Vice Chancellor for Institutional Equity, Diversity, and Inclusion and

CHIEF DIVERSITY OFFICER
THE SEARCH

Missouri University of Science and Technology, one of the nation's top technological research universities, seeks a collaborative and influential leader to serve as the Vice Chancellor for Institutional Equity, Diversity and Inclusion and Chief Diversity Officer (CDO).

This individual will lead strategic initiatives that provide workplace and learning enrichment and broaden the university's commitment to diversity, equity, and inclusion (DEI). The successful candidate will collaboratively develop and enact a vision for DEI initiatives that further enhances the sense of belonging among Missouri S&T's campus community and elevates the university's reputation as an institution of choice. Related activities may include, but are not limited to, student, faculty, and staff recruitment or retention initiatives; educational programming; policy development and reporting; and the cultivation of supportive relationships among alumni, employer partners, and/or community stakeholders.

This is an exciting time in Missouri S&T's history, with fresh leadership, a focused vision, and the transformational opportunities afforded by several significant philanthropic gifts. The CDO will join the university’s leadership team of Chancellor Mo Dehghani, Provost Colin Potts, vice chancellors and other key leaders, as well as new deans for each of Missouri S&T's three academic colleges. All are working toward four “north star” goals: to significantly increase enrollment; to promote student success, thriving, and retention; to broaden the research base and achieve Carnegie R1 status; and to elevate Missouri S&T’s national and international stature.

Enabled by historic public and private investments, Missouri S&T has embarked on the construction of an ambitious Arrival District that includes new buildings and public spaces. A transformational donation of $300 million by Fred and June Kummer has also provided support for the creation of four major research centers in trans-disciplinary, problem-focused areas that will address challenges and lead research related to advanced and resilient infrastructure, resource sustainability, advanced manufacturing, and artificial intelligence and autonomous systems. Recent public and philanthropic commitments to S&T will support a new innovation campus as well. A key facility for that new campus, the Missouri Protoplex, will be devoted to manufacturing outreach and cooperative advanced manufacturing research.

In sum, Missouri S&T’s future is bright and assured. At this juncture in the university’s history, there is ample opportunity for S&T’s next Chief Diversity Officer to champion a compelling vision for diversity, equity, and inclusion that aligns with these exciting institutional initiatives. We are seeking a dynamic leader who is willing and eager to accept that challenge and join our ambitious, forward-thinking campus community.
Missouri University of Science and Technology is one of the nation’s top technological research universities and one of four distinct universities in the University of Missouri System. Missouri S&T consists of three academic colleges: the College of Arts, Sciences, and Education; the Kummer College of Innovation, Entrepreneurship, and Economic Development; and the College of Engineering and Computing. The University offers quality educational opportunities, with 101 degree programs in 40 areas of study in engineering, science, computing and technology, business, social sciences, humanities, and education. Together, the colleges are home to almost 400 full-time faculty, in addition to part-time faculty. As of Fall 2021, Missouri S&T had a total student enrollment of 7,271 with graduate student enrollment of approximately 1,545. There are 552 doctoral students pursuing one of 22 programs offered in STEM fields, and over 832 students enrolled in graduate programs serving working professionals. Missouri S&T is classified by the Carnegie Foundation as a doctoral university with high research activity, and at the close of FY2021, research expenditures at S&T were $53,315,090. Approximately two-thirds of funding comes from federal sources and the remaining one-third of funding comes from industry/private partnerships.

**HISTORY OF THE UNIVERSITY**

Founded in 1870 as the University of Missouri School of Mines and Metallurgy (MSM), the school was one of the first technological institutions in the nation. MSM was afforded land-grant university status through the federal government’s Morrill Act. In 1963, following the establishment of the UM System, the school became known as the University of Missouri-Rolla, or UMR, and the university’s national reputation was established under that name. In 2008, the university changed its name to Missouri University of Science and Technology to broadcast more clearly its position as a leading STEM-focused university dedicated to discovery, creativity, and innovation to benefit the citizens of Missouri, the nation, and the world. As one of the original land-grant universities in the state, and the only space-grant university in the UM System, Missouri S&T is poised to capitalize in the coming years on the growing importance of STEM education throughout the state and the nation.
MISSOURI S&T TODAY

Missouri S&T has a unique constellation of comprehensive programs that benefit Missouri, the region, and the nation.

The university has received numerous accolades in recent years, including the following:

- #5 Best Colleges for Engineering Majors (Money, 2022)
- #7 graduate online engineering program for military veterans (U.S. News & World Report, 2022)
- #9 graduate online engineering program (U.S. News & World Report, 2022)
- Top 200 international university for engineering (Times Higher Education World University Rankings, 2021)

Many of these strengths align well with the university’s vision of growing enrollment, elevating research productivity, and achieving national or international recognition. Missouri S&T’s excellence in STEM degree programs, student career outcomes, and broadening access also provides unique opportunities to further impact the lives of underrepresented students and their communities from across the state of Missouri, throughout the region, and beyond.
THE ARRIVAL DISTRICT

The Arrival District will provide S&T a front door fitting of its academic reputation. Key new facilities will reflect the energy and innovation of the University outward toward visitors to campus and the Rolla community. The creation of this district directly enhances the Missouri S&T recruitment experience by providing simplified wayfinding for prospective students arriving to campus for the first time. The new approach will be both memorable and inspiring - an experience more reflective of the academic caliber of Missouri S&T.

Construction is currently underway for a new campus entryway and a new Innovation Lab building for student collaboration. Planning is underway for the construction of a new campus Welcome Center and a new Missouri Protoplex advanced manufacturing center. Each of these projects are poised to have significant transformational impacts on the university, the community of Rolla, and the surrounding region.

CORPORATE PARTNERSHIPS

Numerous corporate partners worldwide support Missouri S&T’s academic programs. The university has relationships with nearly 3,000 companies and government agencies that hire our students, provide internship and co-op experiences, sponsor research, and collaborate in degree, certificate and customized education.

Companies such as Boeing, Apple, Google, Honeywell, Nucor, ArcelorMittal, Caterpillar, Black & Veatch, Burns & McDonnell, Chevron, Conoco Phillips, ExxonMobil, Garmin, Anheuser-Busch, Cisco Systems, PepsiCo, and General Motors are among the more engaged corporate partners. In addition, Missouri S&T fosters partnerships with numerous federal agencies including Sandia National Laboratories, Oak Ridge National Laboratory, the U.S. Army via its nearby base at Fort Leonard Wood, and others.
The Kummer Institute for Student Success, Research and Economic Development was established in October 2020 through a gift of $300 million from June and Fred Kummer, longtime benefactors of Missouri S&T.

A portion of the gift will support the establishment of four new research centers at Missouri S&T with a focus on artificial intelligence and autonomous systems, advanced manufacturing, resource sustainability, and advanced and resilient infrastructure. These research centers will elevate Missouri S&T’s national reputation, position Missouri S&T as a leader in these respective fields, and leverage, build and grow academic-industry-government partnerships to lead the economic transformation of the region, state, and nation.

The Kummer Institute also supports a new financial aid initiative for undergraduate students, known as the Kummer Vanguard Scholars Program, and new fellowships for doctoral students. Up to 500 Missouri S&T students may receive Kummer Vanguard Scholarships annually and participate in related student success programs. These initiatives have further enhanced the transformational impact of the Kummer Institute and broadened Missouri S&T’s ability to recruit and support the most promising students in science, technology, engineering, and math disciplines.

Dr. Mohammad Dehghani
Chancellor, Missouri S&T

Dr. Mohammad (Mo) Dehghani became chancellor of Missouri University of Science and Technology on August 1, 2019. A mechanical engineer, Dehghani is a nationally prominent research and academic leader who has experience leading complex organizations and building collaborative teams.

Dehghani joined S&T from Stevens Institute of Technology in Hoboken, New Jersey, where he served as vice provost for research, innovation and entrepreneurship since 2013. At Stevens, he led the university’s continuing development of research programs and implementation of the research and scholarship component of the university’s strategic plan.
The Office for Institutional Diversity, Equity and Inclusion provides oversight for Equity and Title IX initiatives as well as Student Diversity Initiatives at Missouri S&T. Together, these units support the institution’s compliance with University of Missouri System policies as well as state/federal regulations, in addition to fostering diversity and inclusion in the campus community by cultivating a welcoming climate for students through programming, retention, and mentoring initiatives.

Missouri S&T focuses on four key areas when providing support for DEI priorities:

1. **ACCESS AND SUCCESS**
   - Increasing diversity among the student body, faculty, and staff as well as improving graduation rates

2. **CAMPUS CLIMATE AND INTERGROUP RELATIONS**
   - Creating a welcoming environment to acknowledge and celebrate diversity; providing opportunities for groups to interact and communicate

3. **EDUCATION AND SCHOLARSHIP**
   - Preparing students for the global marketplace; supporting the curricular/co-curricular efforts of faculty and staff; providing support for research on diversity

4. **INSTITUTIONAL INFRASTRUCTURE**
   - Creating an infrastructure that supports diversity goals within the University’s strategic plan and ensuring that policies and processes reflect diversity and inclusion goals

There exist many bodies of support, both on campus and in the community, that stand ready to further the initiatives of improving diversity, equity and inclusion alongside the next CDO. Inside the division, nine staff members serve on the Institutional Equity, Diversity, and Inclusion team, including five team members assigned to Equity and Title IX, three team members assigned to Student Diversity Initiatives, and an executive assistant who reports to the CDO. The division is further supported by key stakeholder groups such as the Chancellor’s Advisory Committee on Diversity and Inclusion, the Chancellor’s Advisory Committee on Hispanic/Latino/a Recruitment and Retention, and Campus Pride. Student organizations such as the Society of Women Engineers, the National Society of Black Engineers, the Society of Hispanic Professional Engineers, and the Missouri S&T Student Council also provide support for DEI initiatives. Demographic groups supported by the Office of Institutional Equity, Diversity, and Inclusion may include, but are not limited to, women, students of color, LGBTQ+ students, students with disabilities, and low-income or first-generation students. The office also operates a designated campus facility, Diversity House, which is used to host events and provide key resources for underrepresented student groups.
Qualifications and Experience

Candidates must hold a master's degree in a relevant area and 10 years or more of experience from which comparable knowledge and skills can be acquired. Applicants must demonstrate the ability to foster principles of inclusion in a diverse environment and supervisory experience of small to moderate-sized teams. Candidates with the following qualifications will receive preferred consideration:

1. Terminal degree (e.g., PhD, J.D.) and 8 or more years of related experience
2. Knowledge of best practices in DEI work/educational settings, DEI scholarship, and emerging trends in the field
3. Demonstrated experience in strategic planning, cross-functional partnership development, and/or change management within complex institutional settings
4. Executive presence and relationship-building skillset commensurate with leading highly collaborative work in an institutional setting
5. Knowledge/understanding of specific needs, challenges, and opportunities related to diversity, equity, and inclusion work in STEM-focused and STEM-adjacent educational settings
6. Current knowledge of federal employment laws and experience investigating civil rights complaints, managing an Affirmative Action Plan (AAP), or managing responses to federal (OCR, EEOC or OFCCP) audits or charges

THE ROLE

The CDO will advise the Chancellor and other senior campus leaders on strategies and tactics for integrating DEI priorities with the university's broader strategic goals and take steps to engage all members of our diverse campus community in this mission-critical work. The CDO will provide executive oversight of diversity and equity policies, facilitate the utilization of key accountability metrics, and serve as an advisor, decision-maker, bridge builder, and strategic leader in engaging campus stakeholders to continuously improve Missouri S&T’s diversity, equity, and inclusion efforts. The CDO will work collaboratively with stakeholders to develop solutions to complex issues and will be a key leader in promoting Missouri S&T as an employer and university of choice by encouraging innovative recruitment methods.

Reporting directly to the Chancellor, the Chief Diversity Officer leads the Office for Institutional Equity, Diversity, and Inclusion and is a senior leader on the Chancellor’s Cabinet. The CDO will lead a team consisting of the Director of Equity and Title IX, the Assistant Director of Equity and Title IX, the Director of Student Diversity Initiatives, and several investigators, program coordinators, ADA professionals and administrative staff. The CDO provides executive administration over Title IX and civil rights initiatives, ensures compliance with statutory and regulatory requirements, and drives strategic initiatives. The incumbent will collaborate with other CDOs across the University of Missouri System to implement enterprise-level initiatives, shape system-level policies and governance structures, and facilitate the exchange of best practices.
ROLLA, MISSOURI:
THE HEART OF THE OZARKS

Home to approximately 20,000 residents, Rolla is nestled within the timeless beauty of the Ozarks. There are more than 25 public parks covering more than 235 acres across the city and Rolla has a 63,000-square-foot water park with an adjoining fitness and recreation center. Numerous rivers, forests, springs, and other nearby attractions offer opportunities for outdoor recreation throughout the year.

The mid-Missouri region features a number of exciting recreational and cultural amenities for residents of the area.

NOTABLE ATTRACTIONS WITHIN A SHORT (1- TO 2-HOUR) DRIVE OF ROLLA INCLUDE:

- St. Louis Zoo & Aquarium
- St. Louis Art & History Museums
- City Museum (St. Louis, MO)
- St. Louis Cardinals Baseball Games
- Six Flags Over St. Louis
- Missouri Wine Country (Hermann, MO)
- Washington, MO Riverfront
- Lake of the Ozarks
- Ha Ha Tonka State Park
- Maramec Spring Park
- Bennett Spring State Park
- Onondaga Cave State Park
- Elephant Rocks State Park
- Fantastic Caverns
- Silver Dollar City
- Branson, MO
- Table Rock Lake
OUR COMMITMENT TO DIVERSITY AND INCLUSION

At Missouri S&T our entire campus community benefits from a climate that respects individual needs, abilities, and potential, does not tolerate discrimination or harassment, and is characterized by equal access for all regardless of cultural differences. We expect every member of our academic family to support the underlying values of this covenant and to demonstrate a strong commitment to attracting, retaining, and supporting students, faculty and staff who reflect the diversity of our larger society.

Equal opportunity shall be provided for all employees and applicants for employment on the basis of their demonstrated ability and competence without discrimination on the basis of their race, color, religion, sex, sexual orientation, national origin, age, disability, and status as Vietnam era veteran.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

To apply, please submit a letter of application, resume to hrrecruit@mst.edu. Review of applications will begin immediately and will continue until the position is filled.

Professional references will be contacted later in the process prior to any hiring decision and the university will not contact references without candidate authorization.

DEADLINE FOR PRIORITY CONSIDERATION IS FRIDAY, AUGUST 5.

Questions, nominations, and inquiries may be directed to Andrew Crain (amcrain@mst.edu), Lead Recruitment Consultant at Missouri S&T.
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