



UNIVERSITY OF NEBRASKA AT OMAHA
UNIVERSITY OF NEBRASKA MEDICAL CENTER

SEARCH PROSPECTUS

ASSISTANT VICE CHANCELLOR FOR INCLUSION



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ASSISTANT VICE CHANCELLOR FOR INCLUSION

The University of Nebraska at Omaha (UNO) and University of Nebraska Medical Center (UNMC) are accepting applications and nominations for the position of Assistant Vice Chancellor for Inclusion. Reporting to the Senior Vice Chancellors for Academic Affairs of UNO and UNMC, this position serves as the university executive level Diversity and Inclusion Officer. The position will represent the Chancellor's Office and provide leadership in developing and implementing policies, programs, and efforts to enhance recruitment, inclusion, retention, and equity for a diverse student body, faculty, and staff for UNO and UNMC.

ABOUT UNO



For 110 years, the University of Nebraska at Omaha (UNO) has served as Nebraska's point of access for excellence in higher education. As both a Metropolitan University of distinction and a Carnegie Doctoral Research Institution, UNO transforms and improves the quality of life locally, nationally, and globally.

The equation for distinction is quite simple: hire extraordinary faculty and staff; offer a broad range of relevant and unique programs; enroll committed and passionate undergraduate and graduate students; build state-of-the-art learning, teaching, and living spaces; offer the most competitively-priced tuition in the region; infuse engagement, creativity, diversity, and community into the culture; leverage the opportunities of a great city; and build on our network of more than 118,000 alumni across the globe.

This is the Maverick way. Our value is a direct result of our unwavering dedication to our Metropolitan University mission: deliver excellence in academics, commit fully to students, and remain locally and globally engaged.

LEARN MORE AT: about.unomaha.edu

ABOUT UNMC



The University of Nebraska Medical Center (UNMC) is focused on improving the future of health care, whether it's leading the worldwide fight against Ebola or training the state's health care workforce. As Nebraska's only public academic health sciences center, UNMC is committed to the education of a 21st century health care workforce, to finding cures and treatments for devastating diseases, to providing the best care for patients, and to serving Nebraska and its communities through award-winning outreach. UNMC is also committed to embracing the richness of diversity and is a major economic engine for the state of Nebraska.

Overall, UNMC has six colleges and two institutes, serving more than 3,900 students in more than two dozen programs. About half of Nebraska's physicians, dental professionals, pharmacists, bachelor's-degreed nurses, and allied health professionals graduated from UNMC.

Located in midtown Omaha, UNMC's main campus sits next to its hospital partner, Nebraska Medicine, and within walking distance of the revitalized, historic Blackstone District. Additional campus sites—bonded through a shared culture, and, in real time, by distance-learning technology—can be found in Lincoln, Kearney, Scottsbluff-Gering, and Norfolk. UNMC has tremendous community support as evidenced by numerous public-private partnerships that have sparked construction of new academic, clinical, and research facilities. UNMC's brilliant researchers collaborate with colleagues in Nebraska and around the globe to develop new knowledge and life-changing therapies.

LEARN MORE AT: unmc.edu

UNO KEY FACTS

ENROLLMENT

- 10,862 Full-time students
- 4,569 Part-time students
- 845 International students
- 1,629 Military/veteran students including dependents

FIRST-YEAR STUDENTS (2018)

- 2,151 New first-year students
Largest incoming class in UNO history four years in a row
- 37.4% First generation students
- 241 Military/veteran including dependents
- 35% Ethnically diverse

TRANSFER STUDENTS (2018)

- 1,169 Total transfer students
- 3% First generation students
- 27% Ethnically diverse

STUDENT BODY

- 15,431 Total students
- 78 out of 93 Nebraska counties are represented at UNO
- 72 countries represented in the International Studies Program

FACULTY

- 2,145 Total faculty and staff
- 17:1 Undergraduate student-to-faculty ratio
- 13:1 Graduate student-to-faculty ratio

RANKINGS

- Ranked by *U.S. News & World Report* for Best Online Bachelor's Degree Programs
- Ranked by *Military Times* as the No. 1 University for Military Friendliness (2015, 2016, 2017)
- Ranked by *Military Times* as the No. 1 Military Friendly Business School (2015, 2016)
- Ranked by *Military Times* as the No. 2 Best Cybersecurity Program (2017, 2018)
- Ranked 10th on *Military Times'* Best for Vets: Colleges 2019 four-year institution rankings
- Recipient of the 2014 Presidential Award for Economic Opportunity

UNMC KEY FACTS

ENROLLMENT (FALL 2018)

- 3,970 students

EMPLOYEES (JANUARY 2018)

- 5,202 (4,193 FTE)

OPERATING BUDGET (2017-18)

- \$732.7 million (21 percent state-supported)

RESEARCH GRANTS (2017-18)

- \$135.6 million

FOUNDED IN 1881

Originally the Omaha Medical College, the college became affiliated with the University of Nebraska in 1902.

MAJOR UNITS

- College of Medicine
- College of Nursing
- College of Pharmacy
- College of Dentistry
- College of Public Health
- College of Allied Health Professions
- Eppley Institute for Research in Cancer and Allied Diseases
- Fred & Pamela Buffett Cancer Center
- Munroe-Meyer Institute
- Stanley M. Truhlsen Eye Institute
- Graduate Studies program

UNIVERSITY OF NEBRASKA

The University of Nebraska Medical Center (UNMC) is one of four campuses of the University of Nebraska, which is led by President Hank Bounds, Ph.D. The other campuses are: the University of Nebraska-Lincoln (UNL), the University of Nebraska at Omaha (UNO) and the University of Nebraska at Kearney (UNK). The University of Nebraska is supervised by an eight-member Board of Regents.

ECONOMIC IMPACT

UNMC and its hospital partner, Nebraska Medicine, have an annual impact of \$4.2 billion.

RANKINGS

Primary care, nursing, physical therapy, physician assistant and pharmacy programs rank among the best in *U.S. News & World Report* rankings.

IMPACT ON THE STATE

Nearly half of Nebraska's physicians, dental professionals, pharmacists, bachelor-prepared nurses, and allied health professionals have graduated from UNMC.

ABOUT OMAHA

PLACE MATTERS

While it is a thriving metropolitan center, Omaha is quintessentially midwestern. Residents enjoy the benefit of four seasons and find outdoor activities plentiful year-round.

Located on the eastern border of Nebraska, near the Missouri River, the city of Omaha is a center of creativity, business and philanthropy. This is where Fortune 500 companies, visionary nonprofits, award-winning arts and culture, and innovative start-ups flourish, and attract a range of world-class talent.

INTERNSHIPS, JOBS, AND OPPORTUNITIES

Students find internships, careers, and other opportunities in the heart of Nebraska's largest city. Omaha is home to four Fortune 500 companies including:

- Berkshire Hathaway
- Mutual of Omaha
- Peter Kiewit
- Union Pacific

CULTURE, ENTERTAINMENT, AND SIGNATURE EVENTS

You can take in a concert at the CHI Health Center or the world-famous Holland Performing Arts Center, catch an art house film at the internationally recognized Film Streams, stroll the more than 100 acres at the Lauritzen Gardens, or shop and dine to your heart's content in the Old Market, Midtown Crossing, or Aksarben Village. Take a walk from Nebraska to Iowa—and back again on the Bob Kerrey Bridge. This landmark offers a memorable view of Omaha's skyline and is a prominent feature of our newly reinvigorated waterfront.

- NCAA College World Series (CWS) for more than 60 years
- NCAA Basketball Tournament
- U.S. Senior Golf Open
- U.S. Olympic Swim Trials (2008, 2012, 2016)
- U.S. Olympic Curling Trials
- U.S. Figure Skating Championships
- Berkshire Hathaway Annual Meeting
- National movie premieres
- Concerts, plays and museums
- Restaurants and shopping

OMAHA DEMOGRAPHICS

- White: 73.1% (non-Hispanic: 68.0%)
- African American: 13.7%
- Asian: 2.4%
- Native American: 0.8%
- Pacific Islander: 0.1%
- Other race: 6.9%
- Two or more races: 3.0%
- Hispanic or Latino of any race: 13.1%

Source: Omaha, Nebraska Population
worldpopulationreview.com/us-cities/omaha-population/



LEADERSHIP

UNIVERSITY OF NEBRASKA (NU)

BOARD OF REGENTS

The Board of Regents consists of eight voting members elected by district for six-year terms, and four non-voting student Regents, one from each campus, who serve during their tenure as student body president. The board supervises the general operations of the university, and the control and direction of all expenditures.

PRESIDENT

The current University of Nebraska President is Hank Bounds. On Jan. 12, 2015, the Board of Regents appointed Bounds as the seventh president of the University of Nebraska (NU). As president, Dr. Bounds leads the University of Nebraska and its four campuses.

Bounds serves as the university's chief executive officer and reports to the Board of Regents, who are elected to govern the university. He is responsible for university administration, operation, and implementing Board policies and goals—and works with the university's campus chancellors and vice presidents to do so. He also provides educational leadership, direction, and strategy to the university.

As president, Bounds is the spokesperson of the university as a statewide institution, helping to communicate NU's achievements and potential to the leadership and citizens of the state.

Prior to becoming president of the NU system, he began as a high school teacher, then rose to principal, superintendent, and state superintendent before becoming Mississippi's commissioner of higher education in 2009.



UNO AND UNMC

CHANCELLOR

Jeffrey P. Gold, M.D., UNMC's chancellor since early 2014, added leadership to UNO to his responsibilities on May 8, 2017, and was approved for this additional role for the interim by the Board of Regents. He is a tireless advocate for higher education and academic health care who is well respected on the local, regional, and national stage for his strong advocacy and dedicated leadership.

Dr. Gold has worked closely with faculty, staff, students, and administrators to help navigate the campus through a complex state budget situation that has led to increased efficiencies across all four NU system campuses, and growing collaborations between UNO and UNMC.

Prior to joining UNO and UNMC, Dr. Gold served as chancellor of the University of Toledo's academic and clinical health sciences, which includes the colleges of Medicine, Nursing, Pharmacy, Health Science and Human Service, and Graduate Studies. In that role, Dr. Gold had full leadership responsibility of the clinical, education and research programs, the faculty practice plan, and the integrated hospital and ambulatory health care delivery system. He worked closely with all of the undergraduate and graduate university academic programs as well as with the K-12 community.

Dr. Gold is a proud graduate of the Cornell University College of Engineering, where he received a degree in Theoretical and Applied Mechanics. He earned his M.D. from the Weill Cornell College of Medicine and completed his general surgery residency at The New York - Presbyterian Hospital and Memorial Sloan Kettering Cancer Center, where he later served as the administrative chief resident. He completed his cardiothoracic surgical fellowship training at Brigham and Women's Hospital with additional training in pediatric cardiac surgery at Boston Children's Hospital of Harvard Medical School.

As a leader, Dr. Gold's experience and contributions are extensive, and have included more than 50 national professional committees and more than 100 national organizations, volunteer boards, government/public health councils, and industries. He has recently served as the Chair of the American Medical Association's Council on Medical Education and the AMA/AAMC's Liaison Committee on Medical Education. He is a member of the AMA House of Delegates. Dr. Gold has also served in numerous roles on governing boards and as the elected leader of regional and national professional, accreditation and advocacy organizations in the educational, research, and clinical care delivery sectors. He has also been certified by the American Board of Surgery and by the American Board of Thoracic Surgery, specializing in adult and pediatric cardiac surgery.

JOB DESCRIPTION AND LEADERSHIP PROFILE

Inclusion, equity, and access are vital aspects to the role that UNO and UNMC play in the University of Nebraska system, in the city of Omaha, and across the state of Nebraska. The future Assistant Vice Chancellor for Inclusion at UNO and UNMC will be a leader who stands ready to champion and support all efforts that improve the campus experience for students, faculty, staff, and guests.

Particular emphasis in this area shall be given to leading the assessment and evaluation of high-impact strategies, programs, practices, and initiatives to promote equity, access, and inclusion across the campuses in the three mission areas of premier educational programs, innovative research, and extraordinary patient care.

SPECIFIC ROLES AND RESPONSIBILITIES

CURATOR OF CULTURE OF DIVERSITY AND INCLUSIVITY

- Responsible for advancing the institutions' goals of embracing diversity in educational excellence with community engagement
- Partners with colleges to create and implement policies and procedures that foster a climate that supports diverse faculty, staff, and students
- Creates opportunities to engage diverse ideas inside and outside of the classroom and the broader community

RECRUITMENT, INCLUSION AND RETENTION

- Facilitates development of pipeline programs for the undergraduate and professional schools and careers in health care
- Works with staff and students on diversity initiatives engaging both campuses and surrounding community to help define, enable, and foster an inclusive and welcoming campus culture
- Works to recruit and retain diverse staff, students, and faculty

STRATEGY

- Engages with senior university leaders to achieve the diversity mission of the organization
- Develops proposals and submits requests for funding from major foundations and federal agencies to support Equity, Access, and Inclusion program development
- Teaches and facilitates diversity and inclusivity workshops and seminars to/for various audiences

- Develops and maintains a process to address both formal and informal complaints of unequal or disparate treatment received from internal and external sources, and identify any significant trends or patterns which may be systemic in nature
- Fosters collaborative relationships among the diversity officers across the university system and partnering health care facilities
- Able to work with a collective bargaining unit
- Provides training for universitywide search committee members

COMMUNICATIONS AND PARTNERSHIPS

- Develops and maintains strong relationships with community leaders
- Serves as liaison with outside agencies and may assist with internal corporate communications
- Works to establish and maintain positive organizational representation and social responsibility within the community
- Oversees the preparation and communication of periodic reports on the status and progress of initiatives
- Monitors and communicates national trends and the development of laws, policies, and regulations affecting diversity and equity in higher education and in academic health centers

QUALIFICATIONS AND ATTRIBUTES

REQUIRED QUALIFICATIONS

- Master's degree required, doctorate or terminal degree preferred
- Ten years of experience in higher education and/or training, to include at least five years of supervisory experience preferred
- A record of improving sustained organizational diversity and inclusion initiatives
- Evidence of leadership to enlist and mobilize persons and organizations with varying backgrounds and missions to increase diversity and inclusiveness at a large organization
- Ability to interact effectively in a team setting
- Successful record of securing external support for advancing inclusion and equity initiatives preferred

PREFERRED AND DESIRED ATTRIBUTES

- Ability to envision and conceptualize the diversity mission of a higher education system and academic medical center through a broad and inclusive definition of diversity
- Understands and is able to articulate the importance of equity, inclusion, and diversity to the broader educational mission of a university system
- Understands the contexts, cultures, and politics within higher education and academic health centers that impact the implementation and management of effective diversity change efforts

- Understands and is able to articulate the range of evidence for the benefits that accrue to students, staff, and faculty through diversity, access, inclusion, and equity
- Understands how curriculum development and instructional programming efforts may be used to advance the diversity, access, and inclusion mission of higher education institutions
- Possesses the procedural knowledge for responding to bias incidents when they occur on campus
- Familiar with using institutional data to benchmark and promote accountability for the diversity, access, and inclusion missions of higher education institutions
- Understands the application of campus climate research in the development and advancement of a positive and inclusive campus climate for diversity
- Generally understands the potential barriers faced by staff and management in the process of promotion, and those faced by faculty in the promotion and continuous (tenure) appointment process in the context of diversity-related professional activities (e.g., teaching, research, service)
- Conversant in current and historical issues associated with nondiscrimination, access, and equity in higher education; awareness and an understanding of the various laws, regulations, and policies related to equity and diversity in higher education

APPLICATION PROCESS

APPLY TO THE POSITION LISTED AT [SEARCH.UNOMAHA.EDU/AVCINCLUSION](https://search.unomaha.edu/avcinclusion)

When applying, please provide the following:

- Applicant profile
- Letter of application addressing the professional attributes mentioned above
- Current résumé and/or curriculum vitae
- Names, addresses and telephone numbers of three professional references.

If you need an accommodation in order to apply for this position, please call 402.554.3668 or email unohr@unomaha.edu.

UNIVERSITY OF
Nebraska
Omaha | Medical Center

The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment.

UNO is a VEVRAA Federal Contractor and an E-Verify employer. The University is committed to achieving diversity among faculty and staff. We are particularly interested in receiving applications from members of under-represented groups and strongly encourage women and persons of color to apply for these positions.