

Who Needs a Chief Diversity Officer? We Do!

- Idea came out of the Diversity Administrators Group
- Needs: Coordinate Diversity Initiatives
- Advocacy at a Different Level
- Consultation to University Counsel and Administration
- Community Relations/Public Relations/Outreach
- Assessment and Research
- Fundraising
- Community Building Within Clemson

•two year process

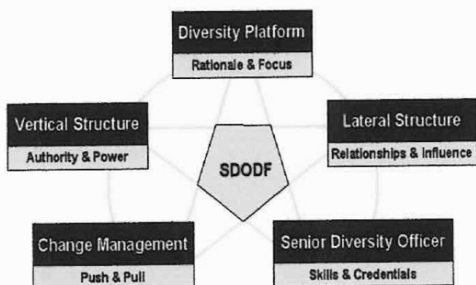


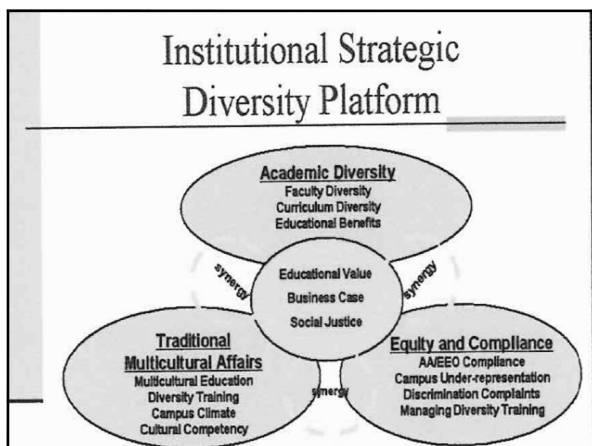
Prep for Admin Council

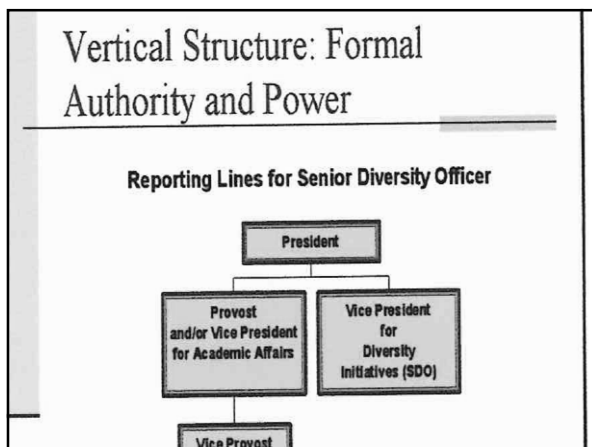
- Many Meetings with Diversity Administrators to Achieve Consensus on Needs and Implementation Plan.
- Survey Benchmark and Top 20 Institutions
- Develop Rationale for Each Point Presented
- Review Rationales and Develop Pros and Cons
- Develop Job Description/Budget
- Meet with the University President



Senior Diversity Officer Development Framework™







- ### Lateral Structure: Relationships and Influence
- Integrator Role Within Organization
 - Relationships Key to Success
 - Informal Internal and External Networks
 - Strategic Alliances
 - Committees, Taskforces, and Commissions
 - Consultative Nature of Work

Change Management: Push & Pull

- Linking Diversity to Institutional Mission
- Developing Campus Strategic Diversity Plans
- Consultation with Campus Community
- Internal and External Focus (Fundraising)
- Gathering Campus Climate Research
- Implementing Diversity Strategies

Senior Diversity Officer: Skills and Credentials

- In-Depth Knowledge of Diversity Issues
- Political Savvy
- Perspective on Organizational Change
- Great Communicator
- Ability to Work Across Organizational Boundaries
- Several Years of Diversity Experience
- Preferred Terminal Degree and Tenured Faculty Appointment (Dependent on Institutional Goals)

Drivers for SDO Emergence

- Broadening of the Diversity Paradigm
- Proactive versus Reactive Stance
- Increased Diversity at the Student Level
- Inability to Enhance Diversity in the Faculty & Executive Ranks of Institutions
- Need for Point Coordination and Leadership of campus Wide Diversity Initiatives
- Emergence of Senior or “Chief Diversity Officer” in the Corporate and Other Sectors

Need for SDO at Clemson University

- Coordination of Diversity Initiatives
- Critical Mass of Students of Color
- Retention and Promotion of Diverse Faculty
- Diversifying the Curriculum
- Enhancing Cultural Competencies of Our Students, Faculty and Staff
- Assessing Educational Benefits of Diversity

Need for SDO at Clemson University (Cont'd)

- Consistent Message About Broad Definition of Diversity
- Oversight of Diversity & Community Plan ✍
- Funding for Diversity Initiatives
- Message to Campus and Community Regarding our Commitment to Diversity
- It's the Right Thing To Do

Why At The Highest Level?

- Message of Commitment to Diversity
- Authority and Visibility Necessary to Effect Substantive, Systemic Change
- Senior Advisor to the President
- Involved in Major Decision-Making
- Keep Senior Administrators Abreast of Issues Affecting our Campus
- Act Independently
- Command Respect From the Faculty

Presentation to Admin Council

- Job Duties
- Reporting/Oversight Responsibilities
- Reporting Level
- Title Suggestions
- Staffing/Office Location
- Budget
- Why at Clemson?



Literature/Professional Materials Reviewed

- Gose, B. "The Rise of the Chief Diversity Officer"
"September 29, 2006. *The Chronicle of Higher Education* v. 53 Issue 6, Page B1.
- Damon Williams and Katrina Wade-Golden.
Presentation at 2005 ACE Conference: "SDOs in
Higher Education".
- Williams, D.A. & Wade-Golden, K.C. April 18, 2006.
"What is a Chief Diversity Officer? Inside Higher
Education.