

In addition to the College's Strategic Plan, SUNY Brockport also has an EDI Strategic Plan and associated goals:

Goal 1

Achieve a balance of representation in faculty and staff in line with student population, and national, state, and regional demographics; and maintain a commitment to retention and promotion of minority and underrepresented faculty and staff.

Goal 2

Achieve a balance of representation in student body population in line with state demographics; and maintain a commitment to retention, completion, and academic success of minority and underrepresented students.

Goal 3

Ensure that curriculum, programming, and/or trainings educate all incoming students, faculty, and staff and are available to current students, faculty, and staff in issues of social equity and the ability to speak to each other across differences as part of the College's commitment to inclusive community, diverse engagement, academic excellence, and self-transformation.

Goal 4

Continue to build and maintain an inclusive and positive campus climate for every member in which to foster internal and external community building on the campus, local, regional, and international levels in which diversity is valued and inclusion and equity are shared.

The new CDO will play a major role in revising the EDI Strategic Plan, which currently runs through 2021.

Economic Impact

SUNY Brockport has a \$617.3 million total impact on the Brockport and Rochester areas and a direct impact of \$280.6 million. It has nearly 97,000 alumni living across the globe with nearly 37,000

alumni living in the Rochester area.

THE VILLAGE OF BROCKPORT AND THE GREATER ROCHESTER AREA

The Village of Brockport, with its historic Victorian architecture, quaint shops, restaurants, a movie theater, and other conveniences, offers a high quality of life. Brockport is a small college town of 8,100 residents.

Adding to the village's sense of history is the Erie Canal, which runs alongside the campus through the village. It provides opportunities for hiking, running/jogging, fishing, dog walking, biking, boating, or cross-country skiing. The campus is also 12 miles away from a 1200-acre state park and swimming beach bordering on Lake Ontario.

The Greater Rochester area is home to over one million residents. Rochester hosts more than a dozen institutions of higher education, and the largest categories of employment in Rochester are education and health services. Rochester is also well known for its International Jazz Festival, the Lilac Festival and The Strong Museum of Play. Serving as the region's cultural hub, Rochester offers numerous opportunities to enjoy fine arts events, museums, theatre, concerts, sporting teams, shopping, and dining.

Just southeast of Brockport is the beautiful Finger Lakes region offering unique dining, arts, and shopping opportunities in a number of quaint villages, over 100 wineries, and a variety of festivals and other musical venues.

THE POSITION

The Chief Diversity Officer (CDO) is a cabinet-level position and reports to the President. In collaboration with College leaders, faculty, students, and staff, the CDO supports an academic environment in which the principles of equity, diversity, and inclusion are centrally embedded in institutional frameworks. The CDO will be responsible for creating and revising EDI policies, overseeing programing, and fostering an inclusive campus climate in which every member of our community can thrive. The CDO is a subject matter expert on equity, diversity, and inclusion, and will bring to their work expert knowledge of and experience with the many facets of EDI work, including relevant federal and state policies and regulations, as well as nationally recognized best practices.

The CDO will oversee the Office of Equity, Diversity and Inclusion (OEDI), and work collaboratively with divisions, offices and individuals across campus, including Academic Affairs, Enrollment Management and Student Affairs (EMSA), Administration and Finance, Advancement, and College Communications. The CDO will be responsible for communicating the value and vital importance of equity, diversity, and inclusion to the campus and its stakeholders. The CDO must be results-oriented and committed to infusing equity, diversity, and inclusion into all aspects of the College.

Major Responsibilities and Essential Functions

Strategic Leadership

The CDO provides vision and leadership to integrate inclusion effectively into the work of SUNY Brockport. While keeping the Building a Better Brockport Strategic Plan and its goals in mind, the CDO will facilitate and coordinate the prioritization of the work of equity, diversity, and inclusion. The CDO will work collaboratively with others to develop and implement strategies and initiatives that advance a climate of equity, diversity, and inclusion across the College.

Specific responsibilities include:

- Maintaining, reviewing, reporting on, and updating the College's Strategic Plan for Equity, Diversity and Inclusion, which is intended to build and sustain a healthy campus climate. This strategic plan will be in alignment with State University of New York (SUNY) plans, reviewed annually and updated regularly.
- Engaging appropriate stakeholders in implementing, operationalizing, and measuring the College's strategic equity, diversity, and inclusion plan, vision, and related goals. This includes working with specially formed committees in a collaborative fashion.
- Conducting periodic climate surveys, reviewing and disseminating results, and implementing new practices in a shared governance environment to improve campus climate.
- Researching, developing, and implementing processes that measure and assess the effectiveness of trainings, support, and other interventions for faculty, staff, and students across the College.
- Establishing and gathering key metrics to track progress toward diversity milestones and a climate of inclusion.

Retention and Recruitment Program Development

The CDO will help to identify policies and practices that support the recruitment and retention of diverse faculty, administrators, staff, and students. These efforts include the following:

- Working collaboratively with the Office of Undergraduate Admissions and the Center for Graduate Studies on new strategies for recruiting students from underrepresented backgrounds.
- In partnership with others, developing resources and programs to enhance the College's ability to maintain a positive campus culture, and attract and retain a diverse student body.
- Working with the provost on recruitment and retention efforts and programs for historically underrepresented faculty. Currently this includes working collaboratively on the SUNY Promoting Recruitment, Opportunity, Diversity, Inclusion and Growth (PRODiG) program that aims to increase the number of historically underrepresented faculty at SUNY schools.
- Collaborating with senior leaders to integrate diversity best practices into institutional employment and workplace practices.

Education, Communication, and Outreach

The CDO will coordinate a wide variety of diversity programming at the College, addressing all dimensions of diversity and inclusion, by:

- Proposing and/or developing institutional programming related to diversity and inclusion, including employee developmental programs in areas such as cultural competencies, and cultivating and retaining future leaders from diverse backgrounds.
- Deploying and measuring initiatives aimed at the promotion of diversity and cultural competence in the workplace.
- Facilitating group discussions and other meetings in response to campus, national, and global events related to diversity and inclusion.
- Establishing effective modes of communication about ongoing diversity and inclusion efforts at SUNY Brockport.
- Creating and implementing communication strategies and content management for training, web resources, social media, and print materials to support diversity, inclusion, and related initiatives.
- Provide leadership in the cooperative creation and delivery of College-wide diversity, equity, and cultural competency training programs, overseeing and, where relevant, delivering workshops, presentations, and training.
- Planning and hosting public events on the subject of diversity and inclusion.
- In consultation with the President, identify opportunities for community engagement, including sitting on the Community Advisory Board, the Town-Gown Committee, and other bodies.

Advice, Reporting, and Guidance

The CDO serves as the advisor to the President on initiatives and issues related to equity, diversity, inclusion, and college climate as it relates to faculty and staff and identifies opportunities for institutional improvement. The CDO does this by:

- Serving as a resource for the whole institution and facilitating referrals to appropriate academic and administrative units and offices, helping individuals not by solving their cases, but by ensuring that individuals know where to seek appropriate guidance and assistance.
- Ensuring the development and communication of related policies, standards, and procedures.
- In conjunction with Institutional Research and Analysis, collecting, analyzing, monitoring and disseminating institutional data to benchmark and promote accountability for diversity and inclusion at SUNY Brockport.
- Providing consultation, support, and advice to deans, senior leaders, and supervisors on objectives related to diversity, equity, culture, and inclusion.

Management and Leadership

- Supervise OEDI office staff and 1-2 graduate fellows and/or undergraduate student workers.
- Prepare budget plans and maintain fiscal responsibility for the office. This may include grant writing.
- Serve as part of a SUNY system-wide network of CDOs to support SUNY's overall diversity goals.

- Connect the College with emerging best practices in increasing diversity and equity and support appropriate translation of those best practices to local circumstances, as appropriate.

Required Qualifications

- Master's degree by time of appointment from a college or university accredited by the U.S. Department of Education or an internationally recognized college or university.
- Relevant and progressively responsible experience in a role directly related to equity, diversity, and inclusion efforts.
- The broad institutional perspective expected of a CDO, including a collaborative spirit, the ability to cultivate a common vision and the capacity to contribute to discussions on a wide range of college issues.
- The ability to build relationships of trust and shared purpose with faculty, students, staff, and administrators on campus as well as key community partners in the surrounding area.
- Excellent management, supervisory, interpersonal, and problem-solving skills.
- Demonstrated skill in conflict resolution and a track record of creativity and innovation in approaching complex and/or difficult conversations and interactions with diplomacy, insight, and emotional intelligence.
- Experience setting and achieving long-term goals and objectives to respond effectively to pressing issues as they arise.
- Exceptionally strong communications skills, including the ability to present data in a credible fashion both orally and in writing to a wide range of audiences.
- Demonstrated knowledge, skills, awareness of and commitment to contemporary issues of inclusion, social justice, diversity, access, and equity, including the current research and pedagogical approaches that inform and address these issues.
- A sophisticated understanding of the national conversation around equity, diversity, and inclusion in higher education and a keen sense of best practices and emerging issues.
- Strong track record in initiating and managing change with an understanding of the contexts, cultures, and politics within institutions that impact the success of effective diversity change efforts.
- Experience supervising and managing staff directly.
- Proven analytical skills and ability to develop and implement data-informed strategies related to campus climate, diversity, and inclusion.
- A genuine intellectual curiosity about and commitment to the College's mission.

Preferred Qualifications

- Terminal degree from a college or university accredited by the U.S. Department of Education or an internationally recognized college or university.
- Five or more years of experience in a complex college or university setting, working toward the implementation of strategic initiatives to advance equity, diversity, and inclusion.
- Experience writing high-level research reports.
- History of effective leadership in a culture of shared governance environment.

THE APPLICATION PROCESS

The position will remain open until filled. Applications should consist of a substantive cover letter addressing the criteria listed above, a resume/curriculum vitae, and a list of at least five professional

references. Applications, nominations, and requests for the position profile should be sent in confidence to:



Steve Leo, Partner
Sherry Coleman, Partner
Alyssa Perez, Senior Associate
Storbeck Search & Associates
Brockportdiversity@storbecksearch.com

Pursuant to Executive Order 161, no State entity, as defined by the Executive Order, is permitted to ask, or mandate, in any form, that an applicant for employment provide his or her current compensation, or any prior compensation history, until such time as the applicant is extended a conditional offer of employment with compensation. If such information has been requested from you before such time, please contact the Governor's Office of Employee Relations via email at info@goer.ny.gov.

We are part of an academic community committed to fostering integrity, civility, and justice. We affirm that the dignity of our Brockport community is protected when free speech, academic freedom, and individual rights are expressed within a climate of civility and mutual respect. Striving to learn from each other, we value human diversity because it enriches our lives and it is fundamental to the College's commitment to teaching, learning, scholarship, and service leading to student success.

SUNY Brockport is an AA/EEO/ADA employer. The College actively seeks applications from women, veterans, individuals with a disability, members of underrepresented groups, or anyone that would enrich the diversity of the College.