

Chief Diversity, Equity and Inclusion Officer



THE SEARCH

Bellarmine University seeks an accomplished, enterprising, and inspiring leader to serve as Chief Diversity, Equity and Inclusion Officer (CDEIO). Reporting to the President, the CDEIO will work in collaboration with university leaders, faculty, staff and students to support an environment in which the principles of diversity, equity and inclusion are centrally embedded in the institutional framework. This is an exciting opportunity to join Kentucky's leading private university - and the premier independent Catholic university in the South. In the last five years, Bellarmine has appointed president, Dr. Susan Donovan; completed a \$100 million fundraising campaign; adopted a strategic plan; elevated its status to Doctoral Professional University in the Carnegie Classification of Institutions of Higher Education; and transitioned to NCAA Division I. The university is poised for even greater achievements, and the CDEIO will play an important role in furthering Bellarmine's record of success.



Louisville, Kentucky



BELLARMINE UNIVERSITY

Founded in 1950, Bellarmine has been recognized by U.S. News & World Report, Forbes, the Wall Street Journal, and others for its high academic quality, dedication to students, and community spirit. The university seeks to instill a commitment to lifelong education worthy of its namesake, Saint Robert Bellarmine, and his invitation to learn and live in veritatis amore—in the love of truth. With approximately 2,500 undergraduates, 800 graduate students, and more than 60 academic programs, Bellarmine combines the student-centered focus of a liberal arts college with the breadth of a comprehensive university.

At 72 years old, Bellarmine is a relatively young but distinguished institution. Interwoven in its history as a Catholic independent university is a long and vital relationship with Thomas Merton, a Trappist monk and one of the significant interdisciplinary Catholic thinkers of the twentieth century. Merton was a neighbor and a close friend to the university, and he entrusted the bulk of his literary estate to Bellarmine. Merton's writings on the search for truth, religious inquiry, the nature of humanity, the value of cross-cultural and inter-faith awareness, and his advocacy for peace, social justice, and sustainability align closely with the University's community values.

The Bellarmine community includes 177 full-time faculty members (137 tenured or tenure track) and 365 full- and part-time staff members. They are energetic, committed to excellence in their work, and devoted to the university. Many are longstanding employees and have been instrumental to the institution's growth. It is impossible to overstate their dedication and importance to Bellarmine.

Bellarmino is committed to social justice, diversity, equity, access, and inclusion. At the time of its founding, Bellarmine College was one of the first schools in Kentucky open to all races. Its first president, Monsignor Alfred F. Horrigan, was well known and respected as a human rights advocate, and the newly-formed college worked in the vanguard of the civil rights movement. The first dean of the College, Reverend John Loftus, also helped shape the culture of the campus as a civil rights leader and vocal supporter of the anti-Vietnam War movement.

During the past academic year, Bellarmine made measurable progress on the equity and inclusion commitment that is a major pillar of the university's strategic plan, "[Tradition and Transformation.](#)" The university finalized a new affirmative action plan; conducted a campus accessibility audit; conducted training and professional development workshops across campus departments and offices; launched DEI Faculty Fellows; developed and implemented the Bellarmine University DEI Endorsement; and established an internal grant program to support diversity, equity and inclusion initiatives from faculty, staff and students. The 2021-22 first-year class is the most diverse in Bellarmine's history, with 25 percent of the 592 students identifying as students of color.

Today, the university has evolved from a largely commuter college to a primarily residential university, with state-of-the-art facilities to support the vibrant campus. Students find in Bellarmine an inclusive and supportive community and an excellent and values-based education. Over one-third of the undergraduate body is first-generation; a similar proportion is Pell-eligible. Among undergraduates, 95 percent receive some form of financial aid. A Bellarmine education is transformative; among Kentucky public and private non-profit colleges, Bellarmine's students claim the highest median salary ten years after graduating.

The campus is set on three beautiful hills, minutes from downtown Louisville, Kentucky's largest city. Louisville is situated on the mile-wide Ohio River, at the gateway to the South and the crossroads of the Midwest. With a population of approximately 1.3 million, the Louisville metropolitan area offers rich performing arts (a full-time professional orchestra, opera, ballet, and a lively music scene), college and professional sports (including the Kentucky Derby), several museums, excellent restaurants, and more than 120 city parks. Three of Kentucky's six Fortune 500 companies (Humana, Yum Brands, and Kindred Healthcare Inc.) are based in Louisville. Other major corporate presences include Amazon, Brown-Forman Corp, Ford Motor Company, and GE Appliances; Bellarmine has integral ties to these and many other businesses, and is well-regarded throughout the region. Besides being the global air hub for UPS, Louisville Muhammad Ali International Airport offers nonstop flights to many cities in the U.S.





ACADEMIC PROGRAM

Bellarmino comprises the following major academic areas: the Bellarmine College of Arts and Sciences; the W. Fielding Rubel School of Business; the College of Health Professions (comprised of the Donna and Allan Lansing School of Nursing and Clinical Sciences and the School of Movement and Rehabilitation Sciences); the Annsley Frazier Thornton School of Education; and the School of Continuing and Professional Studies. The university offers an excellent liberal arts education, complemented by programs that prepare students professionally. There is a strong institutional commitment to student success, and an equal commitment to serving a broad array of student interests and backgrounds. Bellarmine was recently recognized for its support of military students, garnering praise for its comprehensive education benefits, flexible options, and dedicated campus support.

The university's student-faculty ratio is 11:1. The teaching load is 4-3.



LEADERSHIP AND GOVERNANCE

In 2017, the university named Susan M. Donovan, PhD, Bellarmine University's fourth president. Before joining Bellarmine, Dr. Donovan had a 32-year career at Loyola University Maryland, a comprehensive liberal arts university located in Baltimore. There, Dr. Donovan's service included six years as executive vice president and a term as acting president. Throughout her career, she has demonstrated a passion for educating the whole student and engaging the community.

Dr. Donovan reports to the Board of Trustees, a 36-member governing body. Additionally, the president's cabinet helps direct the day-to-day operations of the university. The university is accredited by the Southern Association of Colleges and Schools (SACS). The last accreditation visit was completed in 2017-18; the next reaffirmation will take place in 2028.

For more information, visit <https://www.bellarmino.edu/>.

OUR MISSION

We are an inclusive Catholic university that educates students—mind, body, and spirit—for meaningful lives, rewarding careers, ethical leadership, and service to improve the human condition.

OUR VISION

We will become the leading Catholic university in the South by embracing innovation and creativity, forging new and mutually beneficial partnerships, intentionally diversifying curricula and community, and providing a distinctive and transformative student experience.

OUR VALUES

Bellarmino University finds its Catholic identity in the inclusive spirit of Thomas Merton. We believe in the search for the true self, the interconnectedness of life and the solidarity of the human spirit, which transcends ethnic, religious, and social divisions. We educate the whole person to realize their highest potential as part of an interconnected world. Our values are Academic Excellence, Intrinsic Dignity, Social Responsibility, Integrity, Hospitality, and Stewardship.

- **Academic Excellence:** Promoting academic inquiry rooted in the liberal arts tradition—critical thinking, communication, collaboration, creativity, and compassion—with an expectation of excellence
- **Intrinsic Dignity:** Respecting the intrinsic value and dignity of every individual
- **Social Responsibility:** Cultivating grounded citizens who contribute to and advocate for the public good, environmental sustainability, global understanding, and informed civic engagement
- **Integrity:** Fostering strong ethical principles, honesty, fairness, transparency, and trustworthiness
- **Hospitality:** Creating an inclusive community that welcomes all and models a spirit of goodwill
- **Stewardship:** Exercising thoughtful stewardship of our university resources





DIVERSITY, EQUITY AND INCLUSION

“Bellarmine University is a community of compassion but we too can do our part to improve the lives of all members of our community, to work to understand and rise above our own prejudices, and to embrace the inherent dignity of each individual person.”

—President Susan M. Donovan

In the spirit of our mission, vision, and values, we honor and foster a sense of belonging, embracing the unique identities, backgrounds, and qualities of our students, faculty, and staff members. At the heart of our philosophy is a commitment to diversity, equity, and inclusion.

We cultivate diversity, which describes the distinct attributes and identities that each person brings to the community—including, but not limited to, individual life experiences, race or ethnicity, religious or faith tradition, national origin, gender identity and expression, sexual orientation, age, ability, and socioeconomic circumstances.

We are an inclusive community that welcomes individuals from all walks of life and validates their uniqueness. We strive to connect and learn from one another so that we as a university can understand and foster mutual humility with those with whom we engage.

Finally, we work towards equity, continuously seeking to provide access to and opportunities for all as they participate in educational, social, and spiritual programs and activities. In striving for equity, we make every effort to close historical gaps in academic success and achievement.

This commitment is the bedrock for all of Bellarmine’s policies and principles: our administration of educational guidelines; human resources policies and practices; scholarships and other financial aid opportunities; athletics and other curricular and extracurricular programs, clubs, and activities; and interactions with local, state, regional and national entities.

Reaffirming Thomas Merton’s inclusive spirit and our values of Academic Excellence, Intrinsic Dignity, Social Responsibility, Integrity, Hospitality, and Stewardship, we must foster critical dialogues, informed collaborative engagement, and transformative teaching. We believe that advancing equity and creating a diverse and inclusive academic environment that reflects of the city of Louisville requires open minds, wisdom, and inspiration.

STRATEGIC PLAN

In 2019, Bellarmine University's Board of Trustees unanimously approved a new strategic plan for the university, focused on student success, inclusion and academic innovation. The plan, titled "Tradition and Transformation," is guiding the university's growth and continued improvement for a period of five to seven years.

The plan focuses on six strategic priorities that are supported by a total of 26 goals. The six strategic priorities are:

1. Deliver a distinctive and transformative student experience, grounded in the Catholic and liberal arts traditions, that uniquely prepares each student for lifelong success.
2. Diversify the university's educational delivery to become a model for academic innovation and purposeful risk-taking.
3. Expand the university's geographic reach to enhance reputation and impact through enrollment pipelines, athletics, alumni engagement and outreach.
4. Demonstrate a fully realized and lived commitment to equity and inclusion, empowering all members of the university's increasingly diverse community and supporting them to achieve their full potential.
5. Be an engaged partner with the City of Louisville and the region to expand learning opportunities, enhance career networks and economic growth, and advance equity and quality of life for the university's neighboring communities.
6. Be a responsible and effective steward of the university's resources, making a Bellarmine education accessible to students of all backgrounds and ensuring financial stability for decades to come.

Bellarmino's strategic commitment to equity and inclusion calls for intentionally bringing together diverse groups that are actively connected and engaged around issues of equitable access and social justice. Inclusion requires developing an active and just community that is knowledgeable, respectful, and engaged with the richness of differing cultures, perspectives, and epistemologies.

Under Strategy Four: Commitment to Equity and Inclusion, the university set the following goals:

- Bellarmine will demonstrate a fully realized and lived commitment to equity and inclusion, empowering all members of its increasingly diverse community and supporting them to achieve their full potential.
- Strengthen student, staff, and faculty cultural competency to fulfill student needs and expectations and ensure students are prepared to enter a diverse, global society.
- Increase representational diversity—broadly defined—among students, staff, faculty, and university leadership and attend to the diverse needs of specific populations with targeted support structures and community building.
- Refresh the curriculum to incorporate multicultural content and perspectives and to celebrate Thomas Merton's values of inclusion, ethical and social responsibility, compassion, and community engagement.
- Foster an inclusive and respectful community for faculty and staff that supports professional development, career pathways, and opportunities to be heard and fully contribute to the quality of life at Bellarmine.



CHIEF DIVERSITY, EQUITY AND INCLUSION OFFICER

Core Responsibilities

A member of the President's Cabinet, the CDEIO will serve as the key advisor to the President on university-wide diversity, equity and inclusion (DEI) initiatives, programs, and policies:

- Serves as chair or co-chair of President's Advisory Board on Equity and Inclusion
- Liaison to Faculty & Staff Affinity Groups (e.g., Black Caucus, Assisi Pride Network)
- Collaborates with HR to ensure Affirmative Action compliance
- Works with Cabinet and Board of Trustee members on DEI efforts
- Provides oversight of university DEI website

Develop, monitor, assess, and evaluate university-wide DEI key performance indicators (KPIs) to foster an inclusive and respectful community:

- Monitors and assesses direction of university-wide DEI initiatives (e.g., strategic plan, overall long-term implementation, auditing and monitoring DEI programs and initiatives)
- Leads and is accountable for progress on initiative four of the Tradition and Transformation Bellarmine University strategic plan
- Develops metrics and prepares documents, presentations, and annual reports illustrating DEI efforts
- Defines key areas in need of attention and/or support and recommend policy changes
- Administers and oversees Campus Climate Survey and Goals/KPIs developed from Campus Climate Survey results
- Collaborates with human resources and key campus partners to ensure representational diversity in recruitment, hiring and retention of faculty, staff, and students
- Monitors bias reports in collaboration with campus partners and develops educational initiatives in response

Serve as the point of contact for community partnerships and external relations related to DEI:

- Development, fundraising, partnerships, and community outreach, including increasing scholarships for underrepresented students and working with campus partners to seek grants to increase capacity building
- Spearhead the development of university-wide diversity celebrations/programming (e.g., MLK, Convocation Day Speaker)

Strengthen student, staff, and faculty cultural competency:

- Training/development plan/oversight for campus community (faculty, staff, students, alumni, other stakeholders)
- Faculty Development
- Oversight and revision of DEI Endorsement program for faculty, staff, and external community
- Develops and sustains university-wide internal awards and grants focused on DEI
- Co-manages DEI faculty fellows program in collaboration with Academic Affairs
- Collaborates with campus partners to establish a leadership development program for advancement opportunities while ensuring underrepresented faculty and staff are represented
- Works with Academic Affairs and Faculty Council on DEI curricular initiatives

Requirements and Qualifications

- Doctorate or equivalent terminal degree preferred
- Senior level experience with a minimum of seven years of leadership/administrative experience including a record of developing, implementing, and championing strategic diversity, equity, and inclusion efforts
- Candidates with qualifications to teach at the college level are strongly encouraged to apply
- Adept at facilitating difficult discussions, shepherding change, creating and strengthening partnerships, and aligning an array of efforts across the university
- Demonstrated ability to conduct high quality, evidence-based assessment of DEI-related issues in a complex organization (e.g., higher education, healthcare, human/social services, corporate); this includes an ability to use data responsibly and ethically in assessing and responding to campus climate issues and communicating results in an inclusive and accessible manner
- Proven track record of innovative program implementation, strategic planning, and managing multiple important priorities
- Exceptional written and verbal communication skills with the ability to communicate persuasively and effectively to convey complex information to a wide array of audiences. Strives to propose win-win solutions to difficult issues by building consensus and reconciling competing interests
- Highly developed relational abilities and influencing skills, strong emotional intelligence, and experience working across a wide range of constituencies with a high degree of diplomacy

APPLICATIONS, INQUIRIES, NOMINATIONS

All inquiries and nominations for this opportunity should be directed in confidence to:

Dana Hummel
Interim Chief Human Resources Officer
502.272.7232
dhummel@bellarmine.edu

For full consideration, applications should be submitted via Bellarmine's application portal [here](#). Applications should consist of the following documents: 1) a detailed letter of interest, 2) a comprehensive statement on diversity, 3) three professional references along with contact information, and 4) a current curriculum vitae (CV) or resume.

Review of applications will begin immediately and continue until the position is filled. For priority consideration, candidate materials should be received by March 7, 2022.

