



Chief Diversity Officer Position Profile

Reports to: President Thomas Mengler, JD

Location: San Antonio, TX

Organizational Overview

St. Mary's University, founded in 1852 by Society of Mary (Marianist) brothers and priests, was the first institution of higher learning in San Antonio and is the oldest Catholic university in Texas and the Southwest. Located on a 135-acre campus in northwest San Antonio, the University offers a blend of historic beauty and modern facilities, providing its faculty and students with a close-knit academic community focused on teaching and learning. A nationally recognized Hispanic-Serving Institution, the university has a diverse undergrad and graduate population comprised of 3,500 students of all faiths and backgrounds; nearly 70% of the university's undergraduate students are Hispanic and 40% are first-generation students. The university's staff and faculty are also very diverse. St. Mary's fosters the formation of people in faith and educates leaders for the common good through inclusive community, integrated liberal arts, and professional education, and academic excellence. St. Mary's is committed to the elements that characterize and distinguish the work of Marianist and Catholic ministries, including social justice, collaboration, and inclusivity while providing a holistic education in a faith-centered, family-spirit environment.

Position Overview

The Chief Diversity Officer (CDO) will solidify and formalize the work naturally occurring in the university's community as guided by the school's key principles. As a member of the executive leadership team, the CDO will further university efforts to define, cultivate, and support an inclusive community and workplace aligned with St. Mary's mission and the principles of Catholic Social Teaching. As an Associate VP of the university, the CDO will take the lead in overseeing current practices and offer recommendations from an institutional perspective. The CDO's responsibilities include assessing the newly laid DEI groundwork and spearheading its continued development for the campus community within the context of its Catholic and Marianist identity. The CDO will promote external community education around St. Mary's mission and principles. Internally, the CDO will work closely with several functions at the university, including student development and human resources. The university seeks a skillful collaborator capable of both promoting DEI principals internally and advocating for St. Mary's within the larger San Antonio community.

To promote engaging and productive dialogue, the CDO must be able to embrace and celebrate differences among diverse internal and external communities. The ideal candidate will be a practiced mediator capable of fostering educational conversations about difficult and sensitive topics.

Key Executive Responsibilities:

- Support and embody the university's mission, the Characteristics of Marianist Universities, and Catholic Social Teaching. Develop and implement aligned strategic initiatives.
- Uphold and further St. Mary's commitment as an anti-racist university.
- Act as an advocate for St. Mary's, both in internal and external communities.
- Audit employee and institutional equity data and implement procedures ensuring an equitable work environment.
- Identify and develop opportunities for continued DEI education among the St. Mary's community.
- Establish and maintain collaborative internal relationships, including faculty members, student body, HR department, and staff.
- Collaborate with university leadership to review and change policies and procedures counterproductive to DEI initiatives of a Catholic and Marianist university.
- Serve as a community resource for underserved and/or underrepresented community members.
- Maintain best practices as defined by the National Association of Diversity Officers in Higher Education and the Association of Catholic Colleges and Universities.

Qualifications & Requirements:

- Demonstrated experience leading DEI initiatives in a similarly sized or larger institution. Experience within university culture preferred, but not required.
- Master's degree required; doctorate degree preferred.
- Experience in a leadership role with supervisory responsibilities.
- Proven success with strategic planning, program review, and assessment.
- Demonstrated success in interdepartmental collaboration.
- Excellent written, verbal, and interpersonal skills.
- Outstanding organization, problem-solving, and decision-making abilities.
- Record of successful working relationships with internal and external constituencies.
- Bilingual preferred (English/Spanish).

Key Personal Attributes:

- An understanding of or willingness to engage in the Characteristics of a Marianist Education and Catholic Social Teaching.
- Passion for the mission of St. Mary's University.
- Integrity, honesty, and high moral standards appropriate for leading an organization dedicated to the common good.
- Good stewardship and leadership qualities. Leading by personal involvement and example and using delegation wisely.
- Strong work ethic, and a passion for serving in a collaborative environment.
- Bridge-building personality. Working effectively with groups that have different agendas or desired outcomes.
- Executive presence, polish, and self-confidence in the public sphere without self-importance.

Compensation

Commensurate with background. Excellent benefit package.

Send resume or CV in confidence to:

applicants@lehmanassociates.com

Office (512) 478-1131

All inquiries treated confidentially. Do not contact St. Mary's University directly.