

PCDIR Feedback on Director of Access and Opportunity Job Description

Recommendation Number	Recommendation Text
1	Under campus engagement or data analysis: Would this position have room to implement new programming around DEI or recommend new programming to different departments? In this case, I would recommend language such as, "Uses assessment and data to create, implement, and recommend new programming or assess current programming around DEI and suggest improvements." I think that in the long run but as different areas assess belonging, that can be useful information for this position as a means to make improvements.
2	Perhaps under reports-programs and connections- Rising scholars or other mentoring programs on campus? They tend to have a DEI lens and connecting these different programs to one another can lead to improvements wholistically campus-wide if they all work on practices around DEI.
3	Under Idea Duties: DEI liaison to NDSU Athletics as required by the NCAA
4	Liaison with student orgs: add Student Veterans since that's part of our definition of diversity
5	Shouldn't CADR also be a report to this position since that's also a part of inclusion and belonging?
6	Professional Development: do we mean the training that Angela Fowler does or other ones?
7	Will this position have a dotted reporting line to the President?
8	This position should have a seat in the President's Cabinet.
9	Piggybacking on Kayla Jones' question above: will this office/position have a budget for programming?
10	Can this position also take a leadership (or at least participate in) the Accessibility Committee?
11	Will the position also co-lead the PCDIR?
12	Under policy development, can we add "instruction" to the list after "including"? For example--issues with AI online proctoring have bias built in--this person will likely need to advocate and educate on assessment and/or instruction related to some of these new tools/issues.
13	Can we outline what the Strategic Plan is specific to?
14	Recruitment and Retention: They should also be working with the new VP FAIR/faculty affairs
15	Improve NDSU culture of the lived experiences of BIPOC students, faculty, and staff. Can we add the LGBTQ+ community here or specifically reference it somewhere? They are a target in many spaces and need stronger programming as well.

16	This position will definitely need the resources to implement programming and not just talk about what the campus needs
17	Will the position include collaborations with offices not within the Provost's organizational structure? For instance with research, RCA has Broadening Participation Faculty Fellows. Would there be an opportunity for collaboration/alignment?
18	Would it make sense for SSS/TRIO to report to this position given the primary student populations they serve?
19	Would it make sense for VET and Military/Veteran Certification to have a dotted line to this position if not fully reporting to it?
20	Would this position report to the Provost? The provost has many direct reports. The organizational structure we're moving to seems unsustainable. Should this position report through Dr. Laura Oster-Aaland, given her oversight of institutional equity?
21	Chair or co-chair PCDIR
	As a note, there are no staff current in the Inclusive Excellence box in either the old org chart or the draft one. Angela Fowler and myself (Julie) have been under Faculty Affairs.
	With no additional staff other than those listed, and a limited budget, is this position something that can realistically be accomplished by one person? What is the expectation for how rapidly these duties are fulfilled? DEI work takes a significant amount of investing time and building relationships.
22	Include NDSU's definition of "diversity" in the job posting.
23	There should be explicit responsibilities for improving and maintaining good relations with our tribal communities and developing engagement strategies with Tribal communities that align with our mission and priorities.