

# HUMBOLDT STATE UNIVERSITY

## Associate Vice President/Campus Diversity Officer

Leadership Profile

September 2020



*WittKieffer*

***"We stand in solidarity with ongoing social justice movements happening all over the world, and believe in the power of higher education for the social transformation we all seek."***

**Office of the President, HSU**

## **Executive Summary**

Humboldt State University (HSU) is pleased to invite inquiries, nominations and applications for its associate vice president and campus diversity officer. The new AVP reports to the provost and vice president for academic affairs and serves as a member of the President's Cabinet and Provost's Leadership Team to provide strategic direction and vision for equity and inclusion efforts across campus.

Founded as a teacher's college in 1913, the institution has grown to an accredited university with extensive research facilities. Known as Humboldt State University since 1974, the institution now has over 73,000 alumni.

Designated a Hispanic-Serving Institution (HSI) in 2013, HSU is also a Minority Serving Institution (MSI) with a thriving community composed of 534 faculty and 7,774 students at this northern-most of the 23-campus California State University system. A significant number of students from urban communities enroll at Humboldt because they find home on this campus nestled along the redwood coast of Northern California. It matters, too, that HSU offers a wide array of academic opportunities with three colleges, 51 majors, 12 graduate programs and 14 credential programs and enjoying a student to faculty ratio of 20:1. Faculty members at HSU are among the top teachers and researchers in their fields. Academic offerings encompass nationally known programs and popular areas of study in natural resources and sciences, arts, humanities, social sciences, and professional studies. Throughout the curriculum, students find a long-standing commitment to social and environmental responsibility and justice. Outside the classroom, HSU students enjoy a rich campus life. They are involved in more than 140 campus clubs and have access to a state-of-the-art recreational facility. Additionally, each year CenterArts brings nationally recognized performers and speakers to campus.

Humboldt State strives to foster an inclusive and equitable community to support its students of diverse backgrounds and experiences. Students enjoy an extraordinary university experience, with the opportunity to take many small classes taught by professors who know them by name. They live and learn in one of the world's most beautiful places—near ancient redwood forests, mountains, and Pacific coast beaches. HSU is located 275 miles north of San Francisco in the city of Arcata, which is recognized as one of the West's best college towns. Humboldt State sits in the northwestern portion of Wiyot ancestral territory. In Wiyot, Arcata is known as Goudi'ni, meaning "over in the woods." Wiyot territory is surrounded by the traditional, ancestral, and present homeland of several indigenous nations including the Hupa, Karuk, Mattole, Tolowa, Wailaki, and Yurok that make up what we now call Northern California.

The incoming associate vice president and campus diversity officer (AVP/CDO) will play a strategic and crucial university-wide role by providing support, organization and education to foster and promote a campus culture that minimizes bias and recognizes and addresses systemic inequities. To that end, key among the associate vice president's responsibilities will be:

- Implement the Diversity and Inclusion/Campus Climate Plan & Initiative Development
- Educate campus stakeholders engaging them in Professional Development and Diversity Programs, Awareness Campaigns and Events
- Assess Campus Efforts to Meet Diversity Goals
- Collaborate on Special Projects Across Campus and serve on the [President's Diversity, Equity and Inclusion Council](#)
- Management The Office of Diversity, Equity and Inclusion – people, program and budget

The successful candidate will be a skilled and committed leader, with expertise in practices to drive and principles to support diversity, equity and inclusion. Demonstrated experience collaborating effectively with diverse stakeholders in a higher education setting. This AVP/CDO will be a self-starter, eager to bring new and innovative ideas to the table and dedicated inclusive dialog when developing strategies and initiatives. The incoming associate vice president and campus diversity officer must also have an earned Master's degree. Exceptional leadership, vision, communication, and cultural competency skills are essential for success, as is the ability to work collaboratively throughout the institution to foster a culture of mutual trust, respect, openness, and transparency.

For information on how to apply or to submit nominations, please refer to the section, "Procedure for Candidacy" at the end of this document.



## Role of the Associate Vice President/Campus Diversity Officer

Reporting to the provost and vice president for academic affairs, the AVP/ CDO serves as a member of the President's Cabinet and Provost's Leadership Team to provide strategic direction and vision for equity and inclusion efforts across campus. There are allies active on the campus and community beyond its footprint who have a history with diversity and inclusion to address the structural issues inherent in the decolonization of the university - engaging in true universal transformational work. HSU seeks a VP who will recognize, guide and contribute to the tremendous knowledge base that currently exists within the university community to promote an equitable and inclusive campus.

The associate vice president/campus diversity officer (AVP/CDO) will play a crucial, university-wide role by providing support, organization and education to foster and promote a campus culture that minimizes bias and recognizes and addresses systemic inequities. Through the effective leadership, development and management of the [Office of Diversity, Equity and Inclusion](#) (ODEI), the associate vice president/campus diversity officer pro-actively plans, guides and advises leadership and executive officers on effective strategies for campus planning, policies and initiatives, to ensure the University's commitment to diversity, equity and inclusion. Working in partnership with [Academic Programs](#), the [Center for Teaching & Learning](#), the [Office of Institutional Effectiveness](#), the [Dean of Students](#), the [Library](#) and other campus stakeholders, the AVP/CDO identifies issues related to campus culture and climate in an effort to enhance the educational experience of students and establish an inclusive welcoming environment for culturally diverse students, staff, and faculty.

In response to campus feedback, the AVP/CDO's team develops and implements effective strategies for building an inclusive campus climate that includes organizing professional development and training to prepare and stimulate innovative strategies for staff, faculty and students as they engage, teach and work in a culturally diverse environment. The associate vice president/campus diversity officer takes leadership in establishing ongoing assessment and accountability of the diversity, equity and inclusion goals of the campus.

In an effort to bridge the community and campus, this role works with other university members to develop partnerships and alliances with local organizations and groups, enhancing capacity for policy and community-based strategies. Additionally, the AVP/CDO's team is charged with overseeing the development and implementation of campus-wide diversity strategic plans, policies and practices to include supporting the development departmental diversity plans; recruitment and retention of a diverse faculty and staff; assessing diversity initiatives; and cultivating an inclusive campus environment promoting student success and learning outcomes.

The role of associate vice president/campus diversity officer is a full time, 12-month position and is classified as an Administrator III position in the [California State University Management Personnel Plan \(MPP\)](#).

## Opportunities and Expectations for Leadership

As a member of the President's Cabinet and the Provost's Leadership Team, the associate vice president/campus diversity officer plans, guides and advises university leadership, the Office of Diversity, Equity and Inclusion and other key stakeholders on implementing effective strategies to ensure the campus successfully meets the campus' diversity and equity goals.

The following represent some of the immediate opportunities that the new associate vice president/campus diversity officer will address during the first two to three years in office - presented here in no particular order.

### **Provide leadership in diversity, equity and inclusion to the HSU community**

The campus community seeks in this AVP/CDO a strategic partner who can communicate a clear and holistic vision for diversity, equity and inclusion, one that actively addresses the structural issues inherent in the decolonization of the university and engages in true universal transformational work. Recognizing, guiding and contributing to the tremendous knowledge base that currently exists within the campus community around diversity, equity and inclusion issues, the AVP/CDO will build bridges, serve as mentor and guide and engage with faculty, staff, students, alumni and the broader community and network connected to the university. To further embrace HSU's Hispanic Serving Institution (HSI) and Minority Serving Institution (MSI) statuses, there are key areas of opportunity: providing guidance on and oversight via the Office of Diversity, Equity and Inclusion team for intentional recruitment, appointment, onboarding and retention processes for all faculty and staff positions; developing the infrastructure for bias training; working to create and sustain a welcoming and inclusive campus culture; and implementing purposeful and sustainable diversity initiatives.

### **Engage the campus community in developing a clear diversity, equity and inclusion strategic plan**

As a strategic and creative thinker, the AVP/CDO will deftly lead the campus community through a diversity, equity and inclusion strategic planning process that results in a clear roadmap for the university, complete with priorities, outcomes and milestones rooted in structural transformation of the university. This process will begin with the development and administration of a campus climate study to inform the process coupled with a review of all ongoing committee work and initiatives. A data-informed and driven leader, the AVP/CDO will utilize both quantitative and qualitative sources to anchor the strategic plan's framework and associated initiatives to ensure a sustainable roadmap to desired outcomes. As an active listener and skilled communicator, the AVP/CDO will engage the Diversity, Equity and Inclusion Council and other key stakeholder groups to strengthen and focus their efforts around the priorities and initiatives outlined in the new strategic plan and associated implementation process.

### **Grow the Office of Diversity, Equity and Inclusion**

As an experienced leader and manager, the AVP/CDO will coordinate with the provost and vice president for academic affairs to determine how best to strategically grow and support the Office of Diversity, Equity and Inclusion to best support the priorities and outcomes associated with the newly created strategic plan. As HSU enters its [strategic planning process for 2021-2026](#), the university knows that

diversity, equity and inclusion efforts will be front and center in the new plan. Campus leadership recognizes that the expansion and development of ODEI is critical to support this strategic priority moving forward so will look to the new AVP/CDO to provide creativity, insights and recommendations based on previous staffing and programming successes to continue the expansion of this critical office and associated initiatives. Additionally, the AVP/CDO will leverage existing faculty, staff and student knowledge and abilities that are already a part of the campus fabric, drawing on these resources to develop faculty and staff diversity and equity fellows and other creative opportunities while tapping into the wealth of human resources around DEI issues in the HSU community.

### **Collaborate with campus partners to create a responsive, communicative and engaged community in relation to diversity, equity and inclusion**

The AVP/CDO will lead the collective effort to ensure that a deep commitment to an equitable community is the shared goal of students, staff and faculty members across the institution. The AVP/CDO will broadly lead and promote a variety of collaborative events and resources necessary to achieve the sustainability and ongoing delivery of the university's diversity and inclusion agenda. The AVP/CDO will be an active convener and participant in campus dialogue on diversity, equity and inclusion, visibly present and engaged in the agenda items most critical to advancement of the mission of the university. To this end, the AVP/CDO will engage on campus as a champion and clearly communicating the vision of the University's diversity, equity and inclusion efforts; acting as a community builder by harnessing the positive energy of the community around DEI initiatives and deftly moving these initiatives forward through strategic partnerships; and supporting and guiding the campus community through needed courageous conversations and learning around diversity, equity and inclusion.

### **Work in partnership with Academic Affairs to support student learning and inclusiveness**

Higher education finds itself in a transformative time due to demographic, cultural and technology shifts which have only accelerated in recent months. HSU is committed to enhancing the cohesion between academic affairs, student affairs, enrollment and other key stakeholder areas within the university to support a seamless student experience that allows for laser-focused attention on inclusive student learning. The AVP/CDO will serve as one of the key voices in university leadership to ensure the traditional decentralized nature and structures of the university are challenged and changed as needed to support a safe, compassionate and equitable environment centered on student success.

### **Serve as an ambassador to the local community on diversity, equity and inclusion efforts**

In addition to having a strong, visible presence on campus, the AVP/CDO will act as an ambassador to the local community, specifically serving as a member of [Equity Arcata](#), a collaborative partnership between City of Arcata officials, Humboldt State University, community members and representatives of local businesses and nonprofit organizations. One of the keys to success in shaping and fostering a culture of inclusion will be the AVP/CDO's ability to build meaningful relationships externally and learn from what other organizations are doing. Serving as a public voice for diversity and inclusion, the AVP/CDO will also enhance existing partnerships and identify new opportunities for engagement with the community.

## Engage local, region and national organizations to build diversity, equity and inclusion efforts

The AVP/CDO will work with local, regional and national organizations to develop grant and gift support opportunities to support HSU diversity initiatives. The AVP/CDO will understand how to engage in diplomatic strategies to build foundational relationships with key local, regional and national entities that result in unique opportunities to collaborate, expand and spotlight the work happening at HSU.

## Professional Qualifications and Personal Qualities

Humboldt University seeks in its next CDO a courageous, collaborative, strategic and inspiring leader who has a track record of building programs and partnerships and specific experience in addressing intersecting dimensions of diversity including racial and ethnic, physical ability, socioeconomic, religious, sexual orientation, and gender expression. Successful candidates will bring emotional intelligence and strong communication and conflict-resolution skills to charged issues in order to build consensus and reconcile competing interests. Ideal candidates will have familiarity with an academic setting and the requirements of shared governance as well as a deep commitment to the academic public mission.

Ideal candidates will also have demonstrated skills in collecting and using data to assess programs and ground shared accountability; supervisory experience and demonstrated strengths in coaching and mentoring; and the capacity to bring together community resources in support of institutional change and growth. A terminal degree is preferred, but not required.

- At least five years demonstrated successful experience and commitment to the principles of diversity, equity and inclusion and collaborating effectively with diverse stakeholders in a higher education setting.
- Demonstrated ability to exercise independent judgment in the development, implementation and evaluation of education programs and initiatives which address the needs of diverse populations of students, faculty and staff.
- Evidence of strong verbal, written and analytical skills.
- Ability to communicate to a wide audience the importance of diversity, equity and inclusion.
- Ability to lead with optimism, perseverance and resilience, recognizing the efforts of staff and stakeholders and encouraging both to stretch their ideas and initiatives to achieve innovation and change.
- Demonstrated skill, cultural awareness and sensitivity to interact and collaborate with diverse constituencies of various ethnic, social, cultural, economic and educational backgrounds in order to serve as a campus leader, identify and facilitate problem resolution and to effectively educate members of the university community effectively.
- Demonstrated understanding of and competence with the [Standards of Professional Practice for Campus Diversity Officers](#).
- Ability to provide coaching and consultation to individuals and groups with respect to cultural challenges and conflicts.

- Demonstrated knowledge, skills, awareness of and commitment to contemporary issues of inclusion, social justice, diversity, access, and equity, including the current research and pedagogical approaches that inform and address these issues.
- Proven analytical skills and ability to provide oversight for assessments related to campus climate, diversity, and inclusion
- History of effective leadership in a culture of shared governance.
- Highly self-motivated, exceptional time and project management skills demonstrating a high level of productivity.
- Strong and effective presentation and diversity training skills with the ability to prepare, organize and present education programs to individuals and groups evidenced by related certification, educational and/or professional background.
- Demonstrated skill in presenting complex and emotionally charged material in understandable and usable ways.
- Keen political acumen with the demonstrated ability to establish and maintain productive working relationships with campus administrators, staff, academic employees, faculty, students and members of the public, including government and tribal officials.
- Ability to maintain confidentiality and exercise discretion.
- Ability to inspire confidence, maintain credibility and positively represent ODEI and senior leadership.
- Ability to assess and negotiate complex, highly sensitive situations.
- Strong skills in and working knowledge of problem-solving and mediation techniques.
- Commitment to principles of fairness and respect.
- Ability to recommend appropriate interventions, make referrals and provide information regarding campus policies and procedures.
- Demonstrated experience in utilizing institutional data to benchmark and promote accountability for the diversity mission of higher education intuitions and to support/create institutional change.



## About Humboldt State University

### Overview

Humboldt State is a public institution and part of the 23-campus California State University system. The main campus, situated on a hillside at the edge of a coastal redwood forest, has commanding views overlooking Arcata, much of Humboldt Bay, and the Pacific Ocean. The college town setting on the California North Coast, 8 miles north of Eureka and 279 miles north of San Francisco, is notable for its natural beauty.

Founded as a teacher's college in 1913, over the last century Humboldt State has grown from an institution focused solely on teacher education to an accredited university with extensive research facilities.

Humboldt State is comprised of 7,774 students and 534 faculty members. A wide array of academic opportunities are offered, with three colleges, 51 majors, 12 graduate programs, and 14 credential programs, encompassing nationally known programs and popular areas of study in natural resources and sciences, arts, humanities, social sciences, and professional studies. Faculty members are among the top teachers and researchers in their fields. Throughout the curriculum, students find a long-standing commitment to social and environmental responsibility.

### Recent Rankings

- U.S. News & World Report—"A Top Western University"
- Princeton Review—"Best in the West" College
- Princeton Review "Green College"
- STARS Gold rating for sustainability
- President's Higher Education Community Service Honor Roll
- G.I. Jobs magazine—Military Friendly School
- PETA—A Top Vegan-Friendly School
- Campus Pride—A Top LGBT-Friendly School
- #8 Peace Corps Volunteer-producing school (among medium-sized universities)

### Mission

Humboldt State University is a comprehensive, residential campus of the California State University. We welcome students from California and the world to our campus. We offer them access to affordable, high-quality education that is responsive to the needs of a fast-changing world. We serve them by providing a wide array of programs and activities that promote understanding of social, economic and environmental issues. We help individuals prepare to be responsible members of diverse societies.

### Vision

Humboldt State University will be the campus of choice for individuals who seek above all else to improve the human condition and our environment.

- We will be the premier center for the interdisciplinary study of the environment and its natural resources.
- We will be a regional center for the arts.
- We will be renowned for social and environmental responsibility and action.
- We believe the key to our common future will be the individual citizen who acts in good conscience and engages in informed action.

- We will commit to increasing our diversity of people and perspectives.
- We will be exemplary partners with our communities, including tribal nations.
- We will be stewards of learning to make a positive difference.

## Values

Humboldt State University values the following academic principles that represent attributes of an academically integrated university and provide a framework for accomplishing a collective vision and mission.

- We believe our primary responsibility is to provide the best possible education for today's world.
- We believe that teaching excellence is of paramount importance as is learning excellence.
- We believe in an environment of free inquiry where learning occurs both inside and outside the classroom. As a community of learning, the campus curricular and co-curricular environment encourages intellectual discourse, aesthetic creativity and appreciation, and significant opportunities for involvement and service. We prepare students to take on the commitments of critical inquiry, social responsibility and civic engagement necessary to meet the challenges of the 21st century.
- We believe in intellectual growth through scholarship, creative activities and research. We prepare individuals to be successful in advanced academic and professional degree programs; to be in positions of leadership; and to be proactive and productive members of society.
- We believe in the dignity of all individuals, in fair and equitable treatment, and in equal opportunity. We value the richness and interplay of differences. We value the inclusiveness of diversity, and we respect alternative paradigms of thought.
- We believe in collegial dialogue and debate that leads to participatory decision-making within our community of student, staff, administrator, and faculty learners.
- We believe the University must assist in developing the abilities of individuals to take initiative, and to collaborate in matters resulting in responsible action.
- We believe individuals must be environmentally, economically and socially responsible in the quest for viable and sustainable communities.
- We believe our location is an ecologically and spiritually rich asset that we embrace as an integral part of our learning community. Our curriculum is relevant, collaborative and responsive to our geographical location.
- We believe we have a special opportunity to learn from the Native American cultures, the unique ecosystem and special communities of our region, and to apply that knowledge.
- We believe the University is an integral part of our local and regional communities.
- We believe the University is a repository for archiving accumulated knowledge with inclusive access for our academic and broader communities.

## Academics

Humboldt State offers students personal attention from their professors in a small, residential community. There are plenty of academic choices, with 51 majors, 12 graduate programs, and 14 credential programs in three colleges, encompassing nationally known programs and popular areas of study in natural resources and sciences, arts, humanities, social sciences, and professional studies. Hands-on experiences often supplement classroom instruction, and students take part in hundreds of volunteer projects and internships in the surrounding area.

### College of Arts, Humanities & Social Sciences

The College of Arts, Humanities, and Social Sciences is an artistic, creative, and intellectual community. It is conceived as an equitable partnership of staff, faculty, and students devoted to teaching, learning, and creative endeavors. The many fields within the College provide the greatest breadth for service, creative engagement, and professional opportunity within a diverse and changing society.

### College of Extended Education & Global Engagement

HSU Extended Education has been offering learning opportunities and professional development for people of all ages for more than 50 years. Extended Education is self-supporting. The funds from course enrollment pay faculty salaries and other expenses. The Osher Lifelong Learning Institute is an innovative program of specially designed short courses with no exams or grades, and a focus on learners who are aged 50 or better. Membership entitles a person to help choose the topics for courses while also receiving HSU student privileges and benefits. The College plays an integral role in domestic students studying abroad and international students studying at HSU, as well as developing international partnerships for research and exchanges.

### College of Natural Resources & Sciences

The College of Natural Resources and Sciences provides high quality education through student-centered, hands-on learning in inclusive learning environments; collaborates with campus and community partners; serves the region and the State of California; prepares students to be scientifically literate global citizens who incorporate diverse cultural and cross-disciplinary knowledge systems into their work; and carries out transformative research that advances scientific understanding and benefits all members of society.

### College of Professional Studies

The College of Professional Studies is committed to providing interdisciplinary liberal arts education and preparation for the profession so our graduates can positively contribute to the human condition, be outstanding leaders in their profession and community, and share a powerful commitment to social, economic, and environmental justice.

## Leadership

### Dr. Tom Jackson Jr., President



Tom Jackson, Jr. is the 8th President of Humboldt State University. He began his tenure at HSU in June 2019, bringing strong leadership experience and a proven commitment to supporting student success.

President Jackson previously served as President of Black Hills State University in South Dakota. He has held other leadership roles within higher education including Vice President for Student Affairs at both the University of Louisville and Texas A&M University-Kingsville. He has also held administrative positions at McMurry University, University of Texas at El Paso, Cal Poly San Luis Obispo, the University of Southern California, and St. Mary's University.

Jackson earned an associate's degree from Highline Community College, a bachelor's degree in business management/personnel from Southwest Minnesota State University, a master's in counseling/student personnel from Shippensburg University, and a doctorate of education from the University of La Verne. A first-generation student, Jackson is also a veteran of the U.S. Coast Guard Reserve, Army National Guard, Texas State Guard, and Indiana Guard Reserve.  
<http://www2.humboldt.edu/magazine/fall2019/humboldtexperience.html>

### Dr. Jenn Capps, Provost



Dr. Jenn Capps, Provost and Vice President for Academic Affairs, oversees the academic affairs of HSU's individual colleges, the faculty, the curriculum, the Library, Information Technology Services, Office of Research, Economic and Community Development, College of Extended Education and Global Engagement, Diversity, Equity & Inclusion, and Institutional Effectiveness.

Capps joined Humboldt State in August 2020 from the Metropolitan State University of Denver where she was Dean of the College of Professional Studies. She was drawn to HSU by the extraordinary faculty, excellent academic programs, and the focus on diversity, equity, and inclusivity," Capps says. "HSU is well positioned to continue to capitalize on its strengths in areas like equity and social justice and sustainability and environmental awareness. In addition there appears to be great possibilities in exploring ways to further engage the local community and indigenous nations, reaching rural students and working adults through online platforms, and collaborating with local industries to strengthen our workforce partnerships."



## Student Life

Outside of academics, students can join more than 140 academic, career, cultural, sports, and lifestyle clubs. Art exhibits and lectures take place throughout the year, and the University's CenterArts brings in nationally recognized performers and speakers. The campus has a student recreational facility with a state-of-the-art fitness/wellness center, and a physical education facility features kinesiology labs and gym space. Students can participate in 11 Humboldt State Jacks (short for lumberjacks) varsity sports teams, which compete in the NCAA Division II California Collegiate Athletic Association (CCAA) as full members. The Jacks women's rowing team is an associate member of the Great Northwest Athletic Conference (GNAC).



## Arcata, California

Humboldt State is surrounded by one of the most beautiful natural environments in the world—with ancient redwood forests, pristine coastline, and wild rivers. Humboldt State sits in the northwestern portion of Wiyot ancestral territory. In Wiyot, Arcata is known as Goudi'ni, meaning "over in the woods." Wiyot territory is surrounded by the traditional, ancestral, and present homeland of several indigenous nations including the Hupa, Karuk, Mattole, Tolowa, Wailaki, and Yurok that make up what we now call Northern California.

Arcata, previously called Union Town or Union, is a city adjacent to the Arcata Bay (northern) portion of Humboldt Bay in Humboldt County, California. At the 2010 census, Arcata's population was 17,231. The natural environment around campus is an outdoor adventurer's paradise, highlighted by ancient redwood forests and wild coastline. Within just a few minutes of campus, you can bike, camp, canoe, climb, hike, kayak, surf and much more. National Geographic Adventure magazine named Arcata one of its "50 next great adventure towns." Arcata is a great college town and nearby Eureka also offers small-town charm. They both have excellent coffee houses, clubs, art galleries, restaurants, and bookstores. The area also has a wide array of fun annual festivals and events.



## Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting Humboldt State University in this search. For fullest consideration, candidate materials should be received by October 16, 2020. Application materials should be submitted using WittKieffer's [candidate portal](#). Nominations and inquiries can be directed to consultants Charlene L. Aguilar and Jen Meyers Pickard, Ph.D. at [HumboldtAVPCDO@wittkieffer.com](mailto:HumboldtAVPCDO@wittkieffer.com).

*Humboldt State University is a Title IX/Affirmative Action/Equal Opportunity Employer. We consider qualified applicants for employment without regard to race, religion, color, national origin, ancestry, age, sex, gender, gender identity, gender expression, sexual orientation, genetic information, medical condition, disability, marital status, protected veteran status, or any other legally protected status. If accommodations need to be made during the recruitment and interview process, please contact Human Resources at (707) 826-3626 or [hsuhr@humboldt.edu](mailto:hsuhr@humboldt.edu).*