



# Adjunct Professor/Trainer for The Center for Intercultural Excellence

**POSITION:** Adjunct Professor/Trainer for The Center for Intercultural Excellence  
**SUPERVISOR:** Vice President for Human Resources & The Center for Intercultural Excellence  
**DEPARTMENT:** The Center for Intercultural Excellence

## TIFFIN UNIVERSITY

**Tiffin University** was established in 1888 and now offers nationally accredited graduate and undergraduate degrees in Business Administration, top-notch bachelor's and master's degrees in Criminal Justice and Social Sciences, and distinctive degrees in the Arts and Sciences. All through our history, the University has nurtured a student-centered setting and a strong sense of real community for our students, faculty and staff. Tiffin University has always believed in offering the highest quality education – “an education for life.”

The main campus in Tiffin is a beautiful 130-acre blend of traditional historic and modern buildings that create a vibrant and warm home for an educational community. In addition to the growth in Tiffin, TU graduate and undergraduate programs are offered online and at Cincinnati, Columbus, Fremont, Toledo, and at several sites in the Greater Cleveland area. The MBA is also offered at Bucharest, Romania.

From academic programs in sports and recreation management to homeland security/terrorism, communication and management, TU offers more than 25 majors through on-campus and online learning that result in real advantages for our students.

## THE CENTER FOR INTERCULTURAL EXCELLENCE

### **CELEBRATING CULTURAL UNIQUENESS: THE INITIATIVE**

Under the leadership of Dr. Schumacher, in 2016 Tiffin University embarked on an effort called Celebrating Cultural Uniqueness (CCU), now called CCU@TU. The initiative began as a focus to strengthen our approach to diversity and inclusion in order to be able to foster a culture of openness to diversity of thought and this action was not because we were not already promoting diversity, but because we could do better and our student body of which approximately 44% are either domestically and globally diverse, deserve this. TU administrators, faculty, staff and students wanted to show a strong attitude for embracing, welcoming, and celebrating diversity and inclusion and, moreover, become known internally and externally as an institution that educates, develops and prepares individuals for the realities of the world in which we live and work.

Reviewed by HR on 02/2022



## **MISSION OF CELEBRATING CULTURAL UNIQUENESS AT TIFFIN UNIVERSITY**

*Our commitment fosters inclusive excellence through celebrating cultural uniqueness in an environment that is welcoming, understanding of different perspectives, affirming, and safe for all populations. The collaborative strategic alignment of the Councils for Academic Experience, Expansion of Opportunity, and Talent & Engagement cultivates the opportunity to support and maintain an educational and working environment which promotes a commitment to inclusive excellence.*

The initiative has grown into a commitment and now encompasses both internal and external cultural competency education and training, an updated and relevant for TU student's curriculum, and student programming around these topics. The next phase is to start a Center to house and build on these endeavors.

## **CELEBRATING CULTURAL UNIQUENESS: THE CENTER FOR INTERCULTURAL EXCELLENCE**

We made a commitment in 2016 and have far exceeded our goals. Not only do we graduate culturally competent students, but we have trained our faculty and staff, hosted phenomenal speakers and created our own internal and external training programs. Furthermore, we have developed a curriculum that doesn't just benefit Tiffin University, but other organizations as well. The next step is to create and staff a Center to centralize and manage all of these facets and to continue to develop and grow our initiatives and strategic goals.

## **GENERAL JOB DESCRIPTION**

Tiffin University is seeking to fill Adjunct Professor/Trainer positions for The Center for Intercultural Excellence. These positions would be either on-campus and/or external as trainings are necessary. and include training face-to-face DEI courses internally and/or externally. Candidates should possess specific diversity, equity, and inclusion expertise. Prior teaching/training experience is preferred.

## **MAJOR DUTIES AND RESPONSIBILITIES**

- Training & facilitating DEI courses and trainings.
- Work directly with The Center for Intercultural Excellence.
- Providing detailed knowledge and feedback on all trainings.

## **QUALIFICATIONS FOR THE JOB**

- Graduate degree in relevant field required; PhD in relevant degree preferred.

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- Candidates should possess specific DEI interest and expertise.
- Prior teaching/training experience is preferred.

## EXPECTED KEY COMPETENCIES (ORGANIZATIONAL FIT)

<i>Interdependence:</i>	Fosters collaboration across the University
<i>Communication:</i>	Strong decision-making and communication skills
<i>Accountability:</i>	Formulates effective and progressive strategies aligned with University mission and values
<i>Respect:</i>	Creates an engaging, collaborative classroom environment by bringing diverse students and ideas together.
<i>Entrepreneurship:</i>	Influences and Inspires

## PHYSICAL REQUIREMENTS

Ability to sit and or stand periodically for long periods. Effectively communicate and present to individuals of small and large group size.



*We are strongly committed to enhancing equity, inclusion, and diversity. These values are central to our beliefs. Candidates who have worked with a diverse range of faculty, staff, and students and who can contribute to our mission of inclusivity are encouraged to identify their experiences and interests. Tiffin University actively seeks to increase the diversity of its workforce. We are dedicated to providing educational, working and living environments that value the diverse backgrounds of all people.*

***NONDISCRIMINATION POLICY:** Tiffin University is committed to a policy of nondiscrimination and equal opportunity for employees, applicant for employment, students or applicant for admission, access to educational opportunities on the basis of race, religion, personal appearance, color, sex, pregnancy, political affiliation, social-economic class, place of business, residence, religion, creed, ethnicity, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, family responsibilities, sexual orientation, gender identity, gender expression, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence victim status or any other protected category under applicable local, state or*

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*federal law, including protections for those opposing discrimination or participating in any resolution process on campus or within the Equal Employment Opportunity Commission or other human rights agencies.*

*Tiffin University is an Equal Opportunity Employer*