

[NEW] Senior Director for Access and Opportunity. Revised: 1/8/2024

The Senior Director for Access and Opportunity is a key leadership role within North Dakota State University to lead, strategize, and implement initiatives that break down barriers for students and nurture a vibrant campus community that reflects the rich tapestry of our world. This individual will champion equity and inclusion by integrating principles of fairness and accessibility throughout every aspect of student life and by working to increase access and belonging for all NDSU students, staff, and faculty, across all identities such as veteran status, religion, first-generation status, socioeconomic status, sexual orientation, disability, race/ethnicity, nationality, age, or citizenship. The Senior Director will implement recommendations of the President's Council on Diversity, Inclusion, and Respect (PCDIR) and enhance existing programs to foster an inclusive campus environment, promote equitable practices, and enhance diversity throughout NDSU's student body and community. This position will report to the Provost and serve on the President's Cabinet and as co-chair of the PCDIR. See [Diversity and Inclusion at NDSU](#).

Responsibilities:

- Improve NDSU culture of the lived experiences of BIPOC, underrepresented minorities, LGBTQ+ students, faculty, and staff.
- Improve and maintain positive relations with regional Tribal communities.
- Provide policy feedback or initiate policy changes to improve campus belonging, recruitment, and retention.
- Foster an inclusive campus community by facilitating open dialogues, promoting awareness and understanding of equity and inclusion-related issues, while creating opportunities for engagement and collaboration among various campus stakeholders.
- Provide relevant programs and professional development opportunities for faculty, staff, and students.
- Collaborate with the Office of Institutional Research and Analysis to analyze data and provide insights and action items to close access and opportunity gaps at NDSU.
- Build collaborative relationships with external organizations, community groups, and other higher education institutions.
- Serve as a liaison to student groups and other student-focused NDSU units.

Direct Reports:

- Office of Multicultural Programs (transitioning into the Office of Community, Belonging, and Inclusion).

Minimum Qualifications:

- Earned master's degree in any discipline.
- Exceptional interpersonal and communication skills.
- Excellent organizational and project management skills.

- Demonstrated commitment to diversity, equity, and inclusion in academia.
- Experience building community among diverse groups and perspectives.
- Collaborative and team-oriented leadership.
- Ability to resolve conflict with compassion and clarity.
- Experience designing, developing, and implementing events and programs.

Preferred Qualifications:

- Demonstrated experience with student engagement.
- Data-informed decision-making skills and the ability to assess and report on the impact of belonging and inclusion efforts.
- Strategic thinking and problem-solving abilities.
- Demonstrated experience in a supervisory role with direct reports.

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