

Position Announcement

**University of Nebraska-Lincoln**

**Associate to the Chancellor for Institutional Equity and Compliance**

The University of Nebraska-Lincoln (UNL), a research-extensive, comprehensive, land-grant institution in the Big Ten Conference and the Big Ten Academic Alliance, invites inquiries, nominations, and applications for the position of Associate to the Chancellor for Institutional Equity and Compliance.

UNL is a leading national research university consistently recognized for its value and access to the citizens of Nebraska and beyond. It is deeply committed to its land-grant mission, and its recent sesquicentennial celebration was a reflection of its historical accomplishments and collaborative efforts involving faculty, staff, students, and the community stakeholders in planning for a stronger and more vibrant institution. At its conclusion, the N150 Commission laid out a bold vision for the university over the next 25 years: *The University of Nebraska-Lincoln is unparalleled among public research universities in access, opportunity, innovation, and life-long experiential learning.* Chancellor Ronnie Green announced the university’s first five-year strategic plan to achieve this vision, *N2025*, which launched in February 2020.

The Associate to the Chancellor for Institutional Equity and Compliance/Director of the Office of Institutional Equity and Compliance (IEC) oversees and ensures compliance with affirmative action, equal opportunity, civil rights, and higher education laws, including Title IX, Title VII, the Americans with Disabilities Act, and other federal and state laws; coordinates the delivery of investigations, programming, educational opportunities, and other services; works collaboratively with other senior leaders to build an ethical work environment free from all forms of discrimination and harassment; and serves as a thought leader and resource in developing and implementing equity and diversity initiatives within the UNL community. The position directs IEC’s administrative functions and operations and is responsible for 10 staff employees, including the Title IX Coordinator and its ADA Coordinator. The position reports directly to the Chancellor.

Requirements include a record of successful administrative experience in diversity and equity, affirmative action, and resolution of discrimination and harassment complaints, preferably at a higher education institution or an organization with similar complexity; extensive knowledge of AA/EEO/civil rights and higher education laws; experience overseeing and/or personally conducting investigations on various issues related to discrimination, discriminatory harassment, and sexual harassment; and a JD or master’s degree in a related field or equivalent education and experience. The ideal candidate will present evidence of strategic agility, excellent judgment, supervisory experience, strong communication and interpersonal skills, impeccable integrity, and ability to respond with equanimity to crisis, criticism, high risk, and situations that are highly sensitive or have been escalated publicly or within the university.

Review of applications will begin April 3, 2020 and continue until the position is filled. A resume with an accompanying cover letter may be submitted via the Spelman Johnson website at [www.spelmanjohnson.com/open-positions](http://www.spelmanjohnson.com/open-positions). Nominations for this position may be emailed to Jim Norfleet at jmn@spelmanjohnson.com. Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895.

**Visit the University of Nebraska-Lincoln website at www.unl.edu**

*As an EO/AA employer, qualified applicants are considered for employment without regard to race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation. See* [*http://www.unl.edu/equity/notice-nondiscrimination*](http://www.unl.edu/equity/notice-nondiscrimination)*.*