



Wingate University Chief Diversity Officer

Founded in 1896, Wingate is one of the fastest-growing independent universities in the state, serving more than 3,600 students on three campuses. We emphasize faith, knowledge, and a spirit of service in all our programs regardless of the field of study. At Wingate, we are committed to an inclusive and welcoming environment for working, learning, and living. As an equal employment opportunity employer, we respect each individual and support the diverse cultures, perspectives, skills, and experiences within our workforce. Wingate's main campus is located on 400 acres of beautiful landscape and is only 25 minutes from the Charlotte metropolitan area. Learn more at www.wingate.edu.

Position Title: Chief Diversity Officer

Position Location: Wingate Main Campus

Position Summary: At Wingate, we believe that diversity and inclusiveness are fundamental to University excellence. The Chief Diversity Officer (CDO) is a senior university leader who serves as a catalyst to promote diversity, equity and inclusion (DEI) efforts across three campuses. The position will be both employee and student facing and will intersect with all areas of the institution. To be most effective, the CDO should be flexible, innovative and collaborative.

Duties and Responsibilities:

- Provide leadership effectively integrating DEI practices into the life of the University, working closely with institutional stakeholders at all levels including student leadership, the broader faculty and staff community as well as the University's Senior Management team.
 - In collaboration with ongoing planning efforts, develop, coordinate and implement a DEI Strategic Plan.
 - Coordinate regular campus climate surveys and disseminate findings.
 - Partner with Human Resources to develop and enhance hiring and professional development practices that promote an environment committed to DEI.
 - Engage stakeholders to ensure policies and practices are in place to foster a diverse and inclusive workplace.
 - Collaborate with departmental units to improve hiring and retention efforts.
 - Develop initiatives that broaden the University's outreach to diverse, qualified job candidates.
- Sponsor and coordinate learning initiatives related to DEI.
- Plan and host public events.
 - Teach one or two undergraduate classes each academic year (preferably in the general education curriculum).
- Maintain and promote the DEI microsite.
 - Serve as *ex officio* member of University's DEI Council.

Position Competencies:

- Technical mastery of diversity advancement – e.g., faculty recruitment and retention strategies, cultural competency in the curriculum, and policy and legal dynamics of affirmative action.
- Ability to communicate a common vision – develop a collaborative vision that resonates authentically with students, faculty, and staff and engages and leverages other senior leaders.
- In-depth perspective on organizational change – clear understanding of the elements and dynamics that transform an organizational culture over time.
- Sophisticated relational abilities – e.g., emotional intelligence, charisma, and communication skills.
- Political savvy – skilled at navigating the political landscape, responding quickly and appropriately to sensitive situations, building consensus, gaining buy-in, and working through competing interests.
- Results oriented – capable of objectively establishing metrics and measuring progress, key milestones, and outcomes.

Preferred Qualifications and Skills:

- Demonstrated track record of successfully addressing diversity and inclusion goals in an institution of higher education or similarly complex organization.
- Graduate-level preparation with minimum of six to ten years of experience in developing and implementing diversity programs and leading inclusiveness efforts.

To apply submit a letter of interest, resume, and the contact information for 3 references to Human Resources at careers@wingate.edu. Please include a paragraph exploring why DEI is important to you as an individual and describing your overall commitment to DEI.

EQUAL OPPORTUNITY EMPLOYER: Wingate University abides by all federal and state laws prohibiting employment discrimination solely on the basis of a person's race, color, creed, national origin, religion, age (over 40), sex, marital status or physical handicap, except where a reasonable, bona fide occupational qualification exists. Wingate University is committed to the provisions of the Americans with Disabilities Act and its amendments. Wingate University expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability or veteran status.