Associate Dean for Diversity & Community Engagement  
Columbia University  
School of International and Public Affairs  
New York, NY

The School of International and Public Affairs’ mission is to support the global public interest by educating students to serve and to lead, and to produce and share new knowledge on the critical public policy challenges facing the global community.

THE SEARCH

The School of International and Public Affairs (SIPA) at Columbia University, a renowned school of international affairs and public policy, seeks a strategic, innovative, and results-oriented leader to assume the inaugural position of Associate Dean for Diversity and Community Engagement. In collaboration with senior administrators, the Diversity, Equity, Inclusion, Climate & Engagement Committee (DEICE), and other constituencies, the Associate Dean will be responsible for spearheading the development of a Diversity, Equity, and Inclusion (DEI) action plan to advance SIPA’s culture of belonging and encourage inclusive community engagement. More broadly, the Associate Dean will coordinate DEI capacity-building activities for faculty, administrators, staff, and students and track and report on progress. This is an opportunity for a creative and collaborative leader to help shape the institutional climate of an outstanding academic institution and to help advance its ability to serve talented students from across the globe.

At SIPA — the world’s leading school of global public policy — the values of diversity, equity, and inclusion are viewed as essential to its mission: to support the global public interest by educating students to serve and to lead, and to produce and share new knowledge on the critical public policy challenges facing the global community. With more than 1,200 graduate students, 75 full time and 250 adjunct faculty members, and a global alumni network of 24,000 graduates in 160 countries, SIPA prepares students from around the world to pursue careers in the public, private and non-profit sectors. SIPA’s student body is the largest and most diverse of any school of international and public affairs, with students hailing from more than 70 nations. SIPA’s faculty includes top scholars and eminent practitioners, and its research output is at the forefront of thinking about today’s global challenges, from international finance and economic policy, to global development, energy, the environment, international security and conflict resolution, humanitarian affairs, and urban and social policy—by way of a few key areas.
Reporting to the Dean of SIPA, the Associate Dean will be responsible for helping to ensure a collaborative process for advancing policies and procedures that embed diversity, inclusion, and belonging more deeply into all aspects of the School, including campus climate, faculty and staff development, curricular initiatives, and the recruitment and retention of faculty, staff, and students. Serving as a knowledgeable and thoughtful advisor, strategic leader, and catalyst, the Associate Dean will collaborate with stakeholders across the institution – senior leadership, faculty, students, staff, and alumni – to build on SIPA’s ongoing DEI initiatives and identify, execute, and evaluate initiatives to advance institutional practices.

SIPA has retained Isaacson, Miller, a national executive search firm, to assist in the search for the Associate Dean for Diversity and Community Engagement. Reflecting consultation with key SIPA leaders and stakeholders and the School’s existing DEI assessment, this document describes the challenges and opportunities facing the new Associate Dean. It also enumerates the attributes and professional experience of the ideal candidate. All applications, inquiries, and nominations, which will remain confidential, should be directed to:

Donna Cramer, Partner  
Sean Farrell, Partner  
Rediat Mersha, Associate  
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*The School of International and Public Affairs at Columbia University is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, gender identity, sexual orientation or any other characteristic protected by law.*