Director of Research Diversity Initiatives  
The University of Oklahoma Norman Campus

The University of Oklahoma is substantially enhancing its activities in broadening the participation of traditionally underrepresented groups in all areas of scholarly and creative activity on the Norman Campus. Through innovative partnerships with Minority Serving Institutions, private companies, the Oklahoma State Regents of Higher Education, Oklahoma EPSCoR, non-profit foundations and other organizations, the University seeks to meaningfully increase both the number and success of underrepresented populations in research and creative activity, with emphasis on STEM disciplines. Foundational to this endeavor is an outstanding leader having substantial experience in diversity activities and programs, and the passion and vision necessary, to chart a bold new course for diversity enhancement and enrichment.

The Position. Jointly reporting to the Vice President for Research (VPR) and the Associate Vice President for Research and Director of the Center for Research Program Development and Enrichment (CRPDE), the Director of Research Diversity Initiatives serves a leadership role within the University of Oklahoma’s research community by working collaboratively within and beyond the organization to build alliances, develop strategic partnerships, and execute bold agendas to accomplish diversity and inclusion goals.

Candidate Qualifications. Candidates must have an earned master’s degree in any field, and a doctorate is preferred. Critical to the position is demonstrated success working with faculty members in an academic / research environment as well as members of underrepresented groups (e.g., African Americans, Hispanics, women in STEM fields, Native Americans, veterans, rural communities, economically disadvantaged, and physically-challenged individuals). The successful candidate will have the ability to: connect faculty members with appropriate communities and / or individuals; guide the development of fundable proposals that focus specifically on broadening participation (such as LSAMP or AGEP) or include this topic as part of a broader proposal of scholarly activity; create tools that will increase faculty awareness about protocols of working with underrepresented groups; and increase research-based diversity awareness within the institution.

Preference will be given to candidates who have an established record of working in an academic environment and developing initiatives and programs involving diversity and inclusion and who can ensure the effective execution of multiple strategies for meaningfully increasing the representation of underrepresented populations in scholarly activity on OU’s Norman Campus, particularly within, but not limited to, STEM disciplines.

The successful candidate also must possess the skills necessary to nurture potential research relationships between faculty members and underrepresented communities, create reports, develop and conduct training and seminar programs for faculty and staff, and facilitate faculty awareness of organizations, conferences, and funding opportunities associated with underrepresented groups. In addition, successful candidates must possess outstanding communication and interpersonal relation skills for working effectively across an array of diverse populations, academic and research disciplines, and organizational structures.
The University. Established in 1890, the University of Oklahoma (http://www.ou.edu) is a comprehensive public research university that enrolls over 23,000 students at its main campus in Norman and an additional 7,000 students through programs at: the Health Sciences Center in Oklahoma City, the Schusterman Center in Tulsa and in continuing education programs. Classified as a Carnegie Foundation "Very High Research Institution," the University ranks first nationally among public institutions in the number of National Merit Scholars enrolled and has developed a successful, collaborative Research Campus, contiguous to its main campus, that collocates University, government, and private sector organizations. Located 20 miles south of Oklahoma City, Norman has a vibrant arts community with outstanding public schools and a variety of recreational resources.

Application Process. Confidential review of nominations, indications of interest and applications will begin February 15, 2013 and continue until the position is filled. Candidates are invited to submit (1) a cover letter expressing interest in the position, (2) a 3-5 page description of their capabilities with examples as to how they fulfill each of the qualifications noted above, along with (3) a detailed curriculum vitae and (4) the names of five references who will be contacted only upon approval from the applicant.

To apply, please visit the University’s Human Resources web site: https://jobs.ou.edu and search for requisition number ##.

Inquiries regarding the search should be directed to the following individuals:

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The University of Oklahoma is an Equal Opportunity/Affirmative Action employer and has a policy of being responsive to the needs of dual career couples. Applications from women and minorities are specifically encouraged.