



Assistant Dean for Inclusion, Diversity, and Equity in Agriculture (IDEA)

Posting Details

Posting Detail Information

Working Title	Assistant Dean for Inclusion, Diversity, and Equity in Agriculture (IDEA)
Position Location	Fort Collins, CO
Work Location	Position is fully in-office/in-person
Research Professional Position	No
Posting Number	202301323AP
Position Type	Admin Professional/ Research Professional
Classification Title	Prof/Indiv Contrib III
Number of Vacancies	
Work Hours/Week	40
Proposed Annual Salary Range	\$90,000 to \$110,000
Employee Benefits	Colorado State University is committed to providing employees with a strong and competitive benefits package that supports you, your health, and your family. Visit CSU's Human Resources website for detailed benefit plan information for eligible employees in the following University benefit areas: https://hr.colostate.edu/hr-community-and-supervisors/benefits/benefits-eligibility/ and https://hr.colostate.edu/prospective-employees/our-perks/ . To see the value of CSU benefits in addition to wages, visit our compensation calculator – https://hr.colostate.edu/total-compensation-calculator/ .
Desired Start Date	01/01/2024
Position End Date (if temporary)	
To ensure full consideration, applications must be received by 11:59pm (MT) on	08/27/2023
Description of Work Unit	CSU College of Agricultural Sciences pursues unquestioned global preeminence in Agri-tech and the Agribiome focusing on the safety, security and sustainability of food and resource systems contributing to our ongoing efforts to enhance the well-being of humans, plants and animals. The College engages its stakeholders by collaboratively identifying critical needs and co-creating knowledge to address key agricultural challenges, actively applying knowledge and preparing students to become successful global citizens. Discovering ways to feed the global population as it continues to grow is our mission. We need ideas and solutions from many perspectives to meet the great challenges ahead. As a land grant university, we are committed to a foundational

Position Summary

principle of inclusive excellence recognizing that our institutional success depends on how well we welcome, value, and affirm all members of the CSU community.

The College of Agricultural Sciences is committed to inclusive excellence in which all perspectives are welcomed, valued, and affirmed. We encourage our team and our stakeholders to “Come to the Table” with their passion and pursuit of excellence to cultivate a diverse community that co-creates knowledge to address key agricultural challenges.

The Assistant Dean for Inclusion, Diversity, and Equity in Agriculture will be a champion for this commitment, leading the College’s strategic efforts related to diversity, equity, and inclusion (DEI) and stewarding and supporting the implementation of these efforts. The successful candidate is expected to synergize with the CAS leadership to enhance, develop, coordinate, and integrate the college’s DEI initiatives and programs. This is a full-time, 12-month Administrative Professional position reporting directly to the Dean of the College of Agricultural Sciences.

Required Job Qualifications

- Master’s degree (completed at time of application)
- Experience working in a higher education environment
- Three years of full-time relevant experience in a diversity, equity, and inclusion (DEI) role
- Demonstrated success leading and implementing diversity, equity, and inclusion efforts

Preferred Job Qualifications

- Doctoral or terminal degree
- Experience in agriculture and/or STEM related field
- Experience in strategic planning and tactical implementation of strategic objectives
- Experience in program assessment, reporting, and evaluation
- Experience in the design, implementation and program assessment of DEI initiatives supporting student success in curriculum design, extracurricular activities, career placement and job retention
- Demonstrated ability to lead and work in teams using multiple interpersonal skills
- Excellent written and oral communication skills
- Experiences in primary leadership of large programs or organizations
- Evidence of collaboration, engagement, and outreach with multiple stakeholders
- Experience in organizational change management
- Evidence of experience working with and supporting the resolution of conflict in DEI situations
- Commitment to land-grant mission and access to higher education
- Understanding of state, federal, and higher education reporting policies for bias and discrimination

Diversity Statement

Personal or professional commitment to diversity and inclusion as demonstrated by persistent effort, active planning, allocation of resources and/or accountability for diversity and inclusion outcomes.

Essential Duties

Job Duty Category

Leadership, Planning, and Assessing

Duty/Responsibility

- Serve on the College Leadership Team and attend its biweekly meetings.
- As a member of the college leadership team, champion and steward the development, implementation and evolution of the college strategic plan related to DEI.
- Convene and lead a college-level DEI advisory committee that provides advice and support for DEI initiatives in CAS.
- Lead, advise and assist in developing, implementing, marketing, and assessing DEI strategies and programs to enhance experiences of all internal and external stakeholders.
- Interpret, synthesize and report on campus climate quantitative and qualitative data for CAS and allied audiences.
- Manage the CAS DEI budget for diversity initiatives.
- Coordinates closely with the CAS Advancement Team on proposals and other requests for financial support to federal, private and corporate entities.

- Provide DEI-related consultation and resource support for individuals and groups within the college community in areas such as conflict resolution and enhancing intercultural competency initiatives.
- Form and foster consultative and productive relationships with college leadership and stakeholders.
- Act as (or designate) a liaison on behalf of the CAS to foster collaboration with the Office of the Provost, Office of Inclusive Excellence (OIE), and other DEI University partners.

Percentage Of Time

40

Job Duty Category

Advancement of Faculty, Staff, and Student Engagement

Duty/Responsibility

- Collaborate with stakeholders in the design, implementation and assessment of DEI initiatives supporting student success in recruitment, retention, and curriculum design.
- Serve as a resource for faculty and staff seeking to incorporate diversity, equity, and inclusion practices into their curriculum and co-curricular experiences.
- Advise unit-level faculty and staff recruitment and retention efforts.
- Support student initiatives centered around career preparation, development, and job retention in collaboration with the College of Agricultural Sciences Student Success Team.
- Manage and coordinate diversity, equity and inclusion education and training, in partnership with university-wide efforts.
- Utilize university and college-level data and assessment outcomes to inform best practices and make recommendations for college-wide and/or department-level changes.

Percentage Of Time

40

Job Duty Category

Outreach and Engagement with External Partners

Duty/Responsibility

- Serve as a strategic partner and liaison with diverse external/industry partners for inclusive agriculture.
- Foster connections with Alliance and similar programs, as well as rural and urban schools with historically underrepresented populations to inform strategic student outreach, recruitment and retention efforts
- Partner with CAS career services/education staff to provide leadership and connections to external partners to improve post graduate outcomes.
- Convene, seek advice, and share program initiatives/outcome with an external partner advisory committee.

Percentage Of Time

20

Application Details

Special Instructions to Applicants

Interested applicants must submit a cover letter which addresses how their professional experiences align with the identified required and preferred qualifications of the position, a current resume/CV, and an additional statement that addresses the following: in 300 words or less (minimum 11-point font), please discuss your past and current work experiences in a DEI role, including examples of your leadership experience in this space.

References will not be contacted without prior notification of candidates.

Conditions of Employment

Pre-employment Criminal Background Check (required for new hires)

Search Contact

Shannon M. Wagner

EEO Statement

Colorado State University is committed to providing an environment that is free from discrimination and harassment based on race, age, creed, color, religion, national origin

or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity/expression, or pregnancy in its employment, programs, services and activities, and admissions, and, in certain circumstances, marriage to a co-worker. The University will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Colorado State University is an equal opportunity and equal access institution and affirmative action employer fully committed to achieving a diverse workforce and complies with all Federal and Colorado State laws, regulations, and executive orders regarding non-discrimination and affirmative action. The [Office of Equal Opportunity](#) is located in 101 Student Services.

The Title IX Coordinator is the Director of the Office of Title IX Programs and Gender Equity, 123 Student Services Building, Fort Collins, CO 80523-0160, (970) 491-1715, titleix@colostate.edu.

The Section 504 and ADA Coordinator is the Director of the Office of Equal Opportunity, 101 Student Services Building, Fort Collins, CO 80523-0160, (970) 491-5836, oeo@colostate.edu.

The Coordinator for any other forms of misconduct prohibited by the University's Policy on Discrimination and Harassment is the Vice President for Equity, Equal Opportunity and Title IX, 101 Student Services Building, Fort Collins, Co. 80523-0160, (970) 491-5836, oeo@colostate.edu.

Any person may report sex discrimination under Title IX to the [Office of Civil Rights, Department of Education](#).

Background Check Policy Statement

Colorado State University strives to provide a safe study, work, and living environment for its faculty, staff, volunteers and students. To support this environment and comply with applicable laws and regulations, CSU conducts background checks for the finalist before a final offer. The type of background check conducted varies by position and can include, but is not limited to, criminal history, sex offender registry, motor vehicle history, financial history, and/or education verification. Background checks will also be conducted when required by law or contract and when, in the discretion of the University, it is reasonable and prudent to do so.

Supplemental Questions

Required fields are indicated with an asterisk (*).

Applicant Documents

Required Documents

1. Resume
2. Curriculum Vitae
3. Cover Letter

Optional Documents

None

References Requested

References Requested

Minimum Requested

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