



Presidential Associate for Inclusion and Chief Diversity Officer

California State Polytechnic University, Pomona, popularly known as Cal Poly Pomona, invites inquiries, nominations and applications for a visionary and inspiring leader to serve as the **Presidential Associate for Inclusion and Chief Diversity Officer (CDO)**.

The University

Cal Poly Pomona is known for its scenic and historic 1,400-acre campus, which was once the winter ranch of cereal magnate W.K. Kellogg. The university's nearly 28,000 students are taught and mentored by the campus' more than 1,400 faculty and are actively engaged in 51 baccalaureate and 30 master's degree programs, 11 credential and certificate programs, and a doctorate in educational leadership. Highly regarded among its peer institutions, Cal Poly Pomona is No. 2 in the US. News and World Report rankings of top public regional universities in the west and was named the No. 15 best value college in the nation by *Money Magazine*. Cal Poly Pomona also stands as a national leader in promoting social mobility, and as a champion for diversity and inclusion was placed among the 25 top institutions in the country in awarding bachelor's degrees to minority students by *Diverse Issues in Higher Education*.

Cal Poly Pomona is one of two polytechnic universities in the 23-campus California State University system and among 11 such institutions nationwide. With a variety of degree programs in the arts, humanities, sciences, engineering, and professional disciplines, the university is well known for its learn-by-doing philosophy. Cal Poly Pomona is nestled in the beautiful San Gabriel Valley, less than 30 miles east of downtown Los Angeles, at the intersection of Los Angeles, Orange, Riverside and San Bernardino counties. It is within an hour's drive of beaches, mountains and deserts. For additional information about the university, please visit www.cpp.edu.

Position Summary

The Presidential Associate for Inclusion and Chief Diversity Officer (CDO) reports directly to the University President and serves as a member of the President's Cabinet. The CDO will be a diversity, equity and inclusion leader, working to catalyze, facilitate, and evaluate institutional and organizational change initiatives. The CDO will lead and coordinate a range of efforts to assure that equity, diversity, and inclusion are authentically reflected in campus practices, policies, community, culture and measures of excellence. The CDO will function as an active collaborator, bringing together members of the university community to build relationships, facilitate dialogues and promote essential interactions that promote and sustain institutional change.

The CDO will engage the campus in and deepen connections to its values of diversity, inclusion and equity, and identify opportunities for university-wide participation and collaboration in this shared work; develop and implement processes and strategies to effectively communicate Cal Poly Pomona's plans and policies on diversity and the importance and advantages of a culture that welcomes, values, supports, and affirms each member of its community; direct efforts to develop and augment existing tools for monitoring progress, maintaining accountability, ensuring compliance with policies, setting goals, and surveying and measuring the success of inclusion and diversity efforts.

Required Qualifications

Cal Poly Pomona seeks a dynamic and passionate transformative leader who will develop and implement university-wide initiatives to promote diversity, equity, and inclusion. The successful candidate must possess:

- A master's degree, JD, or other terminal degree from an accredited university.
- A minimum of four years of progressively responsible leadership experience supervising the work of others, with a track record of building programs and partnerships and specific experience in addressing intersecting dimensions of diversity including racial and ethnic, physical ability, socioeconomic, religious, sexual orientation, and gender expression.
- Knowledge of diversity, equity, and inclusion best practices and Title IX, Title II, Title VII, and other federal legislation concerning equity, and the capacity to engage with the specific legal requirements of the State of California.

Preferred Qualifications

- An earned doctorate from an accredited university.
- Success as a thought leader and intellectual catalyst on diversity and thorough knowledge of research and best practices around promoting inclusion in a higher education setting.
- Seven to ten years of progressively responsible leadership experience.
- Experience in policy development and in leading substantive change in culture, practices, and policies, preferably in a public university setting;
- Experience in leading institutional initiatives, building programs with impact, working with faculty, staff, and students within university shared governance and collective bargaining environments.
- Experience establishing new organizational units/functions with clear and well-defined goals and performance indicators for success.
- Comfort and sophistication with data and analytical tools that support decision making.
- Proven ability to provide visionary strategic leadership; experience guiding the implementation of a strategic plan, establishing metrics, measuring progress, and adapting as necessary.
- Excellent interpersonal and communication skills and an ability to inspire and influence others.
- Cultural awareness, agility, and emotional intelligence; ability to build trust and credibility, collaborate with a wide variety of stakeholders.
- A willingness to make a long-term commitment to serve at Cal Poly Pomona.
- Dedication to the mission of the California State University (CSU) system, which is one of the most ethnically and racially diverse university systems in the U.S.

Application and Nomination Process

The 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 letter of interest that explains how the candidate meets the qualifications specified in this announcement; a one-page diversity statement, and the names and contact information of five references who can provide current assessments of the candidate's professional experience, accomplishments and prospect for success in this position. 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 "CPP-CDO" in subject line

Affirmative Action/Equal Opportunity Employer

California State Polytechnic University, Pomona is an Equal Opportunity, Affirmative Action Employer. The university seeks to recruit and retain a diverse workforce as a reflection of our commitment to serve the people of California, to maintain the excellence of the university, and to offer our students richly varied disciplines, perspectives, and ways of knowing. Cal Poly Pomona subscribes to all state and federal regulations and prohibits discrimination based on race, color, religion, national origin, sex, gender identity/gender expression, sexual orientation, marital status, pregnancy, age, disability, genetic information, medical condition, and covered veteran status. The university hires only individuals lawfully authorized to work in the United States. As required by the Clery Disclosure Act, the university's annual security report is available at <http://dsa.cpp.edu/police/securityreport.asp>.