Vice President & Chief Diversity Officer Overview

The University of Oklahoma

The University of Oklahoma (OU) is a comprehensive research university with campuses in Norman, Oklahoma City, and Tulsa. OU also offers study abroad opportunities at several locations and OU campuses overseas. OU is recognized by the Carnegie Foundation as being among the highest tier of research universities in the nation (R1: Doctoral Universities – highest research activity) and encompasses as broad array of disciplines, ranging from the arts, architecture, chemistry, engineering to meteorology, microbiology, medicine and physics. The OU Health Sciences Center is a leader in education, research and patient care as one of the most comprehensive academic health centers in the nation with campuses in Oklahoma City, Tulsa and Lawton, six professional colleges – Allied Health, Dentistry, Medicine, Nursing, Pharmacy, Public Health – and an interdisciplinary Graduate College.

Today, OU enrolls more than 30,000 students and has over 20 colleges offering 163 majors at the baccalaureate level, 166 majors at the master’s level, 81 majors at the doctoral level, 27 majors at the doctoral-professional level and 26 graduate certificates.

New President

James (Jim) L. Gallogly was named the 14th President of the University of Oklahoma on March 26, 2018 and took office on July 1, 2018. A 1977 alumnus of the OU College of Law, Gallogly is the first ever CEO from a Fortune 500 company to lead the University.

He has a distinguished track record in running large, complex organizations, and is known as a person who invests in mentoring, inspiring, and teaching teams to achieve exceptional results. His focus is to pursue excellence in everything we do at the University of Oklahoma.
The Office of Diversity and Inclusion

The Office of Diversity and Inclusion, originally named Office of University Community, was established in 2015 after a racist incident, and is charged with coordinating efforts to build inclusiveness and unity among the students, faculty, and staff. Since its inception, the Office of Diversity and Inclusion has created programs, sponsored training, and hosted events to facilitate meaningful conversations between all members of our community.

The Office has worked to develop and maintain a diverse and inclusive community through initiatives focused on recruitment, retention, engagement, outreach, and advancement of students, faculty, and staff.

In January 2019, OU students, faculty and staff experienced two racist incidents in quick succession. These incidents created significant tension, highlighted broader awareness of our cultural climate as a University, and led to a revived call to action from our community. President Gallogly and the Board of Regents made a commitment to examine our actions, policies and practices as an institution to ensure OU was working every day in a systemic and comprehensive manner toward inclusivity for all. The Office of Diversity and Inclusion will play a significant role in this work.

The Opportunity

The University of Oklahoma is pleased to announce the posting for a Vice President and Chief Diversity Officer who will report directly to the President of the University and will work closely with key University stakeholders. This position is charged with being a driving force for change across all three of OU’s campuses - Norman, HSC, and Tulsa.

The Vice President and Chief Diversity Officer (VP/CDO) will have experience establishing and leading proven programs that enrich the campus community while also being open and creative to develop and implement new learning opportunities. The VP/CDO will be knowledgeable about facilitating open, honest, and candid conversations with stakeholders of all levels. Providing thoughtful leadership and insight to all members of the OU community will also engage the VP/CDO.

The Role

The Vice President and Chief Diversity Officer (VP/CDO) leads the newly transformed Office of Diversity and Inclusion, which is responsible for coordinating across the University to develop and maintain a diverse and inclusive community through recruitment, retention, engagement, outreach, and advancement of students, faculty and staff in furtherance of the University’s mission of excellence in teaching, research, and service. The CDO positions the Office of Diversity and Inclusion as a center of collaboration that drives visionary change across the
University’s Norman, Tulsa, and Health Sciences Center campuses. The CDO has a firm, evidence-based understanding of the effectiveness and appropriateness of differing approaches to diversity and inclusion efforts in the context of higher education systems. The CDO works to understand existing academic and departmental diversity initiatives already in place within the University and offers advice, support, and guidance to strengthen them, and promotes the continual development of those programs and initiatives. The CDO coordinates with appropriate University stakeholders, including those designated within individual departments and colleges and offers recommendations to efficiently and effectively allocate resources. The CDO engages with stakeholders in informed and respectful discourse about diversity issues affecting the University, fostering within the community an environment of equitable and accessible opportunity.

The University is seeking a leader who is willing to offer valuable insight and is an active listener to all voices on campus, helping to create an environment where all feel welcome and comfortable sharing their experiences, thoughts, and ideas.

Forge the Future Together

OU welcomes faculty, staff and students of many cultures, races, and ethnicities - we are a welcoming University for students from far and wide. We seek to partner with a diversity and inclusion specialist who sees the potential to make an impact on the leaders of tomorrow and broaden our scope and our capacity to engage all students, alumni, faculty and staff as respected and contributing members of the OU family.

The University of Oklahoma is an EO/Affirmative Action institution http://www.ou.edu/eoo/. Individuals with disabilities and protected veterans and are encouraged to apply.