THE UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE

ASSISTANT VICE CHANCELLOR for DIVERSITY and INCLUSION/CHIEF DIVERSITY OFFICER (CDO)
UNC Charlotte is North Carolina’s urban research university and is located in one of America’s fastest growing and most diverse cities. It leverages its location in the state’s largest and most dynamic city to offer internationally competitive programs of research and creative activity, exemplary undergraduate, graduate, and professional programs, and impactful community engagement initiatives. UNC Charlotte is committed to working collaboratively with community partners to address the cultural, economic, educational, environmental, health, and social needs of the greater Charlotte region in line with the community’s focus on racial equity and economic mobility.

The history of the institution is important to understand its mission and evolution. Founded in 1946, the Charlotte Center of the University of North Carolina served the educational needs of returning World War II veterans. Three years later, the institution formally became the two-year Charlotte College, responding to the need for public higher education in the city. Later in 1965, an act of the State General Assembly transformed Charlotte College into UNC Charlotte, the fourth campus of the University of North Carolina System. The later addition of master’s degree programs and in 1994, doctoral programs, allowed UNC Charlotte to become the city’s only research and doctoral granting institution.
UNC Charlotte is the second largest institution within the University of North Carolina system. This fall, during a global pandemic, UNC Charlotte enrolled 30,146 students and experienced record growth with its incoming first-year class and graduate programs. UNC Charlotte is also the fastest growing institution in the UNC System, comprising seven academic colleges offering 171 undergraduate majors in 77 programs leading to Bachelor’s degrees, 65 Master’s degrees, and 24 Doctoral degrees. UNC Charlotte is proud to have 3,545 passionate and committed faculty and staff members and more than 120,000 living alumni.

True to its origins, UNC Charlotte continues to serve veterans and remains the largest transfer institution in the state; the recently established 49erNext program provides seamless transfer from participating North Carolina community colleges. In fact, UNC Charlotte was awarded the APLU 2019 Degree Completion Award in recognition for its innovative approaches to improve retention and degree completion. Enrollment growth is attributed to UNC Charlotte’s expanding reputation as an outstanding university that recruits faculty and staff who are truly committed to student success; offers prodigious opportunities in academics, research, community engagement, the arts and athletics; and delivers an unparalleled college experience.

As the UNC system’s urban research university, UNC Charlotte continues to be essential to the region’s economic and civic vitality. The University’s Civic Action Plan, adopted in 2018, articulates an institutional strategy “to improve social outcomes by organizing University resources, community-based research efforts, and community collaborations to effectively address regional needs through collective impact.” The recently created Office of Urban Research and Community Engagement serves as the hub of the University’s engaged scholarship ecosystem, mobilizing, assessing, and advancing efforts that connect the University’s interdisciplinary, urban research resources to community assets to co-create a thriving, inclusive region.
UNC Charlotte’s main campus is in University City, approximately eight miles from uptown Charlotte and accessible via light rail. The picturesque campus sits on nearly 1,000 wooded acres with 10 acres of outdoor botanical gardens, hiking trails, the McMillan Greenhouse and a tropical plant courtyard.

Approximately one quarter of UNC Charlotte students choose to live on campus and within walking distance to classes, labs, libraries, light rail, theaters, concerts, art galleries and sports facilities. Students have a choice of 17 residence halls, including Greek organization housing and learning communities. Personalized dining options offer the ultimate in choice and convenience with traditional dining halls and specialty restaurants.

UNC Charlotte has a permanent presence in Charlotte’s Center City, a 143,000-square-foot facility with 25 classrooms and design studios, meeting and performance spaces, and an art gallery, adjacent to a four-acre city park. UNC Charlotte Center City is the only University of North Carolina building conceived and designed specifically to serve the people, organizations and businesses of an urban center. UNC Charlotte is an active participant in the city’s business and cultural district, bringing the University’s considerable intellectual resources to the heart of the Charlotte community.
The third-fastest growing city in the United States, Charlotte is currently the country’s 15th most populous city and the second largest in the Southeast. Serving as a major center for the finance industry (Charlotte is the nation’s second-largest center for banking and finance) as well as for the motorsports and energy industries, the region hosts headquarters for six Fortune 500 companies and 14 Fortune 1000 companies. Among them are Bank of America, Lowe’s, Honeywell International, Duke Energy, Nucor, Sonic Automotive and Sealed Air. Equally significant is the commitment of more than 200 additional Fortune 1000 companies that have placed one or more facilities within the Charlotte region.

Charlotte also is home to six major professional sports teams, including the NFL’s Carolina Panthers and the NBA’s Charlotte Hornets. It is also home to the NASCAR Hall of Fame. Charlotte Douglas International Airport, the 10th largest airport in the United States based on passenger totals, provides easy access to domestic and overseas destinations.

The city also offers a range of cultural amenities, including the Charlotte Symphony, Bechtler Museum of Modern Art, Mint Museum, Harvey Gantt Center, McConnell Center for Art, Innovation, Blumenthal Performing Arts Center, a growing landscape of outstanding restaurants, and a dynamic, thriving private art gallery scene. For those who enjoy exploring the outdoors, The U.S. National Whitewater Center provides a range of activities, and Charlotte offers easy access to mountainous terrain to the west, as well as the Atlantic coast to the east.

Over the past five years, the region has focused its collective community, civic and corporate resources on reducing long-standing racial disparities around economic and social outcomes, and ensuring equitable economic mobility among all residents, regardless of race, ethnicity or zip code. The community’s Leading on Opportunity Task Force, driven by the Foundation For The Carolinas in collaboration with dozens of organizations and institutions, including UNC Charlotte, has led this community-wide effort.
As Charlotte and the University have rapidly grown over the years, so has the rich diversity of the student body. The campus community represents a mixture of backgrounds and cultures that help enrich the learning atmosphere and create an environment where all students feel that they belong.

In fall 2020, UNC Charlotte enrollment was 30,146 students, encompassing 24,175 undergraduates and 5,971 graduate students. Students come from 47 U.S. states, with approximately 2,000 international students originating from 100+ countries. Of the entire student body, 49 percent are female; 37 percent are with racialized identities.

Seventy-one percent of students receive financial aid and 37 percent of those students receive Pell Grants totaling more than $43 million annually. More than 1,100 full-time and almost 500 part-time faculty members account for an average 19:1 student to faculty ratio, providing personalized attention and teaching relationships that can persist for a lifetime. The number of staff members total 2,500. UNC Charlotte faculty and staff are dedicated to academic excellence, cutting-edge research, community outreach and the growth and development of the University experience for all students.
UNC Charlotte is one of 17 constituent institutions comprising the University of North Carolina System. The System is overseen by a 24-member UNC Board of Governors, elected by the North Carolina General Assembly to four-year terms. The Board has responsibility for the policy-making, planning, management, and overall governance of the UNC System, and elects the System’s president to serve as the chief administrative and executive officer. The Board also elects each institution’s chancellor, upon the nomination of the president.

Each institution within the System also has its own Board of Trustees, which is delegated extensive authority and power over operations and academics on campus. UNC Charlotte has a 13-member Board of Trustees. Eight members are elected to four-year terms by the UNC Board of Governors, four members are appointed by the North Carolina General Assembly, and the president of the student body serves a one-year term as an ex officio member.

Sharon L. Gaber, Ph.D., is the fifth chancellor of UNC Charlotte and began her tenure in July 2020. Officially the first woman to serve as chancellor of UNC Charlotte, Chancellor Gaber follows the trail blazed by founding educator Bonnie Cone, who led the institution from 1946-1966 through several stages of growth.

An academic with a background in city and regional planning, Chancellor Gaber was named by Education Dive one of five higher education leaders to watch in 2018 and beyond. She is recognized nationally for her efforts as president of the University of Toledo to increase enrollment, improve graduation and retention rates, keep education affordable, increase research funding, improve connection to the surrounding metro region and make the campus environment diverse and inclusive. Prior to her five years in Toledo,
The UNC Charlotte Board of Trustees recently approved the strategic plan framework for *Shaping What’s Next, 2021-31*, UNC Charlotte’s 10-year strategic plan. Chancellor Gaber named a 22-member Strategic Planning Committee composed of faculty, staff, administrators and students that worked diligently and intentionally over a six-month period to shape the thousands of ideas, suggestions and feedback received from nearly 4,000 stakeholders. The emergent strategic plan framework includes four strategic focus areas and associated goals, mission and vision statements, and guiding commitments.

The four strategic focus areas that serve as the foundation of the strategic plan are as follows:

**Transform Students’ Lives through Educational Opportunity and Excellence**

Student success is central to UNC Charlotte’s mission. As the first strategic focus, the university will provide students with access to a high-quality and affordable educational experience, support them to ensure they are successful in their educational pursuits and prepare them to excel in their career and life choices.

**Power the Future through Inquiry, Research, and Creative Discovery**

Expanding and strengthening our research is the second strategic focus. UNC Charlotte intends to become a top-tier research university as well as foster signature institutional research areas of national and international relevance.

**Drive Progress for North Carolina and Beyond**

The third strategic focus is to fulfill its role as North Carolina’s urban research university to advance solutions for cultural, economic, social, educational, environmental and health issues as well as to be a talent developer to address workforce and community development needs.

**Live our Guiding Commitments by Leading in Equity and Engagement**

The fourth strategic focus is to ensure that UNC Charlotte’s campus is diverse, equitable and inclusive as well as to increase the visibility and reputation of the University through the use of its externally facing assets and programs. One of the major goals in this focus area is to demonstrate national leadership in diversity, inclusion, and equity.
As North Carolina’s urban research university and a diverse and inclusive institution with local-to-global impact, UNC Charlotte’s mission is to transform lives, communities, and industries through access and affordability, exemplary education, scholarship, creative work, innovation, and service. UNC Charlotte’s vision is to be a globally recognized, emerging top-tier research university driving discovery and innovation, while advancing student access and social mobility, nurturing talent, fostering excellence, and ensuring equity.

UNC Charlotte comprises a large and diverse community of faculty, staff, students, and alumni who, together, pursue the institution’s mission and vision. To frame our actions and shape what’s next, we commit to:

**Academic Excellence**
Realizing higher education’s transformational power by providing an exemplary academic experience for all students.

**Access and Social Mobility**
Providing education that has profound social and economic value and lifelong impact for students from all backgrounds.

**Discovery, Innovation, and Creativity**
Engaging in inquiry to generate new knowledge, modes of expression, understanding, and solutions to society’s most significant challenges.

**Community Engagement**
Collaborating with local, state, national, and global partners to prepare our students to be engaged and effective citizens and to promote the common good through research and service that addresses a broad range of social needs.

**Integrity and Respect**
Ensuring the highest academic, professional, and ethical standards and a collegial culture that embraces different perspectives, civil discourse, and free expression, where all University members are treated with respect, fairness, and dignity.

**Diversity, Equity, and Inclusion**
Eliminating barriers and creating an inclusive and equitable culture of belonging for students, faculty, and staff of different ages, races, ethnicities, backgrounds, identities, and abilities.

**Environmental Stewardship**
Pursuing sustainability and environmental justice to protect the planet through education, research, stewardship of scarce resources.

**Performance and Accountability**
Utilizing data to inform policies, programs, and actions and to assess progress through relevant measures.
The Assistant Vice Chancellor for Diversity and Inclusion/Chief Diversity Officer (CDO) will report directly to the Chancellor and be a member of the Chancellor’s Cabinet, and will serve as a thought leader and trusted advisor on diversity, equity and inclusion (DEI) across the university. The CDO will champion the importance of DEI and will provide vision, leadership, coordination, and strategic planning to ensure a diverse, equitable and inclusive campus.

The CDO will actively engage and collaborate with students, faculty, and staff to further actions that support a diverse, equitable and inclusive campus, as well as identify and address potential barriers and institutional systems that may foster systemic inequalities. The CDO will be responsible for the operation and strategic direction of the recently created Office of Diversity and Inclusion.
Strategic and Visionary Leader
The CDO will be a strategic and visionary leader who, as a subject matter expert, will serve as a thought partner to the Chancellor and Cabinet regarding DEI. In alignment with the new strategic plan, the CDO will coordinate the development of a DEI strategic plan and will work closely with university leaders to ensure that the DEI-related goals are achieved. The CDO will possess the strategic vision to assess opportunities, promote and lead innovative and entrepreneurial planning, and leverage University, local community, and state resources. The CDO will provide direction to the various DEI-related units to ensure coordination and that programming outcomes are maximized.

Experienced Diversity, Equity, and Inclusion Practitioner
The CDO will have a demonstrated record for advancing DEI strategies and initiatives in a higher education environment, preferably in a large public university. The CDO will be adept at addressing emerging matters and issues related to DEI, as well as expectations of faculty, staff, administrators, and students across the campus. The CDO will be a tactical thinker, data-driven, and able to lead the University in visualizing and implementing strategic priorities aimed at measurable outcomes.

Student-Centered Leader
The CDO will be a community-builder who sees the education, safety, growth, and well-being of students as the University’s utmost priority.

Exceptional Communicator
The CDO will be an approachable leader with the ability to communicate effectively across multiple constituencies. The CDO will possess engaging and persuasive written and verbal communication skills, be an active listener, and possess the skills to facilitate group discussions. The CDO will be able to successfully navigate challenging conversations, and be an effective spokesperson for DEI matters.

Strategic Collaborator and Community-Builder
The CDO will be an experienced change agent, with strong organizational and administrative skills. The CDO will be able to navigate the expectations of internal and external stakeholders to advance DEI strategies and initiatives. The CDO will possess a collaborative, consensus-building leadership style and be able to thoughtfully and purposefully gain consensus.
QUALIFICATIONS

• Earned doctorate or terminal degree

• Minimum of five years executive leadership experience in higher education or a comparable industry advancing diversity, equity and inclusion and fluency with the scholarship around diversity, equity and inclusion, or related disciplines.

• Understanding of scholarly publications and academic philosophies related to diversity, equity, and inclusion.

• Ability to engage in data-informed strategic analysis of opportunities and challenges and to assess the effectiveness of D&I initiatives and programs.

• Experience in financial planning, budget development, and allocation of limited resources in ways that are fair and transparent and that reflect clear priorities.

• Ability to create allies and build trusting and mutually respectful relationships with students, administrators, faculty, staff and alumni, as well as with civic and professional organizations in the Charlotte region and beyond.

• Excellent verbal and written communication skills and knowledge of group dynamics.

• Ability to facilitate nuanced conversations when convening multiple constituencies around diversity, equity and inclusion.

• Ability to navigate political landscapes and respond appropriately to sensitive issues.

• Personal and professional integrity, diplomacy, tact, and sound judgment.

• Understanding of the elements and dynamics of changing an organizational culture.

• A sense of humor.
For full consideration, applications should be received by **August 2, 2021.**
The committee will review application materials until the position is filled.
The application must include a cover letter, current resume, and contact information for three recent professional references must be sent to: UNCCharlotteCDO@agbsearch.com

For further information and instructions to applicants, please review the prospectus available above.

All inquiries, nominations, and applications will be held in strictest confidence; references will not be contacted without the applicant’s expressed permission. Inquiries, and nominations should be sent to UNCCharlotteCDO@agbsearch.com or directed to:

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