Barnard College, one of the most prestigious institutions of higher education in the United States, invites inquiries, nominations, and applications for the inaugural position of vice president for diversity, equity, and inclusion, the College’s chief diversity officer.

Barnard provides a singular educational experience: a world-renowned college for women with the academic resources of Columbia University and New York City as an extended classroom. Founded in 1889, Barnard was one of the few colleges in the nation where women could receive the same rigorous and challenging education available to men. Today, with an admission rate of 13.9 percent, Barnard is one of the most selective academic institutions in the country and remains devoted to empowering extraordinary women to become even more exceptional. The College graduates formidable women of imagination, ambition, and ability; among its alumnae are Laurie Anderson, Grace Lee Boggs, Carol Dweck, Greta Gerwig, Lauren Graham, Maria Hinojosa, Zora Neale Hurston, Jhumpa Lahiri, Margaret Mead, Chelsea Peretti, Anna Quindlen, Ntozake Shange, Susan Stamberg, Martha Stewart, and Twyla Tharp.

Reporting to President Sian Leah Beilock, who joined the College as its eighth president in July 2017, the vice president for diversity, equity, and inclusion (vice president) will be a valued member of Barnard’s senior staff. The vice president will create and lead the campus’s office of diversity, equity, and inclusion; provide strategic and visionary leadership in promoting an institutional culture that values diversity and supports inclusive excellence; partner with campus leaders, students, faculty, staff, and external constituencies to create and facilitate cultural change and transformation; proactively develop and implement policy, plans, programs, and activities that both educate and promote diversity, equity, and inclusion as core values of the College; and lead Barnard’s efforts in realizing its bold ambition to become a national model for inclusive excellence and community engagement.

The vice president will chair the College’s Council on Diversity and Inclusion. Their stated goals are to expand the dialogue around diversity, equity, and inclusion to the entire Barnard community of students, faculty, staff, and alumnae; promote and coordinate a campus-wide diversity, equity, and inclusion agenda; manage and monitor the implementation of the March 2017 recommendations of the President’s Task Force on Diversity and Inclusion; and advise Barnard’s senior leadership and Board of Trustees on implementing best practices in the promotion of new initiatives that create a more diverse and inclusive campus community.

The vice president will convene a cabinet to identify policies, structures, and practices that support the recruitment, retention, and success of diverse faculty, administrators, staff, and students. The vice president will work collaboratively with the cabinet to establish systems of accountability and evaluation, including the continuous monitoring and improvement of institutional diversity, equity, and inclusion goals, using data-driven metrics to measure success and disseminate information. This cabinet will consist of all diversity, equity, and inclusion coordinators across campus, including but not limited to the dean of faculty diversity and development, the associate dean of student life, the executive director for equity, the associate dean for Beyond Barnard, the associate dean for student success, the College ombuds office, and a representative from Human Resources.
Finally, because Barnard contributes to and benefits from the diversity of perspectives, experiences, and resources that follow from robust exchanges with the broader community and the environs of New York City, the vice president will be responsible for reimagining and overseeing the College's community engagement initiatives. The vice president will establish the College as a locus of community engaged scholarship and practice through robust partnerships with local communities, neighborhood, and citywide organizations, and the City of New York, as well as innovative programs on and off campus. The vice president will work with faculty to develop and strengthen programs that extend research, teaching, service, and learning beyond the campus, encouraging collaboration between students and neighbors, and establishing Barnard as not only in the City of New York, but of the City of New York.

Barnard seeks candidates whose education, perspectives, and personal and professional experiences have together prepared them to serve as an effective and collaborative leader of the College's efforts to create a more diverse, equitable, and inclusive environment. The ideal candidate will be a visionary and transformative thought leader, an accomplished strategist, administrator, and community builder who has significant experience and a track record of successfully advancing diversity, inclusion, and positive change in complex communities and/or mission-driven organizations. This person will be adept at fostering dialogue with different groups across and beyond the campus, building coalitions and consensus, and achieving results through influence, intellect, and dynamism of personality. The successful candidate will have a deep understanding of the dynamics of difference, privilege, and power, and possess the energy, enthusiasm, drive, emotional intelligence, and gravitas necessary to achieve ambitious goals. Additional qualifications are outlined in the position specification available on the Spelman Johnson website: http://bit.ly/2Qdb67P

Barnard College has retained Spelman Johnson to assist with this search. Review of applications will continue until the position is filled; complete applications received by January 21, 2019 will be assured full consideration. A resume with an accompanying cover letter may be submitted via the Spelman Johnson website at www.spelmanjohnson.com/open-positions. Confidential inquiries and nominations should be directed to Jim Norfleet at jmn@spelmanjohnson.com. Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895.

Visit the Barnard College website at www.barnard.edu

Barnard College is an Equal Opportunity Employer. Barnard does not discriminate due to race, color, creed, religion, sex, sexual orientation, gender and/or gender identity or expression, marital or parental status, national origin, ethnicity, citizenship status, veteran or military status, age, disability, or any other legally protected basis, and to the extent permitted by law. Qualified candidates of diverse ethnic and racial backgrounds are encouraged to apply for vacant positions at all levels.