



Invites Applications and Nominations for the Position of:

## Assistant Vice President for Inclusive Excellence and Chief Diversity Officer

**Greenwood/Asher**  
& ASSOCIATES, LLC

## The Opportunity

The Office of the President at Georgia College & State University invites applications and nominations for the position of Assistant Vice President for Inclusive Excellence and Chief Diversity Officer (AVP/DO). The AVP/CDO is an institutional leader, serving to advance Georgia College's vision to ensure a welcoming and inclusive environment, to deepen our ability to share and to engage with diverse perspectives, to maximize the success and inclusion of all students, staff, faculty, and to offer outreach and collaboration to members of the Milledgeville and greater Baldwin County community.

## The Role of the Assistant Vice President for Inclusive Excellence and Chief Diversity Officer

Reporting to the President and serving as a member of the President's Council, the Assistant Vice President & Chief Diversity Officer will be charged with providing leadership, oversight and guidance in the implementation of a Diversity Action Plan. The AVP/CDO will modify, develop, execute, and lead critical institutional initiatives, policies, and projects. Utilizing a deep understanding of DEI challenges and opportunities and an ability to lead systemic change, the AVP/CDO will also collaborate with campus leaders, students, alumni, faculty, staff and external constituencies to ensure diversity and inclusion in all campus operations, provide leadership in enhancing the institutional climate, and ensure accountability to the goals of diversity and inclusion from students, staff, faculty, and administrators.



The successful candidate will have a track record of accomplishments in leading institutional initiatives, building programs, working collaboratively with stakeholders, representing the institution in writing and speaking to internal and external constituencies, and promoting diversity and inclusion as a core value of a university.

### Primary Responsibilities:

- Responsible for planning and directing Georgia College's strategic and long-range goals as they relate to diversity and inclusion, equity, and inclusive excellence.
- Provides leadership, strategic direction and guidance in the oversight of the implementation of the Diversity Action Plan.
- Works in collaboration with the Diversity Leadership Teams in all divisions of the University, the President's Commission on Diversity, University Senate's Diversity, Equity, and Inclusion Policy Committee (DEIPC), Diversity Stakeholders, Disability Resource Center, Cultural Center, Women's Center, Deans, Department Chairs, and other entities across campus to foster an inclusive, welcoming, and engaging working

and learning environment throughout the campus and in the greater campus community.

- Develops and ensures diversity training among students, staff, faculty, and administration and institutional reviews to identify strengths, weaknesses, and opportunities related to diversity, equity, and inclusive excellence.
- Develops signature programs and events that promote cultural awareness, intercultural engagement, cultural competency, and coalition building for all members of the campus community.
- Promotes the success of underrepresented students, staff, and faculty through general advocacy and a variety of academic support, diversity education, professional development, leadership and mentoring projects that provide opportunities for intentional engagement and interaction on issues of diversity, inclusion, and social justice perspectives.
- Supports initiatives to improve retention, persistence, and completion for underrepresented or at-risk students.
- Utilizes data to identify where the university can support students inside and outside the classroom, to ensure equity in student success.
- Supervises the Title IX & Student Compliance Coordinator, the Women's Center, LGBTQ+ programs, and Cultural Center.
- Supervises the administrative and support staff in the Office of Inclusive Excellence.
- Serve as the 504 Coordinator, with the responsibility of being responsive to questions or complaints regarding disability discrimination, developing a grievance process for the complaints, and managing the self-evaluation process per Federal guidelines.

Georgia College & State University fosters a sense of belonging within a campus community that values diversity of intellectual thought, experiences, and identifications. Georgia College faculty, staff, and students intentionally embrace inclusivity to advance excellence

### **Required Knowledge, Skills, and Abilities:**

- Demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural, gender identities, sexual orientation, religious, and ethnic backgrounds present in the campus and local community.
- Outstanding interpersonal and community relations skills and the ability to establish and maintain collaborative and effective working relationships with students, staff, faculty, alumni and administration.
- Independent judgment and initiative to plan, prioritize, and organize a diversified workload with attention to detail.
- Skill in examining and developing operations and procedures and formulating policy.
- Excellent oral and written communication skills.



- Ability to utilize various forms of institutional data to benchmark and promote accountability for the diversity mission of Georgia College.
- Knowledge of Title IX and the ADA and other laws addressing the rights of people with disabilities, such as Section 504 of the Rehabilitation Act.

### Required Qualifications:

Master's degree preferably in behavioral sciences, humanities, human resource management, communication, higher education administration, education, or other relevant discipline.

Five years of management or leadership experience preferably in diversity, equity, and inclusion or related fields.

## About Georgia College

Georgia College & State University is the state's designated public liberal arts university. As a member of the prestigious Council of Public Liberal Arts Colleges (COPLAC), Georgia College is committed to fostering a liberal arts environment that values interdisciplinary inquiry, diversity and inclusion, and academic excellence. The University enrolls approximately 7,000 students --5,800 undergraduate and 1,200 graduate students-- and is prominently cited for excellence in teaching, undergraduate research, nursing education, and high impact practices outside the classroom in a number of leading publications.

#### Diversity:

- > 586 of students are first generation students
- > 16.5% of undergraduate students are underrepresented minorities

The university's beautiful and historic campus is located downtown in Milledgeville, Georgia, a charming, diverse college town of approximately 19,000 residents in Central Georgia, approximately 90 miles southeast of Atlanta. Milledgeville is also the home of noted American author and alumna, Flannery O'Connor, and the college community enjoys many exciting literary arts programs at O'Connor's former home, Andalusia, now owned by the University, and recently designated as a National Historic Landmark. Milledgeville is also located on the banks of beautiful Lake Sinclair and Lake Oconee, allowing faculty, staff, and students to take full advantage of the environmental and recreational benefits of being part of a lake community. For cultural, educational, and leisure opportunities beyond Milledgeville, Macon and Atlanta are located within easy driving distances.

#### Students:

- > Enrollment: 7,000
- > 5,800 undergraduate students
- > 1,200 graduate students
- > 97 special/non-degree students

Georgia College takes great pride in combining the educational experience of private liberal arts colleges with the affordability of a public university. The university's campus is a residential learning community focused on undergraduate education and a select number of graduate programs. Faculty and staff are dedicated to engaging students through high-impact pedagogies that foster intellectual curiosity, reasoned inquiry, and critical thinking. It strives for excellence in the classroom and beyond, and nurture collaborative leadership and global citizenship, Georgia College values diversity and inclusion in all of its forms.

Georgia College seeks faculty and administrators who understand and embrace its public liberal arts mission, who are committed to respecting and fostering diversity and inclusion inside and outside of the classroom, and who are dedicated to the advancement of knowledge through teaching, scholarship, and service. All Georgia College faculty share the responsibility of teaching the core curriculum and providing foundation courses for majors and non-majors alike. To carry out the public liberal arts mission, Georgia College seeks faculty with the desire and ability to provide a first-class learning experience for students, one that will prepare them to be competent, thoughtful, and well-rounded leaders who make transformative contributions to their communities and to the world.

## The City of Milledgeville, Georgia

Milledgeville is a city in and the county seat of Baldwin County in the U.S. state of Georgia. It is northeast of Macon and bordered on the east by the Oconee River. The rapid current of the river here made this an attractive location to build a city. It was the capital of Georgia from 1804 to 1868, including during the American Civil War. Milledgeville was preceded as the capital city by Louisville and was succeeded by Atlanta, the current capital. Today U.S. Highway 441 connects Milledgeville to Madison, Athens, and Dublin.

As of April 1, 2020, the population of Milledgeville was 17,070 down from 17,715 at the 2010 US Census.

Milledgeville is along the route of the Fall Line Freeway, which is under construction to link Milledgeville with Augusta, Macon, Columbus, and other Fall Line cities. They have long histories from the colonial era of Georgia.



Milledgeville is the principal city of the Milledgeville Micropolitan Statistical Area, a micropolitan area that includes Baldwin and Hancock counties. It had a combined population of 52,534 at the 2020 census. The Old State Capitol is located here; it was added to the National Register of Historic Places (NRHP). Much of the original city is contained within the boundaries of the Milledgeville Historic District, which was also added to the NRHP. The University owns the Old Governor's Mansion, which has been designated a National Historic Landmark.

## Nomination and Application Process

### Salary

Salary will be competitive and commensurate with qualifications and experience.

## How to Apply

Greenwood/Asher & Associates, LLC. is assisting Georgia College in this search. Applications and nominations are now being accepted. For a full application package, please submit a cover letter, CV, and list of five references. Confidential inquiries, nominations and application materials should be directed to Greenwood/Asher and Associates. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

### **Please direct inquiries, nominations, and application materials to:**

Marion Frenche, Practice Leader, Diversity, Equity & Inclusion,  
Search Manager & Senior Executive Search Consultant  
Shelley Sullivan Feather, Senior Executive Search Consultant and Practice Leader,  
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For more information on Georgia College, please visit <https://www.gcsu.edu/>

*Georgia College is committed to the fundamental principle of equal opportunity and equal treatment for every prospective and current employee and strives to create a campus environment which understands, fosters, and embraces the value of diversity. No person shall, on the grounds of race, color, sex, sexual orientation, gender identity, religion, national origin, age, disability, veteran status, or genetic information, be excluded from employment or participation in, be denied the benefits of, or otherwise be subjected to discrimination, under any program or activity conducted by Georgia College. It is the policy our institution to recruit, hire, train, promote and educate persons without regard to race, color, national or ethnical origin, age, disability, gender, religion, sexual orientation, gender identity or veteran status as required by applicable state and federal laws (including Title VI, Title VII, Title IX, Sections 503, and 504, AREA, ADA, E.O. 11246, and Rev. Proc. 75-50). Georgia College is an Affirmative Action/Equal Opportunity Institution*