



## **Director of Inclusion and Diversity Faculty Position College of Natural Resources and Environment, Virginia Tech, Blacksburg, Virginia**

The College of Natural Resources and Environment at Virginia Tech ([cnre.vt.edu](http://cnre.vt.edu)) is seeking applicants for a Director of Inclusion and Diversity with a faculty rank of assistant or associate professor of practice. This is a full-time, 12-month position that is renewable on an annual basis. The position has a start date of January 1, 2020 or as negotiated.

### **Position Description**

The [College of Natural Resources and Environment](#) at Virginia Tech is committed to inclusion and increasing diversity among its students, staff, and faculty. The purpose of this position is to provide leadership and education in diversity, equity, and inclusion-related efforts and topics. The Director of Inclusion and Diversity will lead inclusion and diversity initiatives within the college and teach courses that critically analyze identity and equity through the lens of natural resources and environment.

As the Director of Inclusion and Diversity, the selected candidate will work to: (1) develop and sustain diversity, equity, and inclusion programming and training within the college; (2) assist with the recruitment and retention of a diverse body of faculty, staff, and students; (3) serve as the college's liaison with Virginia Tech's [Office for Inclusion and Diversity](#); (4) coordinate activities amongst the college's [InclusiveVT](#) representatives; (5) assist the college and departments with refining and monitoring diversity and inclusion goals; (6) serve as a mentor to undergraduate and graduate students from underrepresented populations or cultures; and (7) teach two courses per year that enhance student understanding and awareness of inclusion and diversity.

The selected candidate will also be appointed to the rank of assistant or associate professor of practice. Professor of practice faculty are successful and effective professionals in a given field of study with the capability of bringing specialized expertise to instructional programs. Professor of practice faculty are full members of a department, and they are afforded a promotion path through assistant, associate, and professor levels. The selected candidate must be an effective teacher of the profession or discipline who is capable of understanding and evaluating research that applies to their field and teaching it to students. In alignment with duties as the Director of Inclusion and Diversity, the successful candidate will teach two courses per academic year that contribute to improving critical thinking, reasoning, and awareness of inclusion and diversity through the [Pathways](#) general education curriculum. Subject area and content of the courses will be based on the faculty member's disciplinary training and expertise.

## Required Qualifications

- Master's or doctoral degree in any disciplinary area related to natural resources and environmental issues *or* the study of diversity, inclusion, and equity.
- Demonstrated experience developing and delivering diversity, inclusion, and equity programming.
- Research or industry expertise in the development, attainment, and reporting of strategic goals focused on diversity, inclusion, and equity.
- Demonstrated ability and interest in developing and teaching highly effective courses that enlighten students about the role and importance of identity and equity.
- Excellent interpersonal skills that facilitate coordination and cooperation amongst individuals, offices, and entities.
- Exceptional communication skills.

## Preferred Qualifications

- Experience implementing diversity programming, particularly within disciplines represented within the College of Natural Resources and Environment.
- Prior experience teaching collegiate-level courses in subject areas associated with the College of Natural Resources and Environment.
- Prior involvement with the recruitment and retention of individuals from underrepresented minority (URM) groups.
- Previous engagement with advancement officers seeking to secure scholarships and endowments supporting URM students and faculty.
- Background in developing relationships and interfacing with state and federal agencies, industry, and NGOs that hire graduates of natural resources programs.
- Experience mentoring undergraduate and graduate students from URM groups.

## Application Process

Candidates must apply online at: <http://careers.pageuppeople.com/968/cw/en-us/listing/>.  
Job # 511222

Application materials should include the following information:

- Curriculum vitae;
- Cover letter expressing a statement of interest in the position;
- Separate statements regarding interest and personal philosophies associated with (1) inclusion, equity, and diversity, and (2) teaching (candidates should address required and preferred qualifications in these statements); and
- Names, titles, and complete contact information for three references.

An official transcript for highest degree earned is required prior to the start of employment for the selected candidate.

Questions and inquiries may be addressed to Dr. Keith W. Goyne ([goynek@vt.edu](mailto:goynek@vt.edu)), chair of the search committee.

Application review will begin October 21, 2019, and continue until the position is filled.

### **Equal opportunity/affirmative action statement**

Virginia Tech does not discriminate against employees, students, or applicants on the basis of age, color, disability, sex (including pregnancy), gender, gender identity, gender expression, genetic information, national origin, political affiliation, race, religion, sexual orientation, or veteran status, or otherwise discriminate against employees or applicants who inquire about, discuss, or disclose their compensation or the compensation of other employees or applicants, or on any other basis protected by law. For inquiries regarding non-discrimination policies, contact the Office for Equity and Accessibility at 540-231-2010 or Virginia Tech, North End Center, Suite 2300 (0318), 300 Turner St. NW, Blacksburg, VA 24061.

### **About Virginia Tech**

[Virginia Tech](#), founded in 1872 as a land-grant institution, is currently ranked as a Top 25 Public University by U.S. News & World Report and a Top 25 Public Research University by the National Science Foundation. Through a combination of its three missions of learning, discovery, and engagement, Virginia Tech continually strives to accomplish the charge of its motto: *Ut Prosim* (That I May Serve). As the commonwealth's most comprehensive university and its leading research institution, Virginia Tech serves a diverse population of 30,000+ students and 8,000+ faculty and staff from over 100 countries, and is engaged in research around the world.

Virginia Tech's main campus is located in the New River Valley, nestled in the heart of the beautiful Appalachian Mountains. [Blacksburg](#) offers the charm of a small town combined with the modern conveniences of a metropolitan area, and is a short driving distance from abundant public land, including the Monongahela, George Washington, and Jefferson National Forests and Shenandoah National Park.

Virginia Tech is dedicated to [InclusiveVT](#)— serving in the spirit of community, diversity, and excellence. We seek candidates who adopt and practice the [Principles of Community](#), which are fundamental to our ongoing efforts to increase access and inclusion, and to create a community that nurtures learning and growth for all of its members. Virginia Tech actively seeks a broad spectrum of candidates to join our community in preparing leaders for the world.

### **About the College of Natural Resources and Environment**

The [College of Natural Resources and Environment](#), one of nine college units at Virginia Tech, was established in 1992. The college is composed of four academic departments (Fish and Wildlife Conservation, Forest Resources and Environmental Conservation, Geography, and Sustainable Biomaterials), serving more than 1,000 undergraduate students enrolled in 11 different [majors](#). The college has about 180 faculty and staff, including 75 tenure-track faculty.

More than 250 graduate students are enrolled in our programs, which include both an online master of natural resources degree and a cohort-based executive degree in the National Capital Region. The college's Advising Center, with dedicated professional academic advisors assigned to each department, works in partnership with faculty mentors focused on student success and the college's director of employer relations.

Faculty research awards total \$15-20 million annually in the college's research-intensive, student-centered environment. Two of our departments are among the top 10 academic departments at Virginia Tech in average research dollars awarded annually, and the college ranks second among colleges at Virginia Tech in research expenditures per FTE. The college hosts several NSF centers as well as numerous other research and outreach centers engaged with state and federal agencies and the private sector. The college manages a nearly 1,300-acre forest located close to campus that is utilized on a weekly basis for student learning and research, as well as a forestry research site in Critz, Virginia. College Factual has ranked the college as No. 1 for the study of natural resources and conservation for four consecutive years. The forestry degree program is ranked No. 1 by College Factual for the fourth consecutive year, and the packaging systems and design degree program is ranked No. 7 among the top 20 programs nationally by Value Colleges.