



**California State University, Sacramento
Vice President for Inclusive Excellence and University Diversity Officer**

Position Profile

California State University, Sacramento (“Sacramento State”) invites nominations, expressions of interest, and applications for the position of **Vice President for Inclusive Excellence and University Diversity Officer**.

The University

As California’s capital university, Sacramento State transforms lives by preparing students for leadership, service and success. Sacramento State is on a beautiful 300-acre, tree-lined campus adjacent to the American River, about five miles east of the state Capitol. Established in 1947, it is the seventh largest of the 23 campuses in the California State University system. With students, faculty and staff working at the convergence of knowledge, passion, innovation and real-world learning, Sacramento State offers a truly transformative educational experience to its more than 31,000 students—an experience enriched at every turn by the arts, culture, altruism, diversity, natural campus beauty, and a community committed to educational excellence and student success.

Sacramento State is a top regional four-year, comprehensive public university that offers programs in business, education, engineering, health, arts, humanities, public policy, and science; it is the place to “Redefine the Possible.” Sacramento State alumni— one out of every 20-area residents—make up the heart of the region’s workforce and some of its finest leaders who are driven to make a difference in their communities. Sacramento State received the prestigious Carnegie Classification for Community Engagement designation in 2020. As an Anchor University, Sacramento State aims to connect its students, faculty, and staff with the community and, in turn, help build and heal that community, achieving lasting solutions and improvements through inclusive civic engagement.

Sacramento State is committed to growing as a community and institution that influences and shapes public policy and service to advance and improve the region and the lives of all who live in it. From students’ work at the Capitol and in their own neighborhoods, to research, creative activity, and community partnerships involving faculty and staff, to an administration dedicated to propelling the University into a new era, Sacramento State is the place to be to impact the future of the city, region, and state.

The University fosters ongoing partnerships with government agencies, non-profit organizations, elected officials, corporate and community leaders to advance state, local, and national issues and policies that benefit the University and the region and contribute to its economic development. Future movers and shakers throughout the region get their start at Sacramento State. The opportunities and internships – some of the very best in the country – are unlike those available anywhere else in the state, and students get hands-on experience to jump-start

their careers in public service. The University is home to dedicated faculty who, in addition to shaping the minds of the capital's next generation of leaders, play vital roles in regional and state issues and discourse. Faculty members are leaders in their fields and engaged members of the community, fueling discussion of the ways public policy affects the lives of the electorate while addressing economic, educational, cultural, and social issues facing the region and the state.

Sacramento

The history of the Sacramento area, and the people, is rich in heritage, culture and tradition. This area was, and still is, the Tribal land of the Nisenan people. Sacramento was a gathering place for many local Tribes who have lived throughout the central valley and the foothills for generations and were the original stewards of this land. The tribes included the Southern Maidu people to the North, the Valley and Plains Miwok/ Me-Wuk people to the south of the American River, and the Patwin Wintun people to the west of the Sacramento River. We acknowledge that we are standing on the tribal lands of Sacramento's Indigenous people.

According to WalletHub, Sacramento is the 13th most diverse city in the United States and ranked fourth in the nation for ethnodiversity. Sacramento has grown into one of the most ethnically diverse and livable cities in the country, with a population of 480,000. More than 1.5 million people live in Sacramento County. The region's mild Mediterranean climate produces hot summer days and cool nighttime Delta breezes. Winters are chilly and sometimes cloaked in the Central Valley's famed tule fog.

Sacramento, known as "the City of Trees," is a modern city with roots in the Wild West. It is California's capital and the seat of Sacramento County government. It lies in the heart of the rich agricultural Central Valley, which gives it a personality at once dynamic and laidback. It also lies at the confluence of two rivers: the 380-mile Sacramento River, California's longest river; and the American River, a popular spot for boating, fishing, rafting, and cooling off in the summer.

The Sacramento State campus is just minutes from the city's best restaurants, farm-to-fork eateries, and shopping areas. The campus is less than five miles from the State Capitol. The city of Sacramento offers a variety of museums to explore and a plethora of festivals to entertain you throughout the year. San Francisco, Northern California's wine country, the Sierra Nevada, Lake Tahoe, and historic Gold Rush towns are popular weekend destinations.

Campus Demographics

Sacramento State enrolls approximately 31,100 students, 24,888 of whom are full-time. The University is one of the most diverse universities in the western United States and a reflection of the region it serves. Sacramento State is designated as a Minority-Serving Institution (MSI), a Hispanic-Serving Institution (HSI) and an Asian American Native American Pacific Islander Serving Institution (AANAPISI). Roughly one third of undergraduate students are either low-income or first-generation students and more than one thousand veterans and their dependents are enrolled at Sacramento State. The diversity of the campus provides an incredibly rich learning environment for all students, faculty, and staff. Approximately 3,200 students live in the University's seven residence halls.

In October 2020, the American Association of State Colleges and Universities (AASCU) honored Sacramento State with the Excellence in Innovation Award, recognizing the University's successful strategy to increase graduation rates and reduce achievement gaps.

In 2017-18, approximately 50 percent of first-year students successfully undertook 30 credit hours in an effort to stay on track to graduate in four years, compared to only 38 percent in 2015-16. Transfer students achieved similar results. In 2018, a record 37 percent of transfer students successfully completed their degrees in two years, a 10 percent increase over 2016.

Athletics

The Sacramento State “Hornets” compete in the NCAA Division I with 21 intercollegiate athletic teams. All the Hornets Varsity teams represent Sacramento State in the Big Sky Conference with the exception of baseball that competes in the Western Athletic Conference, gymnastics that competes in the Mountain Pacific Sports Federation, rowing in the American Athletic Conference, and women’s beach volleyball & men’s soccer in the Big West Conference. As one of the most visible arms of the University, Athletics raises recognition and generates pride among current and prospective students, alumni and the local community while advancing the University’s mission, contributing to the lives of students and improving the quality of life in the Sacramento region.

The Division of Inclusive Excellence

The Division of Inclusive Excellence (IE) is responsible for ensuring that Sacramento State’s commitment to equity, diversity, and inclusion and societal justice is both evident throughout our University and communicated to the larger Sacramento community. Inclusive Excellence partners with stakeholders across the campus and in the community to embed an equity-minded and inclusive approach to Sacramento State’s practices and its pursuit of academic excellence and student success. Sacramento State defines *Inclusive Excellence* as the ongoing and active process of ensuring our values of diversity, equity, and inclusion are integrated into the core functions and operations of our University in order to realize educational equity and the full benefits of having a diverse, inclusive, and caring campus. As such, Inclusive Excellence is embedded in our institutional mission and commitments to academic excellence and student success. Four years ago, Sacramento State created the Division of Inclusive Excellence to help lead the campus-wide commitment to transformational change.

Mission

To ensure that the University’s commitment to diversity, equity, and inclusion is embedded throughout all aspects of the University and its operation.

Vision

A Sacramento State that is welcoming to all of our students, faculty, staff, and community members and where each person feels they are valued and belong.

Values

Collaboration, transparency, and accountability and is committed to engaging with our community with empathy, mutual respect, and appreciation.

The Division of Inclusive Excellence includes the following four areas, all of which will report to the new Vice President.

Inclusive Excellence Learning

Inclusive Excellence Learning (IEL) is a functional area in the Division of Inclusive Excellence that works to provide learning experiences and coordinate campus activities related to diversity, equity, inclusion, and antiracism competency development at Sacramento State. IEL provides content intended to expand awareness and enhance understanding of key concepts related to Inclusive Excellence, as well as opportunities

for personal growth and professional development in related areas. IEL collaborates with stakeholders and scholars across campus, as well as practitioners in the field and thought leaders in the broader community to develop, cultivate, offer, and promote learning opportunities intended to better equip the Sacramento State community to live, work, and engage in an inclusive environment where all feel safe, valued, and have a sense of belonging.

Faculty Diversity & Inclusion

Faculty Diversity & Inclusion (FDI) is an area of the Division of Inclusive Excellence dedicated to centering and promoting diversity, equity, and inclusion in the recruitment, development, and retention of teaching faculty and college administrators. Programs in FDI focus on both systems and community-level efforts to diversify the faculty body at Sac State and foster an environment that can support the success of all, especially Black, Indigenous, and People of Color (BIPOC). Further, FDI engages work to advance BIPOC faculty community-building, inclusive mentoring and supervising relationships, and practices that support antiracism in teaching, service, and scholarship. FDI also strives to create programs and spaces that are faculty-led and draw from the expertise and experience of leaders and organizers on our campus.

Bias Response Director

The Bias Response Director serves as a resource and facilitator of students, staff, faculty, and members of the campus community to respond to incidents of bias; support the respect and appreciation of personal identities; respond to and assist in resolving bias-related conflict; and promote a positive and inclusive campus climate environment. The Director serves as a campus resource for responding to reports of bias; providing support and resources for individuals reporting bias incidents; recommending avenues for effective recourse for individuals or groups found responsible engaging in bias-related incidents; and recommending educational interventions to help the University community deepen awareness and fluency on the diversity of human experience and inclusiveness.

The Office for Equal Opportunity

The Office for Equal Opportunity's (OEO) mission is to support and promote the University's commitment to creating an education and working environment free from discrimination, harassment (including sexual harassment) and retaliation, sexual misconduct, domestic violence, dating violence, and stalking. OEO carries out its mission through various mechanisms – Education & Training, Prevention & Advocacy, Consultation, and Complaint Resolution.

OEO has been designated by the President to receive complaints from employees, former employees, and applicants for CSU employment who wish to report alleged improper governmental activity and/or significant threats to health or safety under the California Whistleblower Protection Act and applicable CSU Executive Orders.

OEO reviews and investigates allegations of Discrimination, Harassment, and Retaliation as it relates to protected status* as well as Sexual Misconduct, Sexual Harassment, Dating/Domestic Violence, and Stalking at Sac State. OEO also provides trainings to campus constituents, and manages related Federal and State legal compliance requirements for students, employees, and University third parties.

*Protected statuses include: Age, Disability, Gender, Gender Identity, Gender Expression, Genetic Information, Marital Status, Medical Condition, Nationality, Race or Ethnicity, Religion, Sexual Orientation, and Veteran or Military Status.

The Position

Reporting directly to the President, the Vice President for Inclusive Excellence is the University's Diversity Officer. The Vice President will provide counsel to the President on diversity and inclusion issues; provide leadership for the University's diversity and educational equity initiatives; lead anti-racism planning; collaborate with the Administrative Council, Deans, and other University offices to advance the diversity and educational equity efforts; provide leadership and management of the Office for Equal Opportunity and Title IX enforcement, and, coordinate and assess the efforts of various campus units to increase pathways of success for all students, faculty, and staff, especially those from underrepresented populations.

Effective performance of the Vice President duties requires an expertise in the standards of professional practice promulgated by the National Association of Diversity Officers in Higher Education (NADOHE) as follows: "Have ethical, legal, and practical obligations to frame their work from comprehensive definitions of equity, diversity, and inclusion—definitions that are inclusive with respect to a wide range of identities, differentiated in terms of how they address unique identity issues and complex in terms of intersectionality and context."

The Vice President must be an experienced leader, as well as a change agent, able to foster a diverse, inclusive and welcoming campus, and align and integrate a wide range of existing and new initiatives in order to build on a culture of equity, inclusion, and belonging. The Vice President participates in all aspects of institutional planning in support of the mission and goals of the University, including meeting the needs of the diverse student, faculty, and staff populations and creating a learning, and working environment where all have the opportunity to succeed. In addition, the Vice President, in consultation with the President, will appoint and lead the Diversity Council, sit on the President's Cabinet, report on diversity initiatives while working with the Cabinet, and lead the implementation of the recommendations of the [Antiracism and Inclusive Campus Plan](#).

Opportunities and Challenges

The next Vice President for Inclusive Excellence will lead Sacramento State at a crucial time and will serve as the key leader in the following areas:

- **Developing and Implementing the Division's Strategic Plan**

The vision for the Division of Inclusive Excellence is to create "A Sacramento State that is welcoming to all of our students, faculty, staff, and community members and where each person feels they are valued and belong." To this effect, the Vice President will provide input and ensure that IE's goals align with and support the overall mission of the University. They will motivate and encourage commitment to achievement of strategic goals. The Vice President must assess campus needs related to diversity, equity, and inclusive excellence; conduct assessments related to campus climate, and actively engage in related California State University System-wide initiatives and meetings.

- **Leadership**

Promoting transparency and fairness, the Vice President will work closely with the University's leadership team in supporting institutional priorities by strategically allocating the necessary budget, personnel, and physical resources. The Vice President will ensure that inclusive excellence goals are achieved while maintaining the high quality of programs. The

Vice President will advance the University's mission and goals related to diversity, equity, and inclusion by recommending policies and initiatives as well as revising current ones as appropriate. The Vice President will assess and advise the President on the progress of the University in the implementation of diversity goals. The position will provide counsel to the campus community concerning issues of diversity and inclusion impacting campus climate, recruitment, retention and development of a diverse faculty, staff and students. Close collaboration with appropriate Vice Presidents, Deans, administrators, Faculty Senate, Staff Assembly, student government, and departments to assess programs and/or develop policies to achieve inclusiveness goals is required. The Vice President will develop annual priorities for the campus by planning collaboratively with each Division and Auxiliary to support and develop a campus culture of inclusiveness; identify annual expected outcomes and coordinate appropriate evaluation of these efforts by developing measurable indicators of performance. The Division of Inclusive Excellence serves as a resource for faculty seeking to enhance classroom and campus activities in regard to diversity. The team will collaborate with campus and community resources to implement and coordinate training for faculty, staff, administrators, and students related to diversity and inclusive excellence. The Vice President will engage in dialogue with internal and external stakeholders in issues related to diversity and inclusive excellence at the University, state, and national level. The position will support the University's efforts to improve access and college readiness for qualified, historically underrepresented students to the University, and in enhancing the recruitment and retention of diverse faculty and staff.

- **University Community and Partnership**

The Vice President for Inclusive Excellence must be a team player. The Vice President plays a critical role in consulting with the Provost on curricular development to address issues of diversity, equity and inclusion concerning global, regional and local issues, points of access for students from different backgrounds and learning styles, co-curricular work, etc. The Vice President will consult with Faculty Senate on curricular matters to address issues of diversity and inclusion. Active consultation and cooperation with the Vice President of Student Affairs on resources and advocacy for students will be an extremely high priority with regard to student issues such as recruiting efforts, campus culture and career planning, and with the Vice President for Business and Finance and Associate Vice President of Human Resources to ensure that issues of diversity and inclusion are addressed in Human Resources as well as ensuring that the physical locations on campus are accessible. The Vice President for Inclusive Excellence will also be expected to partner with the Vice President of University Advancement on issues regarding fundraising and scholarships to increase access for underrepresented groups. Critically, the Vice President will partner with the Associate Vice President of Human Resources and Vice President for Academic Affairs to assist in developing resources to increase diversity and sensitivity awareness.

- **Equal Employment/Title IX**

The Vice President supervises and consults on an ongoing basis with the Title IX Coordinator/DHR Administrator to identify systemic problems related to equity, inclusion and campus climate that surface through the CSU Executive Order 1095/1096/1097 complaint process. The Vice President coordinates efforts to develop responsive interventions, outreach programs, and educational workshops to proactively redress and ameliorate challenges. They will facilitate conflict resolution/conflict de-escalation and crisis management/crisis intervention processes as appropriate. The Vice President assists with the identification and development of longer-term strategies to address catalyzing factors for conflict or crisis situations and provides executive oversight of reasonable accommodations, ADA related compliance, equal opportunity, and affirmative action programs.

Required Qualifications

The successful candidate must have:

- A master's degree, JD, or other terminal degree from an accredited university.
- Five (5) years of leadership experience related to access, diversity, inclusion, or education, including fluency and currency with respect to the current best practices in these areas.
- Experience working with diverse populations in a leadership role, including but not limited to race, ancestry, religion, sexual orientation, gender identity, socioeconomic status, and physical abilities.
- An excellent record in managing change along with proven experience as an organizational leader and program builder, specifically around initiatives that promote diversity, equity, access, inclusion, and belonging in a professional environment.
- Knowledge of contemporary issues of social justice, inclusion, diversity, access, and equity, including the current scholarship and pedagogical approaches that inform and address these issues.

Preferred Qualifications

Sacramento State seeks candidates that also have:

- An earned doctorate from an accredited university.
- Experience working within academic shared governance and collective bargaining environments.
- Experience in personnel and budget management.
- Experience with crisis management.
- Experience in grant writing development, obtaining grant funding, or other source of fundraising experience.

Additional Qualities

The most qualified candidates for the Vice President position will possess the following:

- A demonstrated cross-cultural competencies, including strong emotional intelligence and the ability to engage and build relationships with university constituencies and underrepresented communities.
- A demonstrated ability to lead and cultivate a common vision and collaborative culture to achieve institutional goals.
- A demonstrated ability to effectively problem solve and lead others through transformational change.
- A demonstrated track record developing effective diversity and inclusion initiatives.
- A demonstrated ability to build strong alliances internally and externally with a broad range of individuals to bring the university community together around shared goals.
- A demonstrated ability to articulate in written and verbal form the range of evidence for the educational benefits that accrue to students through diversity, inclusion and equity in higher education.
- Experience working collaboratively with colleagues at all levels in a large, complex institution, as well as with diverse external communities, to facilitate positive, collaborative, and inclusive processes and initiatives coupled with measurable programmatic deliverables.
- Evidence of strong decision-making and administrative skills.
- Demonstrated ability to envision and conceptualize the diversity mission of an institution through a broad and inclusive definition of diversity.

- Excellent conflict-resolution skills needed to navigate politically-charged situations to resolve problems, build consensus, and reconcile competing interests.
- Demonstrated ability to communicate effectively, through written as well as interpersonal and group communication skills.

Application and Nomination Process

The Vice President for Inclusive Excellence Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applicants must submit: a current resume or curriculum vitae, a cover letter describing relevant experience and interest in the position, and a one-page diversity statement. Nomination letters should include contact information for the nominee. All applications and nominations will be handled in confidence.

Applications and letters of nomination should be submitted by email to:



Alberto Pimentel, Managing Partner
Emy Cruz, Partner
SP&A Executive Search
6512 Painter Avenue, Whittier, CA 90601
Email: apsearch@spaexec.com
Refer to code "**SacState-VPDO**" in subject line

California State University, Sacramento is an Affirmative Action/Equal Opportunity Employer and has a strong institutional commitment to the principle of diversity in all areas. We consider qualified applicants for employment without regard to race, color, religion, national origin, age, gender, gender identity/expression, sexual orientation, genetic information, medical condition, marital status, veteran status, or disability. Sacramento State hires only those individuals who are lawfully authorized to accept employment in the United States.

Candidate selected will be required to provide proof of eligibility to work in the U.S. California State University, Sacramento is not a sponsoring agency for Staff or Management Positions (i.e. H1-B VISAS).

*Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act and Campus Fire Safety Right-To-know Act Notification. For additional information, visit:
<http://www.csus.edu/aba/police/>*