Assistant Dean and Director for Diversity, Equity and Inclusion  
College of Food, Agricultural, and Environmental Sciences  
The Ohio State University

The Ohio State University invites applications and nominations for the position of Assistant Dean and Director for Diversity, Equity and Inclusion (DEI) in the College of Food, Agricultural, and Environmental Sciences (CFAES). This position will provide strategic leadership throughout the college to ensure a collective approach to diversity, equity and inclusion work for our faculty, staff, and students and among our mission areas of teaching, research and Extension. This position will report to and work with the CFAES Associate Dean for Faculty and Staff Affairs.

**Responsibilities**

The Assistant Dean and Director for Diversity, Equity, and Inclusion (DEI) in the College of Food, Agricultural, and Environmental Sciences (CFAES) serves as a change management agent leading, overseeing, and managing the college's DEI efforts that support the strategic goals of the college. This person is responsible for evaluating college climate for faculty, staff, and students and developing strategies to ensure that all CFAES faculty, staff, and students feel valued for their individual talents and unique cultural perspectives. The Assistant Dean and Director leads efforts to make continuous progress in employing and recruiting women, minorities, and other under-represented groups at all levels in the college.

The Assistant Dean and Director is also expected to extend the visibility and reach of the college's diversity recruitment and outreach programs through planning, marketing, and service to national organizations, and serves a principal liaison with the college leadership on diversity issues. In addition, the Assistant Dean and Director will coordinate training and support regarding Inclusive Excellence, Unconscious Bias, Cultural Intelligence and other topics related to DEI and how those topics intersect with recruiting and retaining faculty, staff and students. The successful candidate is expected to coach and mentor faculty and staff in ways that strengthens DEI within our college and supervise activities of staff assigned to the CFAES DEI. The successful candidate is also expected to convene CFAES faculty and staff who do work in DEI to 1. create synergies and direction across our DEI efforts throughout the college and 2. garner guidance and input regarding our collective DEI efforts and direction as a college.

To achieve the goals around faculty, staff and students, the Assistant Dean and Director for DEI will collaborate with:

- the Associate Dean for Faculty and Staff Affairs and CFAES HR on recruitment, hiring practices, retention initiatives, and climate and culture of faculty and staff
- the Associate Deans for Academic Programs and for Research and Graduate
Education on student issues and opportunities relating to:
  - increasing URM student enrollment and retention in CFAES programs
  - creating and supporting programs to enhance pipelines of URM students from K-12 into undergraduate and graduate programs and faculty positions
  - related, coordinate efforts across academic units and share best practices related to diversity, equity and inclusion
  - Associate Deans for Extension and Research and Graduate Education on developing strategies that effectively and efficiently ensure the college achieves federal civil rights compliance
  - other offices on campus (Office of Diversity and Inclusion, The Women’s Place, Multicultural Center, etc.) to coordinate programming and establish linkages important in achieving our goals and mission as a college

The Assistant Dean will have the opportunity to shape CFAES DEI programs and influence the direction of DEI efforts within the various units of the college. Soon after hire, the Assistant Dean will be expected to begin developing a framework for our college DEI efforts.

Qualifications

The college will consider someone with a master’s degree in an area or discipline relevant to the position or the college, but a doctoral degree is preferred. Work with or within food, agriculture or the environment fields/disciplines preferred, but not required. Experience working with stakeholders (faculty, staff, students, community liaisons) preferred. The candidate must have:

  - direct experiences developing, implementing, and assessing programs designed to foster diversity, equity, and inclusion
  - evidence of supervisory experience and fiscal management
  - experience in recruiting and/or working with students
  - a past record of influencing organization/unit culture relating to diversity, equity, and inclusion or show clear potential for being able to do so
  - experience effectively communicating (written and verbal) with a variety of audiences and stakeholders regarding issues connected to diversity, equity and inclusion
  - a clear track record of collaboration across different groups and stakeholders
About the College

The College of Food, Agricultural, and Environmental Sciences at The Ohio State University offers a collaborative environment; consistent support from industry and government; and nationally and internationally respected colleagues. CFAES is engaged across three campuses: the Columbus campus, the Wooster campus (focusing on research and teaching including our two-year technical school, OSU Agricultural Technical Institute), and the statewide campus (engaging Ohio citizens across all 88 counties through Ohio State Extension offices).

CFAES provides essential research, education and public outreach in support of our mission – we sustain life. CFAES does this with the support of its over 400 faculty, 1,400 staff, and 3,700 undergraduate and graduate students.

These students take courses and/or conduct research in one or more of the ten academic units in the College:

- Agricultural Communication, Education, and Leadership
- Agricultural, Environmental, and Development Economics
- Animal Sciences
- Entomology
- Food Science and Technology
- Food, Agricultural and Biological Engineering
- Horticulture and Crop Science
- Plant Pathology
- School of Environment and Natural Resources
- The OSU Agricultural Technical Institute (administered on our Wooster campus)

Ohio State University Extension extends the knowledge resources of CFAES and the broader University to the people of Ohio through an educational process focused on local issues and needs. Supported by an annual budget of approximately $70 million, Ohio State University Extension helps communicate relevant research in a way that improves quality of life for Ohioans. Extension employees are located in all of Ohio’s 88 counties and on The Ohio State University in Columbus.
Additional information about the College and strategic plan can be found here:
http://cfaes.osu.edu/about-cfaes/college-strategic-plan
http://cfaes.osu.edu

Application Process

Nominations and applications will be accepted until the position is filled, but to ensure optimal consideration, please submit application materials including: 1) cover letter addressing how the candidate’s experience and skills match the position requirements; 2) a one to two-page statement of philosophy regarding the candidate’s approach to diversity, equity and inclusion, 3) a curriculum vitae or résumé and 4) a list of three professional references by November 29, 2019.

SENT MATERIALS TO:
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CFAES Human Resources
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INQUIRIES TO:
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Chair, Search Committee
Professor and Director of OSU ATI
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The Ohio State University is committed to establishing a culturally and intellectually diverse environment, encouraging all members of our learning community to reach their full potential. We are responsive to dual-career families and strongly promote work-life balance to support our community members through a suite of institutionalized policies.

We are an NSF Advance Institution and a member of the Ohio/Western Pennsylvania/West Virginia Higher Education Recruitment Consortium. The Ohio State University is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation or identity, national origin, disability status, or protected veteran status.