

**Director of the Office of Inclusive Excellence - Cornell Engineering (Hybrid)
Cornell University**

Who We Are:

Cornell Engineering is renowned globally for its research, teaching, and commitment to diversity. With over 3,200 undergraduates, 2,100 graduate students, and 46,600 alumni worldwide, Cornell Engineering nurtures a diverse and talented student body.

The mission of Cornell Engineering's Office of Inclusive Excellence is to further Cornell University's foundational principle of "any person, any study" within the College of Engineering by providing a welcoming, caring, and stimulating environment for our community of scholars to thrive, with a focus on students from historically underrepresented, marginalized, or underserved groups in engineering.

What the Director Will Do:

- Work with the Senior Associate Dean for Diversity and Academic Affairs and partner with other College leaders and stakeholders as needed, to develop and continually refine the vision and strategic planning for diversity, equity, inclusion and belonging in the College of Engineering.
- Provide leadership on formulating new initiatives and examining existing initiatives that focus on the academic climate and systemic change within the college and across the university to support an inclusive experience for undergraduate and graduate students.
- Manage the overall administration of the office, including leading, directing, and conducting performance reviews of staff, as well as planning and managing budgets. Mentor staff and help them seek opportunities for professional development. Provide oversight and coaching for staff supervising student workers.
- With the Senior Associate Dean and the Associate Dean for Student Services, facilitate collaborations with related functional areas within the College including Student Services, Undergraduate Programs, and academic service units.
- Engage in collaborative leadership to help Engineering students from historically underrepresented, marginalized, or underserved groups succeed and thrive.
- Provide guidance and coaching as well as monitor and (re)evaluate decisions, priorities and plans to achieve the vision around strategic goals and aligned outcomes for professional staff managing student Scholars programs, outreach/pathway programs, and mentoring and success initiatives.
- Develop and oversee the processes and communications required to implement and execute the strategic plan while partnering with the larger community.
- Evaluate, assess, and benchmark existing programs. Use qualitative and quantitative data to assess and advance achievement diversity and inclusion goals using data-driven metrics to measure success and disseminate information.
- Manage current grant awards and philanthropic stewardship. Collaborate on new proposals and enhancement of corporate, foundation, and alumni engagement.
- Collaborate with Engineering departments/offices and relevant external partners to identify and ensure implementation of best practices that support the recruitment and academic growth of students from historically underrepresented, marginalized, or underserved groups in engineering.
- Enhance their professional and technical knowledge by attending professional and educational workshops and work toward growing and nurturing their professional networks.

For more information:

- More details on requirements and preferences for candidates are at [Careers \(myworkdayjobs.com\)](https://myworkdayjobs.com)
- Email oi-search@cornell.edu with any questions.
- Learn more about benefits at [Total Rewards of Working at Cornell](#).

The application deadline is July 15, 2024. Apply at Careers (myworkdayjobs.com):
[https://cornell.wd1.myworkdayjobs.com/CornellCareerPage/job/Ithaca-Main-Campus/Director-of-the-Office-of-Inclusive-Excellence--Cornell-Engineering--Hybrid- WDR-00046002](https://cornell.wd1.myworkdayjobs.com/CornellCareerPage/job/Ithaca-Main-Campus/Director-of-the-Office-of-Inclusive-Excellence--Cornell-Engineering--Hybrid-WDR-00046002)

Diversity and Inclusion are a part of Cornell University's heritage. We are a recognized employer and educator valuing AA/EEO, Protected Veterans and Individuals with Disabilities. We also recognize a lawful preference in employment practices for Native Americans living on or near Indian reservations. Cornell University is an innovative Ivy League university and a great place to work. Our inclusive community of scholars, students, and staff impart an uncommon sense of larger purpose, and contribute creative ideas to further the university's mission of teaching, discovery, and engagement.