
Dr. Henry T. Evans

February 27, 2017

Director of Affirmative Action and Equal Opportunity Search Committee
University of Oregon

Dear Search Committee Members:

I am writing in response to the announcement regarding your search for a Director of Affirmative Action and Equal Opportunity advertised on the University of Oregon Human Resources webpage. As you will see in my enclosed vita, my academic background, professional experience, strong track record of collaboration, as well as my community and professional connections, provide me with a broad set of skills and resources that I can utilize in partnering with other departments at the University of Oregon to position the AA/EO office as a trusted and credible partner in identifying, promoting and/or resolving university and departmental Affirmative Action and Equal Opportunity concerns.

In my current position, I monitor diversity issues as they relate to employment at ISU to ensure that EO/AA and diversity concerns are addressed throughout the hiring process and that all non-classified search committees are trained to engage in affirmative outreach to diverse populations and to treat all applicants equitably through the search process. As such, I interact with all university departments and staffs and have worked to develop collaborative working relationships to ensure that the Idaho State University hiring process is both efficient and effective in finding and hiring the most qualified applicants for open positions from diverse applicant pools. In addition to overseeing the non-classified hiring process, as an ATIXA certified Level 1 Title IX Investigator, I investigate alleged cases of sexual harassment and discrimination and author reports of findings. I also sit on the Idaho State University Title IX Working Group, the Minority Advisory Board and Diversity Council.

As one of the point-persons for Idaho State University's Diversity and Inclusion efforts, I have significant experience designing and delivering presentations, workshops and lectures on diversity, racism, sexism and affirmative action to a wide variety of audiences ranging from university professors to kindergarten students throughout Eastern Idaho. Additionally, I have conducted numerous workshops and trainings and have given numerous class presentations on diversity and intercultural competence and have established myself as a resource with significant expertise on these issues for University and community members, including local law enforcement agencies. In many instances I have been asked to deliver them repeatedly, providing proof that my presentations are well-received and seen as effective.

I also have experience conducting statistical analyses of the demographic composition of ISU faculty, staff and students. In my previous position as the EO/AA and Diversity Management Analyst, I was tasked with networking with ISU Human Resources and IT departments, the State

Departments of Idaho Human Resources and Transportation departments to collect and Thomas Houston and Associates to develop ISU's affirmative action plan. Additionally, I analyzed and authored reports on the compensation patterns of ISU Directors to identify areas of concern. Further, I have provided statistical analyses of the ISU student body and employee characteristics and developed policy recommendations based on those analyses for ISU's NCAA re-certification and for the ISU TRiO Educational Talent Search, Upward Bound, Upward Bound Math and Science and Student Support Services grant submissions.

As demonstrated above, I have effectively made proposals and recommendations to improve the effectiveness of the organizations with which I have been involved. Most recently, as a result of conversations between the Director of EO/AA and Diversity and myself, programming in the Diversity Resource Center (DRC) was redesigned to present it as a research and resource space resulting in increased offers for collaboration with several university research projects and grant proposals. Additionally, as the Assessment and Technology Coordinator for ISU's TRiO programs, I wrote an initial assessment plan to increase organizational effectiveness to ensure that the programs stay in compliance with U.S. Department of Education requirements. Finally, as Field Research Supervisor for Partners for Prosperity, I played a critical role in developing the initial strategic plan for poverty reduction and in its subsequent revisions. In addition to supervising seven area coordinators, I provided the initial analysis of the interview data that was used to determine the barriers faced by people in poverty and identified the ten areas on which Partners for Prosperity would focus its efforts.

I have a track record of mediation and facilitation to diffuse highly charged situations. I have had the opportunity to work with staff from the Human Resources Department and the EO/AA and Diversity Office to interview ISU departments to staff to identify dysfunctional processes and power relationships and to identify strategies to correct them. I have conducted interviews with other ISU staff as part of sexual harassment and discrimination claims. As a member of the NCAA Diversity Sub-committee I conducted interviews with Athletic Department personnel. Finally, as the Patient Rights Advocate for State Hospital South I investigated patient claims of harassment and abuse and worked resolve issues in the best interest of the patient, the hospital and staff. In each of these positions I was required to make sure the identities of those involved was kept confidential and secure.

In addition to my professional history, throughout my academic career, my interests have been animated by a desire to increase inter-cultural respect and understanding. I have consistently dedicated myself to ensuring the rights of the most vulnerable in my communities are protected through advocacy, research, networking and coalition building. I have an extensive background in soliciting and synthesizing diverse views and looking for synergies to enhance cultural competence, respect for diversity and equality and civil rights. I also have taught several courses that centered on diversity and chaired and served on a number of university and community boards and committees. In all of those venues I have actively worked to create a more diverse and respectful environment.

My academic and professional background affords me important relationships and an understanding of higher education that I can effectively use as the Director of the University of Oregon's AA/EEO to help broaden and deepen the collaboration between that office and the University's student, and staff. Because of my interactions with a wide variety of ISU personnel and students, as well as my significant experience analyzing institutional, state and regional data,

I have developed a unique vantage point from which to assist departments in filling vacancies as it relates both to the equal opportunity and diversity missions of the university. I also bring with me a number of unique professional and academic connections I can use to help recruit diverse applicants and students for open positions at the University of Oregon, the most significant being the Compact for Faculty Diversity which annually holds a conference of more than a thousand Doctoral and Pre-doctoral students who are looking for teaching or administrative positions or doctoral programs to continue their studies.

I have and will continue to work to raise awareness of the need to approach diversity and diversity education at the institution in a comprehensive fashion and truly believe yours is a position for which I am particularly well suited. I hope to have an opportunity to speak with you concerning my qualifications and what I can do to assist the University of Oregon's AA/EEO office as it moves into the future.

Thank you for your time and consideration,

Sincerely,

Dr. Henry T. Evans