The Office for Equity and Diversity (OED) is responsible for the University of Minnesota's system-wide equity and diversity initiatives and programs, leveraging the transformative power of equity and diversity to advance excellence in teaching, research, and community engagement at the University. On the Twin Cities campus, OED includes the following units: the Office of Business and Community Economic Development; the Office for Conflict Resolution; the Disability Resource Center; the Office of Equal Opportunity and Affirmative Action; the Gender and Sexuality Center for Queer and Trans Life (GSC); the Multicultural Center for Academic Excellence (MCAE); and the Women’s Center.

An essential member of the Vice President’s leadership team, the Senior Director of American Indian Tribal Nations Relations will serve as a liaison between the University of Minnesota and Tribal Nations in Minnesota and elsewhere. The Senior Director will work with stakeholders to promote the creation and implementation of a system-wide policy that will guide University administrators, faculty, and staff on appropriate consultation with Tribal Nation. The successful candidate must possess the ability to successfully partner with Tribal Nations and internal stakeholders to advocate for broader support for American Indian students, staff, and faculty. The position reports to the Vice President for Equity and Diversity.

Major Functions

- Facilitate completion of the Native Nations Advisory Board and Administrative policies
- Foster sustainable and mutually beneficial relationships between the University and tribal governments in serving American Indian students, staff and faculty.
- Develop memoranda of understanding that open pathways for collaboration between the University and Tribal Nations.
- Explore innovative ways for the University to partner with Indian tribes to enhance tribal sovereignty.
- Promote tribal economic development, cooperation on environmental matters, and partnership with tribes to develop courses of study that benefit Native Nations and indigenous peoples.

Duties and Responsibilities:

- Meet regularly with Tribal leaders and affiliated organizations throughout the state to strengthen relationships between the University and Native Nations of Minnesota.
- Partner with Native Nations and American Indian scholars and staff to create a system-wide Tribal Consultation policy to guide all interactions between the University and Native Nations, to support and promote respectful partnership between University units and Native Nations.
- Serve as a representative at events and meetings throughout Minnesota and in local tribal communities.
- As appropriate, represent U of M at regional and national meetings that involve issues important to tribal governments.
- In consultation with tribal leaders and community members, advise the university on programming and initiatives that are designed to help improve outreach to and retention and graduation rates of Native American students or otherwise relate to and/or impact Native American students, faculty, staff or communities.
- Oversee programs and services offered by the Circle of Indigenous Nations (COIN) and its staff to support and advance the experience of Native American students, staff and faculty.
- Develop a system-wide approach to educate about tribal sovereignty, governance, enterprises, culture, history and contemporary issues among University administrators, faculty and staff.
• Identify mutual goals and work intentionally with the tribal colleges of MN.
• Serve as the primary staff contact in the Office of Equity and Diversity for the Native Nations and help to coordinate initiatives and cross-campus engagement efforts to advance tribal partnerships with U of M and address strategic priorities.

Essential Qualifications:
• Doctorate or terminal degree with ten years of experience in Student Personnel Administration in Higher Education, public administration, American Indian leadership, federal-Indian law, Native American studies, environmental resources or related field that includes coursework and predominant experience working with Native Nations.
• Demonstrated expertise in American Indian treaty rights, law and history, including concepts of tribal sovereignty, self-governance, the government-to-government relationship and self-determination.
• Demonstrated experience in policy advisement working with Native Nations.
• Demonstrated success in securing grants and Memorandum of Understanding (MOU) development.
• Demonstrated experience in, and an ongoing commitment to working effectively with and across diverse communities: including American Indian/Native Americans, people of color, underrepresented groups and new immigrant populations; people with both visible and invisible disabilities; women; people of various gender and sexual identities and expressions; and first-generation students from economically disadvantaged backgrounds.
• Strong written and oral communication skills, and ability to build lasting relationships.
• Knowledge of tribal protocols, cultures, histories, sovereignty, and government relations, particularly for Midwest tribes, but also for American Indian communities as a whole.
• Demonstrated ability in supporting college access and success of American Indian students.

Preferred Qualifications:
• Experience and rank as a tenured professor.
• Previous reservation/community-based employment experience with a federally-recognized American Indian tribal government, with additional preference for such employment being with a Native Nation in Minnesota.
• Demonstrated experience managing program budgets.
• Ability to communicate across cultural lines to include interpretation of policy between tribal, state and federal governments, and university leadership.
• Ability to interpret and analyze student success metrics.
• Excellent presentation skills and experience delivering policy level briefings.
• Tribal community membership.

The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities and employment without regard to race, color, creed, religion, national origin, gender identity, gender expression, age, marital status, disability, public assistance status, veteran status or sexual orientation. This document is available in alternative formats upon request at 612-626-7386.