

Harvard Kennedy School (HKS) seeks a strategic, creative, and results-oriented leader to assume the newly created position of Associate Dean for Diversity, Inclusion and Belonging. HKS believes in the worth of each person regardless of their gender, race, political views, religion, socioeconomic status, national origin, ethnicity, sexual orientation, and other characteristics. Therefore, HKS is committed to enhancing diversity, inclusion, and belonging for all members of its community—students, staff, and faculty—along all of those dimensions. Therefore, the Associate Dean for Diversity, Inclusion and Belonging will serve as a knowledgeable and thoughtful advisor, advocate, catalyst for change, and institutional resource for improving diversity, inclusion, and belonging at the School. For example, the Associate Dean will help to create a more vibrant and supportive campus climate for underrepresented students and an inclusive student experience; collaborate with faculty to expand and deepen discussions about diversity, inclusion, and related issues in the curriculum; coach and support faculty and staff from groups that are underrepresented at the Kennedy School; interact readily and effectively with student affinity groups and students who are from underrepresented groups or who are especially committed to diversity and inclusion at the Kennedy School; and help to identify policies and practices that would lead to hiring, promotion, and retention of a more diverse faculty and staff.

Reporting to the Dean of HKS and working closely with other members of the HKS community, the Associate Dean for Diversity, Inclusion and Belonging will demonstrate an overarching vision, develop strategic plans, propose specific changes to policies and practices, and provide day-to-day management oversight for HKS's initiatives to increase the diversity of its community, strengthen the inclusion of members of its diverse community in all of HKS's activities; and improve the sense of belonging by those members. As a member of the Dean's senior leadership team and a leader of other school committees or task forces on this issue, the Associate Dean will contribute to strategic institutional discussions and planning, assess the effectiveness of new initiatives, and report to the HKS community on progress and challenges in enhancing diversity, inclusion, and belonging. The Associate Dean will ensure that initiatives are prioritized and operationalized, especially regarding student recruiting and admissions (in collaboration with the Senior Associate Dean for Degree Programs and Student Affairs), curriculum (in collaboration with the Academic Dean for Teaching and Curriculum), faculty hiring (in collaboration with the Academic Dean), staff recruiting and retention (in collaboration with the Associate Dean for Human Resources), and visiting speakers and events (in collaboration with student organizations and HKS's research centers). Additionally, the Associate Dean will devote particular attention to the experiences of HKS students both in and out of the classroom, including advising students individually in response to their concerns and needs.

HKS seeks a leader who will garner the trust and respect of senior colleagues and students, and who will serve effectively as a key advisor, expert, implementer, and collaborator on strategies to foster diversity, inclusion, and belonging among students, faculty and staff. A master's degree and 10 years of related experience are required and significant, successful experience with creating and implementing institutional diversity programs in a collaborative way is also desirable.

HKS has retained Isaacson, Miller, a national executive search firm, to assist it in the search for the Associate Dean for Diversity, Inclusion and Belonging. Acceptance of inquiries, nominations, and applications will begin immediately and continue until the completion of the search process. Applicants are encouraged to transmit a detailed letter of interest and resume directed to Donna Cramer and Andarla Hodge online at [www.imsearch.com/6344](http://www.imsearch.com/6344)

Monroe Moseley, Vice President

Donna Cramer, Managing Associate

Andarla Hodge, Associate

Isaacson, Miller

Phone: 617-262-6500

*HKS 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.*

Apply Here: <http://www.Click2Apply.net/s72yrbhkqx26knsz>

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