



University of Texas, Arlington Community Listening Sessions

Vice President, Diversity,
Equity and Inclusion

September 2020

Background Information

Diversity Officers Market

- Unprecedented societal interest Diversity, Equity and Inclusion
- Many choices for candidates
- Increasingly candidates are “From Missouri”

Characteristics of Diversity Officers

- Multiple paths to role; e.g. Legal, Academic, HR, Administration, etc.
- Wide range of experience, Compliance, Practitioners; fewer as Faculty Members
- Senior Leadership relationships are key



Questions for Consideration

- While there are extremely high expectations for your inaugural Vice President, Diversity and Inclusion role. What are the three most important foci during their first year to eighteen months?
- Given the abundance of opportunities to promote Diversity, Equity and Inclusion at UTA, how should success be measured after year 1, 2 and 3.
- Due to the unprecedented demand for Diversity, Equity and Inclusion Leaders in all sectors, as we reach out to potential candidates, what unique differentiators about UTA should we highlight?



Louis Montgomery Jr.

Practice Leader, Human Resources & Diversity Officers Practice



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Louis Montgomery Jr. leads the firm's Human Resources and Diversity Officers, Professional Search Practice. He helps organization add diversity to their C-Suites. To date 75% of his placements are women and 50% are people of color.

He has successfully placed leaders in a variety of sectors including; government contracting, industrial, consumer centric, trade associations, healthcare, and in higher education. He leads a team of eight individuals who conduct searches across all sectors from HR Manager to HR VP level.

Mr. Montgomery specializes in the placement of Human Resources leaders, their teams and diversity officers. Before moving into search he held a number of senior human resources roles including SVP, Human Resources – Serco North America, Head of Talent Acquisition – AES and Chief Diversity Officer, Kraft Foods.

He is the author of [A Years Worth of Inspiration](#), and several thought leadership articles including [HR Goes to School](#), [Starbucks Battle Against Bias](#) and [Golden Talent](#) and "[Next Generation Diversity Officers](#)" a research study

on the leadership competencies of Diversity Officers. He has been quoted in numerous publications including recently in *Black Enterprise* and *American Banker*.

Mr. Montgomery graduated from Cornell University where he majored in Industrial and Labor Relations (ILR). Also while at Cornell he was a Varsity letter winner in Football and Track. He is a member of Alpha Phi Alpha Fraternity, Inc. He is also a member of the Christian Brothers College High School Hall of Fame and of the Cornell ILR Alumni Association Board of Directors. He is the Chairman of the Senior Human Resources Executive Forum, a senior HR group based in the Washington DC region. He is an avid golfer, and he coaches youth baseball.



Sharyn Selby

Managing Consultant, Human Resources and Diversity Officers Practice



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Ms. Selby has over 15 years of experience placing high level executives in the human capital, talent management consulting vertical market. She has assisted clients in maximizing their talent pools nationally as well as internationally. By recruiting and placing highly skilled professionals into key positions, Ms. Selby has helped her clients release the full potential of their people.

Prior to joining Korn Ferry, Ms. Selby worked for a boutique search firm in which she fulfilled over 150 search assignments across a variety of industries. Earlier in her career she worked as a center director for Sylvan Learning Center.

Academic Background

Ms Selby received her Bachelor of Arts degree in organizational Communications from Cedarville University.

Camille Jackson

Team Lead, Human Resources & Diversity Officers Practice



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Ms. Jackson is a Senior Recruiter within Korn Ferry's Human Resources Center of Excellence based out of the Dallas office. She is responsible for senior level searches alongside talent solutions for the North American Market.

She has worked with a broad range of industries including financial services, hospitality, commercial construction, workforce development and retail.

Prior to joining Korn Ferry, Ms. Jackson was a Sr. Recruiter for a global hospitality company and a Talent Acquisition Manager in commercial construction and workforce development. Ms. Jackson has over 20 years of experience in talent acquisition and human resources within global and domestic organizations.

Ms. Jackson earned her Master's degree in Organizational Leadership and Bachelor's degree in Business Administration from Medaille College. Ms. Jackson is a certified Professional in Human Resources (PHR) and a Certified Professional (SHRM-CP).

