

NORRIS N. CHASE

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Dear University Search Committee:

I am honored to submit my application for the Executive Director of Diversity and Inclusion at Bradley University. After reviewing my materials, I am confident that my experiences match the criteria that Bradley is seeking for your next Executive Director.

Currently, as the Interim Director of Multicultural Student Services at Bradley, I have been blessed with an opportunity to develop an intimate understanding of the university's mission, core values, and goals, as well as what is necessary to implement change institutionally. In this role, I have also obtained a broad scope of what opportunities exist to make Bradley a more inclusive and welcoming environment. There has been a lot of change in this short time. Empowering students to take an active role in this change has been one of my most exciting memories. My appointment as Interim demonstrates the University's trust in my leadership and vision for such a critical aspect of the Bradley experience—diversity.

As Assistant Director, I have gained very personal and professional relationships with current and former underrepresented students. My advocacy is evident through my relationships. I have also been responsible for the supervision of over 50 students, initiation of strategic campus collaborations, and coordination of university outreach on topics related to diversity and inclusion. My goals in my position have been to create a quality experience for underrepresented students on campus, provide multicultural programming for Bradley's diverse population, and inform the greater campus community about the significance of diversity and multiculturalism. I have learned so much in pursuing these goals. My personal experience and understanding of this department, and its potential to influence positive change on an administrative level, can add great value to Bradley's future initiatives and recruitment strategies.

Since arriving on campus, my track record has been indicative of the ability to remain solution-focused and student-centered; improving the overall quality of campus diversity and inclusion for all key university constituents. I have implemented new and relevant programming designed to create a more inclusive campus community; evaluated and assessed office initiatives to improve effectiveness; provided opportunities for dialogue on diversity and social justice related topics; built strong working relationships across departments and student organizations; and implemented initiatives to support underrepresented students in their academic and social transition to Bradley. Additionally, I developed a strong understanding of university policies through my role as a judicial officer. All of these experiences contribute to my readiness for this role.

I am confident I can help the Division of Student Affairs contribute to the University's mission and vision as the next Executive Director of Diversity and Inclusion. I remain steadfast in belief that my institutional knowledge, problem solving style, passion for university success, and concern for diverse perspectives, position me as an ideal candidate for this role. To serve Bradley as the first Executive Director of Diversity and Inclusion would be a welcomed professional challenge and honor.

At your convenience, I would enjoy discussing how my qualifications can further the scope of Executive Director of Diversity and Inclusion position. Thank you for your time and consideration.

Sincerely,

Norris Chase