STETSON UNIVERSITY
Division of Campus Life and Student Success
Director for Diversity and Inclusion

JOB DESCRIPTION: Reporting to the Director of Community Engagement, the Director of Diversity and Inclusion will provide strategic vision for intercultural educational initiatives aimed at fostering a community rooted in inclusion. In alignment with the University values, the Director will develop, coordinate, and administer programs and activities that serve students and faculty, as well as academic and student service units, to integrate high-impact educational practices into the cultural and spiritual ethos of the University. In particular, the Director will:

- Coordinate and assist student, staff, and faculty efforts in planning and implementing holistic educational, intercultural, spiritual, social, and leadership development programs that increase awareness, foster learning, and incorporate reflection in order to cultivate an inclusive community and prepare students for life in a global world.
- Supervise the Assistant Director of Interfaith Initiatives and provide leadership to the entire staff team, including student employees, VISTAs and Graduate Assistants
- Collect and interpret institutional data from a lens of inclusion to increase awareness and knowledge of the current issues facing Stetson student populations and to develop intentional outreach programs and initiatives for specific student populations designed to increase engagement and retention.
- Provide leadership to and advance student peer-based diversity and inclusion work including, Multicultural Student Council, Multicultural Student Organization faculty/staff advisors, and Multicultural Student Organizations.
- Empower students to plan and facilitate critical and transformational dialogue, cultural events, diversity programs, workshops, and community-building programs, with a focus on development of long-term and annual programs which become embedded as campus traditions.
- Network and partner with other offices and faculty to increase diverse student participation in high impact learning and support initiatives. This will include, but is not limited to work with Career Development and Alumni Engagement offices to strengthen relationships with diverse alumni for internship opportunities and career advice, collaboration with WORLD international learning to provide support to international students and to encourage domestic students to study abroad, collaboration with the Academic Success center on success coaching and academic support initiatives, extensive work with Student Development and campus vibrancy collaborating on efforts such as club and organization development and support and leadership programming, and collaboration with Wellness and Recreation to encourage diverse student participation in wellness services, initiatives and programs.
- Oversee operations of the Cross Cultural Center (Tri-C), including: marketing, budget, and assessment of learning outcomes.
- Develop strategic external networks and relationships that expand the Stetson community for our students.
- Perform other intentional duties that contribute to the University mission as assigned, including shared governance through community work.
- Promote diversity within the units and support existing University programs designed to create a welcoming environment while ensuring academic success with all students.
- Provide success coaching to students; provide support and resources to develop effective self-determination and self-advocacy to reach students’ academic and personal goals.

Qualifications: Master’s required. At least four years’ experience planning and implementing programs and activities in job-related areas; experience in learning outcomes assessment; experience designing and administering diversity education programming and curricula; ability to relate well to students, parents, scholars, faculty, staff, and others from diverse cultural backgrounds; strong written and verbal communication skills; diligent attention to detail and meticulous record-keeping, including budgets; sound professional judgment and a strong sense of ethics; significant international experience; ability to use personal computers for word processing and database management; and the ability to work effectively and successfully in engaging with international students.
INTER-DIVISIONAL COLLABORATION:

This position will closely collaborate with many divisions/departments on campus, including Campus Life and Student Success. Campus Life and Student Success is a dynamic, evolving division driven by transformational leadership and continuous improvement. We seek team members who are highly motivated, strategic thinkers and relationship builders who thrive on shared governance. Our high expectations are matched by a robust professional development curriculum which promotes achievement and significance through self-assessment, reflection, and holistic goal setting. We actualize a philosophy of challenge and support grounded in liberal learning and development as it relates to student persistence and success. We are committed to facilitating student discovery and exploration consistent with the aims of a broad liberal arts education; offering impactful learning opportunities based on current research and empirical data; cultivating the unique strengths and perspectives of individual students; fostering global awareness, social justice values, and civic engagement; and providing a healthy and vibrant educational environment conducive to holistic well-being.

THE UNIVERSITY:

Founded in 1883, Stetson University (http://www.stetson.edu) is a private, selective university comprised of a rich array of liberal arts and professional academic programs. Collectively, Stetson's faculty works with over 4,100 students in undergraduate, graduate, and professional programs. The University's historic main campus, located in DeLand, enrolls more than 2,800 students in undergraduate programs in the College of Arts & Sciences, the School of Business Administration, and the School of Music. Stetson University College of Law, Florida's first law school, moved from the main campus to Gulfport in 1945, and, with the addition of the Tampa Law Center, serves over 1,000 students working full-time or part-time toward J.D. or LL.M. degrees. Graduate programs offered at the main campus and at Stetson University Center in Celebration include Business, Educational Leadership, Reading Education, and Counseling. Florida's oldest private institution of higher learning, Stetson has regularly been ranked among the best regional universities in the Southeast and was the first private college in Florida to be granted a chapter of Phi Beta Kappa.

Stetson University provides an inspiring education that engages students with rigorous academic and creative study grounded in liberal learning and promotes civic values of personal and social responsibility. Working closely with faculty and with one another, students cultivate abilities to explore issues deeply, think critically, reason empirically, speak persuasively, and connect ideas creatively. Firmly committed to inclusive excellence, our vibrant community of teacher-scholars nurtures the potential of individual students to lead lives of significance and prepares each to meet the challenges of shaping the future—locally, nationally, and globally.

Stetson University is located in DeLand, Florida, one-half hour’s drive from Daytona Beach and from Orlando’s northeast suburbs, offering easy access to both outdoor recreational opportunities and the amenities of a larger city. DeLand, Florida is the county seat as well as a college town with Stetson University's campus classified as a National Historic District. The award-winning downtown, known as Mainstreet DeLand, is lined with local gift and antique shops, restaurants, and entertainment venues hosting several festivals and special events.

APPLICATION PROCEDURES:

This position is posted on the Stetson University Office of Human Resources website (http://www.stetson.edu/administration/employment/). Interested applicants must submit a cover letter, resume, and the names, emails, and telephone numbers of three professional references to the Office of Human Resources at humres@stetson.edu or send to Stetson University, Inc., Office of Human Resources, 421 N. Woodland Boulevard, Unit 8327, DeLand, FL 32723. FAX: 386.822.7562. Review of applications will begin immediately and continue until the position is filled.
Stetson University is an Equal Opportunity Employer that affirms cultural diversity and inclusion as a core value of academic excellence at Stetson University. We are committed to achieving equal access in education, employment, and participation through the recruitment and retention of outstanding faculty, staff, and students from diverse backgrounds, and to meaningful academic and intellectual transformation in curriculum, research and service. We are dedicated to actions and policies that foster a community in which individuals with various identities, cultures, backgrounds, and viewpoints work together to create opportunities for engagement through rewarding and fulfilling careers and personal experiences in a culturally and racially diverse society and a globalized world. We strongly encourage members of historically underrepresented and economically-disadvantaged groups and women to apply for employment. Stetson University is an EEO, ADA, ADEA, and GINA employer.