Position and Candidate Specification

Yale
Yale University
Dean for Diversity and Faculty Development, Faculty of Arts and Sciences

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A premier, Ivy League research university, Yale University is located in New Haven, CT and offers a wide array of programs, departments, schools, centers, museums, and affiliated organizations that reach around the globe. Peter Salovey, the 23rd president of Yale University, has expressed a commitment to build a more accessible, more innovative, and more unified Yale. In support of this commitment, President Salovey has affirmed that: "Yale’s education and research missions are propelled forward by a faculty that stands at the forefront of scholarship, research, practice, mentoring, and teaching. An excellent faculty in all of these dimensions is a diverse faculty, and that diversity must reach across the whole of Yale—to every school and to every department." To this end, he and Provost Ben Polak announced a $50 million university-wide initiative in November 2015 to build on the excellence and diversity of Yale’s faculty, through increased commitment and support for faculty recruitment, faculty appointments and pipeline development, enhanced programs to support best practices in faculty searches, tenure and promotion processes, and to cultivate faculty leadership and a climate of inclusion. Building a community that views diversity and inclusion as integral to Yale’s intellectual mission is at the cornerstone of all these initiatives.

To advance these aims, President Salovey announced the creation of a new leadership position within the Faculty of Arts and Sciences (FAS) to support the excellence and development of the faculty: the FAS Dean for Diversity and Faculty Development (DDFD). Yale’s Faculty of Arts and Sciences (FAS) numbers some 700 ladder and 350 instructional and research faculty in the divisions of humanities, social sciences, sciences and engineering, and applied sciences who teach approximately 5,700 students in Yale college and 2,900 students in the Graduate School of Arts and Sciences. Building upon the university-wide diversity resources, a passionate donor has dedicated significant funds to support strategic initiatives to build a stronger and more diverse faculty in the FAS, including support for this position. The DDFD has been occupied in an interim capacity for the past year by Kathryn Lofton, Professor of American Studies and Religious Studies and Chair of Religious Studies, and she, together with Tamar Gendler, the inaugural Dean of the FAS, now seek to fill this role with a tenured faculty member who will serve full-time as the FAS Dean for Diversity and Faculty Development.
At this pivotal moment in Yale’s history, the FAS Dean for Diversity and Faculty Development will lead the University in its effort to build a more intellectually, socially, and culturally diverse faculty. In this newly created and resourced position, the ideal candidate will craft a high impact agenda to shape Yale’s culture. By building a robustly diverse professoriate at all levels—from initial hires to successful promotion and tenure—the FAS Dean for Diversity and Faculty Development will be a pivotal figure whose work will lead the transformation of Yale into the foremost liberal arts research university of the 21st century. This will be both a transformative career opportunity for the successful candidate and a transformative opportunity for Yale.

The DDFD reports directly to the Dean of the FAS and collaborates closely with other members of the Dean’s senior leadership team, while also serving as a special advisor to the President and Provost on issues of diversity and inclusion in the FAS. The DDFD will have an active role in the implementation of a campus-wide diversity initiative within the FAS and will provide intellectual leadership and full oversight of FAS strategies and programs to enhance faculty development. Because diversity and inclusion are essential aspects of faculty advancement and excellence, a core component of the DDFD’s responsibilities will be to promote equity and inclusion in the faculty, thus enhancing Yale’s efforts to attract and retain preeminent scholars and educators. A full-time administrative position, this is also a faculty appointment, and the successful candidate will be a part of the intellectual community of their tenure department or program.

KEY RELATIONSHIPS

Reports to
- Dean of Faculty of Arts and Sciences

Other key relationships
- Yale Offices of the President and Provost
- FAS Dean’s Office, including FAS Divisional Deans
- Yale Deputy Provost for Faculty Development and Diversity
- Department Chairs, Center/Institute/Program Directors
- Yale Graduate School of Arts and Sciences
- Office of the Dean of Yale College
- FAS Search Committees
- FAS Advisory Committee for Diversity and Faculty Development
- Yale Office of Institutional Research
- Other Yale professional school Deans, Department Chairs and Diversity Heads
KEY RESPONSIBILITIES

- Lead the development and implementation of a FAS-wide strategic plan for diversity, faculty development, excellence, and inclusion.
- In conjunction with the FAS Dean, manage the financial resources associated with diversity, faculty development, excellence, and inclusion in the FAS.
- Develop and manage a team of professional staff in support of diversity and faculty development.
- Identify and establish best practices in recruitment, retention, promotion, support, development, and mentoring of FAS faculty.
- Serve as a significant campus-wide leader and add strategic insight to FAS Dean's Office.
- Develop consistent informational and advising resources for all FAS faculty throughout their careers (e.g., orientation of new faculty, mentorship, leadership development).
- Collect and interpret data to evaluate the effectiveness of existing FAS faculty development, diversity, and support programs, as well as assessment of current climate.
- Work with the Office of Institutional Research and the Provost's Office to gather, monitor, and broadly distribute analytics related to faculty diversity and excellence.
- Lead development efforts in order to expand the financial resources for diversity, faculty development, excellence, and inclusion.
- Work with Yale College and the GSAS to develop initiatives to widen the pool of faculty recruits through innovative and effective FAS programs.
- Initiate programs to foster campus-wide awareness and commitment to diversity, faculty development, excellence, and inclusion.
Committed to the intersectional dimensions of diversity, the Dean for Diversity and Faculty Development should be an intellectual leader among the faculty, a strong advocate for faculty development, mentoring, diversity, excellence, and equity, and an energetic and effective administrator. Yale aspires to move beyond a limited understanding of diversity and seeks candidates equipped to lead substantive dialogue directed at transformative growth.

**IDEAL EXPERIENCE**

- Exceptional scholarly credentials and intellectual record that place the candidate among the foremost leaders in the world in a broad field of knowledge, rendering them eligible for tenure in an established FAS academic department or program.
- Proven experience in an administrative role within an operationally complex research university.
- Commitment to and intellectual leadership in issues of equity and inclusion.
- Demonstrated success in building relationships, gaining consensus from a diverse set of constituents, and leading projects through to conclusion.
- Strategic problem solver.

**CRITICAL LEADERSHIP CAPABILITIES**

**Strategic Thinking**

The FAS Dean for Diversity and Faculty Development (DDFD) will demonstrate strengths in vision setting and in developing aspirational goals for this new office. The DDFD will bring best practice knowledge and create concrete, measurable plans that chart the course for diversity efforts in the FAS. In order to achieve this, the DDFD will not only bring clarity of vision, but will also take a thoughtful and inclusive approach to strategic implementation. The individual will be bold and will engage a wide range of voices – both internal to Yale and beyond – in continuing to define the best approaches to institutional diversity and faculty development.

**Collaborating and Influencing**

In keeping with FAS’s historically strong sense of shared governance and community, the DDFD will seek to incorporate the input of a broad and diverse range of constituencies in establishing and realizing a vision and plan. The DDFD will lead, listen, and engage others in dialogue that results in a linking of perspectives and a shared commitment across the FAS, while creating an environment that recognizes and rewards collaboration and teamwork. A strategic and principled negotiator and talented communicator, the individual will seek paths that support many voices on campus and establish intellectual integrity at the core of our mission.

**Cultural Awareness**

With a deep and tested commitment to equity, the DDFD will have the ability to understand diverse perspectives and to incorporate that understanding into programs and policies that support the values of diversity, excellence, and inclusion. The DDFD should be able to communicate such decisions clearly to all constituencies. Their decision-making will be characterized by openness, honesty, and transparency. The DDFD will seek to create an environment
of inclusivity where everyone in the FAS community feels that the DDFD’s strategic initiatives towards a diverse professoriate are building a campus culture that sustains and enriches Yale’s academic excellence.

OTHER PERSONAL CHARACTERISTICS

- Effective communicator
- Good listener
- Collaborative leader
- Institutional citizen
- Committed to transparency
- Strategic risk-taker

THE SEARCH PROCESS

Yale University is being assisted in this process by Spencer Stuart, and welcomes comments, questions, nominations, or expressions of interest. To submit comments, nominations, or expressions of interest, please send an e-mail with any supporting materials to the confidential address: YaleFASDiversity@spencerstuart.com.

Yale University is an Affirmative Action/Equal Opportunity employer. Yale values diversity in its faculty, staff, and students and especially encourages applications from women, persons with disabilities, protected veterans, and underrepresented minorities.