

POSITION AND CANDIDATE SPECIFICATION



UNIVERSITY OF CALIFORNIA, BERKELEY

VICE CHANCELLOR FOR EQUITY AND INCLUSION

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POSITION AND CANDIDATE SPECIFICATION

The University of California, Berkeley

The University of California, Berkeley (“Cal”) is the original campus of the University of California, chartered as California’s only Land Grant College in 1868, and one of the world’s leading academic institutions. With a steadfast commitment to comprehensive excellence, access, and affordability, the school, also known throughout the world as Cal, is truly a prototype of a contemporary university. With nearly 300 degree programs, Berkeley is one of the world’s great centers of learning, research, and public service, widely heralded as an engine of social mobility and a contributor to the national well-being through research and innovation. The campus is home to over 36,000 students, 1,500 faculty, 8,800 staff, and boasts an alumni base of over 500,000 worldwide who exert leadership at every level. Students from over 100 countries study at Berkeley with courses offered in more than 65 languages. Berkeley students also study abroad in dozens of countries.

The Berkeley campus is spread across 1,232 scenic acres overlooking the San Francisco Bay. More than 65 academic departments are organized into 14 colleges and schools: Walter A. Haas School of Business, College of Chemistry, Graduate School of Education, College of Engineering, College of Environmental Design, School of Information, Graduate School of Journalism, Berkeley Law, College of Letters and Science, College of Natural Resources, School of Optometry, School of Public Health, Richard and Rhoda Goldman School of Public Policy, and School of Social Welfare.

Berkeley has long been ranked in the very top tier of preeminent universities on all national and international rankings of academic excellence. The campus is exceptionally comprehensive, with unparalleled strength and depth across a very broad range of arts, humanities, social sciences and professional faculties. It has an esteemed history of ground-breaking and world-changing research. It is renowned for the distinction of its faculty, students, and alumni, the impact of its publications, the size and quality of its library collections, and the excellence of its laboratory and educational facilities.

More information can be found at <http://www.berkeley.edu/index.html>.

Position Summary

Building on the foundation established by Berkeley’s inaugural Vice Chancellor for Equity and Inclusion (VCEI), the next Vice Chancellor will advance Berkeley’s leadership role in the field and practice of equity and inclusion by boldly establishing new paradigms and implementing strategies and tactics that embed equity and inclusion principles into the fiber of the Berkeley campus. S/he will work at both the systemic and local level to create a shared sense of responsibility for equity and inclusion among campus constituencies

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with the aim of positively impacting faculty, students, staff, and the overall campus climate in the near and long term.

As a member of the Chancellor's cabinet, the VCEI will be a major determinant of institutional success working directly with campus governing bodies, academic units, and other departments to provide leadership in support of its goal of achieving a full range of diversity among students, leaders, faculty, and staff. S/he will work with colleagues and stakeholders to constructively challenge and address matters of institutional climate, policies and practices. The VCEI will also lead Berkeley's efforts to cultivate financial and other resources to support effective programs and initiatives that advance the campus' equity and inclusion goals.

The Division of Equity and Inclusion (E&I) provides leadership and accountability to resolve systemic inequities for all members of UC Berkeley through engaged research, teaching, and public service, and by expanding pathways for access and success and promoting a healthy and engaging campus climate. The Division delivers a range of direct service, programmatic support, and advice and consultation across all campus communities including faculty, graduate students, undergraduates, staff, and post-doctoral fellows. Annual expenses of the E&I Division total over \$18 million, of which 59% are from campus and state funds, and 31% from federal and state public service grants. Over 150 full- and part-time staff are employed in the Division as are about 250 part-time student employees. More information may be found at this link: <http://diversity.berkeley.edu/vcei>.

Ideal Experience:

- A proven record of providing bold intellectual leadership around issues of equity, inclusion, and diversity in an academic setting
- Administrative experience that demonstrates success in managing, leading, and influencing within complex environments
- Direct experience in, or deep understanding of, a community dedicated to higher education in a research university environment
- Success in motivating, recruiting and developing high-performance, high-impact teams
- Demonstrated ability to deliver results
- Experience or aptitude in fundraising from public and private sources, institutions, and individuals

Critical Competencies for Success:

- Authenticity, Commitment and Bias for Action
 - A strong drive to achieve groundbreaking results relative to educational equity, inclusion, and diversity issues
 - A willingness to pursue innovative approaches, to experiment, learn, and continually improve
 - The ability to develop and move discrete initiatives forward while maintaining a focus on larger strategic goals

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- Collaborative and Communicative
 - The ability to work effectively with a broad range of stakeholders and build a sense of common purpose
 - The ability to clearly and consistently articulate a strategy, ensuring that it is well-understood and that everyone on campus feels they have a role in achieving it
 - The ability to represent the University externally with donors, thought leaders, and other stakeholders in Berkeley's extended community

- Administrative Effectiveness
 - Foster, among a highly-committed equity and inclusion team, a culture that values self-examination, quality improvement, strategic thinking, mission-aligned planning and the continuous pursuit of excellence
 - Model for the University an office that is accessible, responsive and relevant
 - Constantly challenge the impact of the office of E&I through the establishment of team support structures, and the setting and monitoring of high standards of accountability, partnership and delivery across the campus