



Job Class: MnSCU Academic Professional 5 – Job Posting SO066P
Working Title: Equity Coach

Who May Apply: Open to all qualified applicants.

Date Posted: 11/6/2021

Closing Date: 11/19/2021

Hiring Agency/Seniority Unit: Minnesota State - System Office (MAPE)

Division/Unit: Academic and Student Affairs / Educational Innovations

Appointment Type: Unlimited, Full-time

Work Shift/Work Hours: Day Shift

Days of Work: M-F

Travel Required: Yes, occasionally

Salary Range: \$30.59 - \$45.36/hourly; \$63,872 - \$94,712/annually

Classified Status: Unclassified

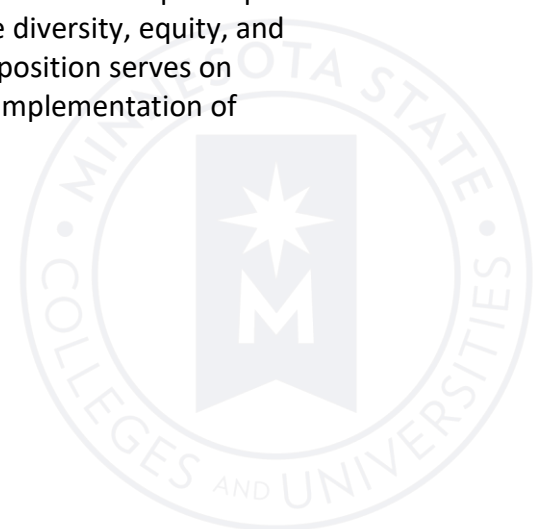
Bargaining Unit/Union: 214 - MN Assoc of Professional Empl/MAPE

FLSA Status: Exempt

[Connect 700 Program Eligible:](#) No

Job Summary:

This position advises and consults with administrators, faculty, and staff to plan, implement, and promote the diversity, equity, and inclusion goals of two federally funded grants — Open Textbook Pilot (OTP) grant and the Governor’s Emergency Education Relief (GEER). To support the goals of these grants, this position provides coaching and consultation to a number of stakeholder groups to (1) apply equity and inclusion principles to instruction (particularly instructional delivered online) and the selection/utilization of course materials (particularly open educational resources) and (2) develop and lead the implementation of discipline specific learning communities ensuring that programming content reflects the diversity, equity, and inclusion goals identified by Minnesota State leadership. Finally, this position serves on systemwide committees, councils, and workgroups to assist with the implementation of equitable and inclusive teaching practices.



About Minnesota State

Minnesota State is the largest single provider of higher education in the state. With 37 institutions, including 30 community and technical and seven state universities, Minnesota State serves 64 percent of the state's undergraduate student population.

We employ more than 15,900 dedicated faculty and staff focused on student success. We provide essential training and specialized certification options for business, industry, and professionals throughout Minnesota.

Benefits include excellent health and dental insurance, retirement package, tuition waiver at Minnesota State institutions (after three years of employment) and flexible working hours.

Minnesota State System Office is proud to be a Minnesota Yellow Ribbon agency.

Minimum Qualifications:

Resume must reflect all minimum qualifications. Please enter your experience in chronological order, including the month and year of employment.

- Master's degree in ethnic studies, education, multicultural education, anti-racist pedagogy, culturally responsive pedagogy, trauma-informed practices, social sciences, or instructional design/technology OR Master's degree in a different field with essential, significant experience working in equity-oriented faculty development.
- Experience in leading or supporting institutional or system-wide initiatives in diversity, equity, and inclusion.
- Online teaching experience at a college or university
- Highly motivated, flexible, adaptable, and service-oriented, with strong collaborative skills for team work and consensus building among staff and faculty
- Ability to work independently and cooperatively with others.
- Ability to set priorities and multi-task
- Strong organizational skills
- Exhibit a commitment to diversity, equity and inclusion
- Written and oral communication enough to prepare messages and materials for diverse audiences and clearly explain, discuss, and present complex ideas, regulations, policies and/or procedures

Minnesota State is unable to sponsor applicants for work visas. All applicants must be legally authorized to work in the US.

Preferred Qualifications:

- Ph.D. in ethnic studies, education, multicultural education, anti-racist pedagogy, culturally responsive pedagogy, trauma-informed practices, social sciences, or instructional design/technology.
- Teaching experience emphasizing culturally relevant content and pedagogy and open educational resources
- Experience working to adopt, adapt, modify, and create OER in alignment with creative commons licensing standards.
- Knowledge of intellectual property, copyright, and creative commons licensing.
- Competency in a variety of instructional technologies including, but not limited to, LMS/D2L Brightspace, Media Management/Kaltura, Video and Web Conferencing/Zoom.
- Facilitating group process techniques including consensus building, conflict resolution, mediation

Additional Requirements

In accordance with the Minnesota State Colleges & Universities (Minnesota State) Vehicle Fleet Safety Program, employees driving on college/university business who use a rental or state vehicle shall be required to conform to Minnesota State's Vehicle use criteria and consent to Motor Vehicle Records check.

Other Information:

Employment information for this position can be found in its collective bargaining agreement or its plan document at <http://mn.gov/employee-relations/labor-relations/Labor>.

Why Work for Us

At Minnesota State we promote the ability for our employees to move within the Minnesota State system of Colleges and Universities, located throughout the State of MN. To learn more, please visit: [Work at Minnesota State!](#)

At Minnesota State, we have a GREAT BENEFITS PACKAGE! Our generous benefits include 11 paid Holidays, Vacation Time, Sick Time, six weeks of Paid Parental Leave, low cost medical (\$36.64 per month single and \$250 per month family) and dental insurance with low deductibles (\$150 - \$1500), a Pension Plan, 457(b) and 403(b) retirement plans and other retirement investment options, pre-tax medical and dental expense (with roll-over option) and dependent care accounts, employer paid life insurance, short and long term disability, as well as professional development and a tuition waiver program for employees and their dependents, etc. We promote the health and well-being of our employees and take work/life balance seriously.

How to Apply

Applicants: Go to <https://mnsystem.peopleadmin.com/postings/1608>

Contact

If you have questions about the position, contact Shawna Tienter at shawna.tienter@minnstate.edu or 651/201-1845.

Equal Employment Opportunity

Minnesota State Colleges and Universities is an Equal Opportunity employer/educator committed to the principles of diversity. We prohibit discrimination against qualified individuals based on their race, sex, color, creed, religion, age, national origin, disability, protected veteran status, marital status, status with regard to public assistance, sexual orientation, gender identity, gender expression, or membership in a local commission as defined by law. As an affirmative action employer, we actively seek and encourage applications from women, minorities, persons with disabilities, and individuals with protected veteran status.

Reasonable accommodations will be made to all qualified applicants with disabilities. If you are an individual with a disability who needs assistance or cannot access the online job application system, please contact the job information line at 651.259.3637 or email careers@state.mn.us. Please indicate what assistance is needed.