The University of California, Santa Barbara seeks a dynamic and visionary leader, strategic thinker, relationship builder, and outstanding communicator for the position of Vice Chancellor for Diversity, Equity, and Inclusion (VCDEI). The Vice Chancellor will join a highly successful public, research university committed to the principles of diversity, equity, and inclusion (DEI) at a moment of great opportunity to make lasting impact. Reporting directly to the Chancellor in a role newly elevated to the Vice Chancellor level, this person will reinvigorate and restructure efforts to build an even more inclusive and diverse campus community. Working across campus and with other leaders in the University of California system and across the nation, they will strengthen the University’s inclusion and diversity mission, catalog the many ongoing efforts and initiatives around DEI, lead conversations across campus and identify opportunities to improve the campus climate, and further engage the community around issues of diversity, equity, and inclusion.

The successful candidate should have relevant experience in the academic community, both in administration and/or through scholarly work, and will demonstrate a keen understanding of issues inherent to inclusion, equity, and diversity within a complex institutional setting. The VCDEI must have extensive knowledge of existing research and best practices to advance diversity, equity, and inclusion in higher education and a demonstrated ability to apply these best practices across a large organization. In addition to the ability to lead internally, the VCDEI will be a thoughtful leader in conversations about inclusion and diversity on the state and national levels. The VCDEI must have well-developed skills in facilitating inclusive dialogues that enable positive growth, the capacity to develop and translate strategic goals and set a course for implementation, and experience in institutional change management. The VCDEI must be able to work effectively with people all across the University, including senior administrators, faculty, staff, students, and the surrounding community.

UC Santa Barbara is a member of the 10-campus University of California (UC) system and is a member of the Association of American Universities (AAU). Over the last decade, UC Santa Barbara has made great strides in its regional, national, and international profile and impact, and is ranked #30 among “Best national universities” and ranked #5 among all public universities according to U.S. News and World Report. As the first AAU institution to be designated a Hispanic-Serving Institution (HSI), the campus takes pride in its student diversity, which includes the largest percentage of Latinx students in the AAU. It is also an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI). The University serves approximately 26,000 undergraduate and graduate students, and employs more than 1,000 faculty members, and over 4,600 full-time non-academic staff members. Known for its highly dynamic intellectual community and beautiful natural setting, the University is an institution committed to excellence in both undergraduate and graduate education and research.

The University is especially interested in candidates who can contribute to the diversity and excellence of the academic community through research, teaching and service.

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To be successful in this role, the ideal candidate will address a set of key opportunities and challenges, listed below and detailed in this document. The Vice Chancellor for Diversity, Equity, and Inclusion will:

- Develop a cohesive vision and plan for diversity, equity, and inclusion at UC Santa Barbara
- Align, integrate, coordinate, and elevate DEI efforts across campus
- Advance a culture of assessment and evaluation to enable data-driven decision-making and continuous improvement
- Effectively advocate for and generate resources in support of DEI efforts
- Serve as a visible and trusted member of the UCSB and UC communities on issues of inclusion and diversity

The executive search firm Isaacson, Miller is assisting the University of California, Santa Barbara with this important search. All inquiries, nominations, and applications should be directed to the search consultants as indicated at the end of this document.

About UC Santa Barbara

Nestled between the Pacific Ocean and the scenic Santa Ynez Mountains, UC Santa Barbara grew from an independent teachers’ college founded in 1909 and joined the University of California system as its third general campus in 1944. Today, UC Santa Barbara is a premier research institution with an outstanding faculty and talented and diverse student body, distinguished by its interdisciplinary programs, commitment to innovation, and responsiveness to the needs of a multicultural and global society. Because teaching and research go hand in hand at the University, students are full participants in an educational journey of discovery that stimulates independent thought, critical reasoning, and creativity. In 1995, UC Santa Barbara was elected to the prestigious 65-member Association of American Universities (AAU), placing it in the top two percent of all colleges and universities in North America.

In 2015, UC Santa Barbara became the first member of the AAU to receive a designation as a Hispanic-Serving Institution (HSI) by the Hispanic Association of Colleges and Universities, indicating an undergraduate full-time enrollment that is at least 25 percent Hispanic. They also hold a designation as an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI), indicating an enrollment of undergraduate students that is at least 10 percent Asian American or Native American Pacific Islander. These dual designations are part of a federal program to help universities support first-generation and low-income students. With these designations, UCSB faculty, staff and students are eligible to apply for Minority-Serving Institution (MSI) grants, internships and partnerships. They also increase UCSB’s eligibility for funding and grants from the departments of Education, Agriculture and Housing & Urban Development that can be used for a variety of purposes: to boost financial aid and other student services, to purchase scientific and laboratory equipment, for faculty development, and to improve classrooms.

Undergraduates at UC Santa Barbara major in one of UC Santa Barbara’s three colleges: College of Creative Studies, College of Engineering, and College of Letters & Science. The College of Letters and Science offers 90 majors and 38 minors from over 50 departments and programs as well as numerous interdisciplinary centers and research units. For graduate studies, there are more than fifty master’s degree and PhD programs, including programs in the Bren School of Environmental Science & Management and the Gevirtz Graduate School of Education. Overall, UCSB offers more than 200 majors, degrees, and credentials. Additionally, the campus is home to ten national institutes and centers and more than 100 other research institutes and centers, where scholars from across disciplines work together to expand the frontiers of knowledge and contribute to society. UC Santa Barbara also manages seven natural reserves throughout the state.
Principles of Community

The University of California, Santa Barbara adheres to the following Principles of Community, which are intended to cultivate a sense of mutual respect and understanding amongst faculty, staff, and students. The principles were developed in collaboration with faculty, staff, and students serving on the Advisory Council on Campus Climate, Culture, and Inclusion; they were issued by Chancellor Henry Yang in February 2011:

- We affirm the intrinsic dignity in each of us.
- We seek to cultivate understanding among the diverse parts of our whole.
- We believe in every individual's right to freedom of expression, including the ability to disagree with and/or counter another's point of view, limited only by University regulations governing time, place, and manner.
- We hold one another accountable to the highest standards of civility, respect, and decency in all of our interactions.
- We do not tolerate acts of bigotry, harassment, or other harm to individuals by anyone in our community on the basis of race, color, ethnicity, sexual orientation, sex, gender, age, physical or mental ability, size, language, religious beliefs, political affiliation, gender identity, service in the uniformed services, citizenship, pregnancy, medical condition, genetic information, ancestry, marital status, or national origin among other personal characteristics. We affirm that the responsibility for opposing such behavior lies with all members of the community whenever they encounter such behavior.
- We celebrate our differences and recognize and honor diversity as vital to the excellence of our University.
- We strive individually and collectively to make UC Santa Barbara an inclusive environment in which to live, work and learn.
- We affirm that UC Santa Barbara, as a public institution, extends these Principles of Community through public service work.
- We affirm our individual and collective responsibility to uphold in words and actions the highest values of Scholarship, Leadership and Citizenship

Faculty

UC Santa Barbara’s 1,210-member faculty includes six Nobel Laureates; numerous Guggenheim, Fulbright, National Endowment for the Humanities, National Endowment for the Arts, and Ford Foundation Fellows; a Pulitzer Prize and National Book Award winner; National Science Foundation grantees; winners of the National Medal of Science, Fields Medal, and Millennium Technology Prize; and scores of elected members or fellows of the American Academy of Arts and Sciences, the National Academy of Sciences, the National Academy of Engineering, the American Association for the Advancement of Science, and other leading professional associations. UCSB is a place where cutting-edge research and creative endeavors flourish across a wide array of disciplines and interdisciplinary fields. As such, research is fundamental to UC Santa Barbara’s mission, with extramural funding totaling $215.9 million for fiscal year 2018-2019, of which $136 million came from direct federal, $31.2 million from non-profit, $16.1 million from indirect federal, and $13.8 million from industry.

UCSB has been active in recruiting faculty through the University of California President’s Postdoctoral Fellow Faculty Recruitment Program, designed in 1984 to encourage outstanding women and minority Ph.D. recipients to pursue academic careers within the University of California. To supplement this program, the Chancellor recently created a Chancellor’s Postdoctoral Fellowship at UCSB. UCSB has also been active and successful in obtaining UC Advancing Faculty Diversity awards, a funding program run by the University of California Office of the President (UCOP), most recently receiving awards in support
of improving the campus climate and supporting faculty retention. In addition to these efforts, the Office of the Executive Vice Chancellor provides Faculty Enrichment funds to supplement start-up of each new appointment of faculty whose research, teaching, and/or service will advance the campus commitment to diversity. In 2018-2019 recruitment cycle, 26 new faculty successfully applied for these funds.

UCSB is also a member of the National Action Collaborative on Preventing Sexual Harassment in Higher Education, a consortium of over 40 colleges, universities, and research institutions led by the National Academies of Sciences, Engineering, and Medicine, to follow up on recommendations in National Academies Report, “Sexual Harassment of Women: Change, Culture, and Consequences in Academic Sciences, Engineering and Medicine.”

https://sites.nationalacademies.org/sites/sexualharassmentcollaborative/index.htm

Additionally, the Executive Vice Chancellor’s Office sponsors an institutional membership for UC Santa Barbara with the National Center for Faculty Development and Diversity (NCFDD). NCFDD is an independent professional development, training, and mentoring community for faculty members, postdocs, and graduate students, dedicated to supporting academics in making successful transitions throughout their careers. Membership provides a series of mentoring services, including workshops focused on research and writing strategies, networking opportunities, and other forms of professional support and faculty development.


Students

UC Santa Barbara's total enrollment for 2019-20 includes 23,349 undergraduates and 2,965 graduate students and reflects a freshman class of 4,935 new students and a transfer class of 2,114. In recent years, the campus has enrolled the most academically competitive and ethnically diverse classes in its history. In 2019-2020, approximately 38 percent of domestic students identify as white, 28 percent as Chicano or Latino, 27 percent as Asian or Pacific Islander, 5 percent as Black/African American, and 1 percent as American Indian/Alaskan. UCSB also has a large international student population, with students from 79 different countries or regions. Over 40 percent of undergraduate students, both freshmen and transfer entry, were the first in their family to attend a four-year College.

In 2015, UCSB was awarded a $2.5 million Title IV HSI grant from the U.S. Department of Education to support student success, with the Associate Vice Chancellor for Undergraduate Education and the Special Assistant to the Executive Vice Chancellor for Diversity Initiatives serving as PI’s, working in collaboration with many offices. Over the past five years, over $20 million has been raised by faculty and administrators in federal, state, and private funding to support curricular projects, student success and support, faculty development that will advance diversity by supporting first-generation, underrepresented minority, and low-income students. Additionally, UCSB is active in several programs designed to encourage more underrepresented minority undergraduates to enter academia, such as NSF Research Experience for Undergraduates (REU) sites (Linguistics, Physics, Math, Biology); UC-HBCU initiative sites (English, Linguistics, Classics, Chemistry, Geology); and the McNair Program (5-year grant from the U.S. Department of Education).

Leadership

Dr. Henry Yang was named UC Santa Barbara’s fifth chancellor in 1994. He was formerly the Neil A. Armstrong Distinguished Professor of Aeronautics and Astronautics at Purdue University, where he also served as the Dean of Engineering for ten years. He is a member of the National Academy of Engineering and a Fellow of the American Institute of Aeronautics and Astronautics, the American Society for Engineering Education, and the American Society of Mechanical Engineers. He has received a number of
recognitions for his research, teaching, and public service, including seven honorary doctorates and the Benjamin Garver Lamme medal, the highest honor from the American Society of Engineering Education. In 2008 he received the Structures, Structural Dynamics, and Materials Award from the American Institute of Aeronautics and Astronautics. He has served on scientific advisory boards for the Department of Defense, U.S. Air Force, U.S. Navy, NASA, and National Science Foundation. Dr. Yang previously chaired the Association of Pacific Rim Universities as well as the Association of American Universities. He served on the President’s Committee for the National Medal of Science, and currently serves as a board member of the Kavli Foundation and as chairman of the board for the Thirty Meter Telescope project.

Dr. David Marshall is Executive Vice Chancellor of UC Santa Barbara. He previously served for sixteen years as Dean of Humanities and Fine Arts and was the first Michael Douglas Dean of Humanities and Fine Arts. From 2005 to 2012, he also was Executive Dean of the College of Letters and Science. A Professor of English and Comparative Literature, his research focuses on eighteenth-century fiction, aesthetics, and moral philosophy. A former Guggenheim Fellow, Dr. Marshall also has lectured widely and published on issues in higher education and public education. He is the immediate past President of the Board of Directors of the National Humanities Alliance, which advances national humanities policy in the areas of research, education, preservation, and public programs. Before joining UC Santa Barbara, Dr. Marshall was a professor at Yale University, where he taught from 1979 to 1997. At Yale he served as Chair of the English Department, Director of the Literature Major, Acting Chair of Comparative Literature, and Director of the Whitney Humanities Center, among other appointments.

Diversity, Equity, and Inclusion Initiatives and Offices at UCSB

UCSB recognizes diversity as a central component in achieving desired research and learning outcomes, and the University has worked to embed these issues in its educational mission. In 2006, Dr. Maria Herrera-Sobek was appointed as the University’s first chief diversity officer as the Associate Vice Chancellor for Diversity, Equity, and Academic Policy. In 2018, this position was elevated to a cabinet-level role as the Vice Chancellor for Diversity, Equity, and Inclusion. Dr. Herrera-Sobek retired in 2019 and the University is now seeking a Vice Chancellor to expand and integrate DEI efforts across the campus.

As part of UCSB’s longstanding commitment to diversity, equity, and inclusion, many administrative offices incorporate diversity, equity, and inclusion efforts into their short- and long-term planning, as well as their day-to-day work. UCSB is deeply committed to diversity, and the lasting contributions of champions, advocates, and allies across the institution have been invaluable. Some notable examples include:

- **Academic Affairs and the Office of the Executive Vice Chancellor:** The Office of the Executive Vice Chancellor, in consultation with the Santa Barbara Division of the Academic Senate, has oversight for academic planning and programming, the development and implementation of academic policy, and the academic personnel process at UCSB. The EVC’s Office is involved in a variety of diversity, equity, and inclusion efforts across campus in support of student success and increasing faculty diversity and retention, including the recent establishment of Faculty Equity Advisors and securing $2.5 million in Title IV HSI grant funding, among several others. For more information, visit [https://evc.ucsb.edu/](https://evc.ucsb.edu/).

- **Associate Deans and Faculty Equity Advisors:** In Summer 2019, each academic dean at UCSB appointed an Associate Dean and Faculty Equity Advisor to lead within their units on matters of equity, inclusion, and diversity. The Associate Dean and Faculty Equity Advisor is a senior ladder faculty member who participates in the faculty recruitment process by raising awareness of best practices. They also organize faculty development programs, address individual issues raised by women and underrepresented minority faculty, and serve as a resource in division for faculty

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members seeking more information about equity, inclusion, diversity, and broadening participation in higher education.

- **Graduate Division**: The Graduate Division works to support their mission of “attracting the brightest, most talented and diverse community of scholars” by fostering a diverse and inclusive graduate community. In pursuit of this goal, graduate staff attend recruitment events designed for students who are underrepresented in graduate education, administer the Summer Doctoral Research Institute to support and mentor new graduate students, and through administering a National Science Foundation-AGEP grant that provides funding to support recruitment and retention of underrepresented minority students in the STEM fields. For more information, visit [http://www.graddiv.ucsb.edu/](http://www.graddiv.ucsb.edu/)

- **The Office of Education Partnerships (OEP)**: The OEP has a mission of increasing college-going rates for students who are primarily low-income and/or will be the first in their families to pursue higher education. For more information, visit [http://www.oep.ucsb.edu](http://www.oep.ucsb.edu)

- **Equal Opportunity & Discrimination Prevention Office (EODP)**: EODP is the office responsible for the University's compliance with federal and state laws and University policies and procedures regarding affirmative action, non-discrimination, and retaliation for staff and faculty. EODP works to promote and integrate the principles of equal opportunity, affirmative action, non-discrimination, and excellence through diversity on campus. For more information, visit [https://oeosh.ucsb.edu/eodp/](https://oeosh.ucsb.edu/eodp/)

- **Title IX & Sexual Harassment Policy Compliance Office (TIX/SHPC)**: The TIX/SHPC’s mission is to ensure all UCSB community members fulfill the campus’ commitment to create and maintain a work and academic environment free of sex discrimination, sexual harassment and sexual violence. For more information, visit [https://oeosh.ucsb.edu/titleix/](https://oeosh.ucsb.edu/titleix/)

A partner in diversity, equity, and inclusion efforts on campus, UCSB’s **Division of Student Affairs** includes an array of student services and programs. The Division comprises 34 offices and employs 500 highly dedicated and talented professionals across student academic support services, student life, student wellness, enrollment services, information technology, and student government functions. Key partners to the VCDEI’s efforts will include:

- **MultiCultural Center (MCC)** strongly advocates and creates a sense of belonging for marginalized and minoritized students. The Center presents almost 100 events per year ranging from lectures and panel discussions to spoken word events, film screenings and musical performances.
- **Educational Opportunity Program (EOP)** has counselors who practice holistic academic, financial, and personal counseling and advising.
- **Undocumented Student Services** provides services for undocumented students at UCSB and helps University in their efforts to develop an awareness and understanding of the experiences of undocumented students (while maintaining the confidentiality of individual students) and to develop campus responses and processes to address their needs related to persistence, retention, and graduation.
- **The Resource Center for Sexual and Gender Diversity** at UC Santa Barbara facilitates the intersectional inclusion and representation of the identities, experiences, and concerns of lesbian, gay, bisexual, trans, queer, intersex, and asexual (LGBTQIA+) students, staff, faculty, alumni, and community members.
- **Campus Community Council** is a committee created by the Vice Chancellor for Student Affairs composed of individuals on campus, whose mission is to promote an inclusive and respectful
campus community at UC Santa Barbara through proactive education, dialogue, and responsive action to climate or bias-related incidents as well as to concerns about local, national, and international events.

The list of offices and programs also includes the Non-Traditional Student Resource Center, Student Health Services, The Women’s Center, Early Childhood Care and Education Services, the Office of Black Student Development, the Office of International Students and Scholars, and Veteran and Military Services, among several others. For a complete list of departments and services offered through the Division of Student Affairs, visit http://www.sa.ucsb.edu/departments.

In addition, there are a variety of cross-campus committees devoted to DEI efforts; these committees are comprised of representatives from across the campus community. Examples include:

- **Academic Senate Committee on Diversity and Equity**: The Committee on Diversity and Equity is charged with promoting diversity and equity on campus to ensure equal treatment of the following underrepresented groups: women, ethnic minorities, individuals of diverse sexual orientations, individuals with disabilities, and other members of the campus community. For more information, visit https://senate.ucsb.edu/~councils.and.committees/?DE

- **Chancellor’s Advisory Committee on the Status of Women**: The Chancellor's Advisory Committee on the Status of Women is an administrative committee that has existed on campus since the mid 1970s. It draws its membership from faculty, staff, and students on campus with standing members including the director of the Women's Center, our Title IX Coordinator and Sexual Harassment Officer, chair(s) from the Senior Women's Council and chair(s) from the Professional Women's Association. The charge of CACSW is to advise and consult with the Chancellor about concerns and issues regarding the status of women at UCSB. For more information, visit https://chancellor.ucsb.edu/committees/CACSW/

For a complete list of campus committees, please visit https://chancellor.ucsb.edu/committees/?CCCI

**Role of the Vice Chancellor for Diversity, Equity, and Inclusion**

Reporting to the Chancellor, the VCDEI is responsible for leading and coordinating the University’s efforts to create a diverse, equitable, inclusive, and welcoming environment for all students, staff, faculty, and alumni. A member of the Chancellor’s executive leadership team, the VCDEI will serve as a critical advisor, bridge builder, strategic leader, and partner, enabling leaders and constituents across the institution to identify and execute initiatives to effect lasting institutional change. Broadly, the Vice Chancellor’s areas of focus include the coordination of campus-wide diversity initiatives; strategic planning; training and educational programming; policy development; and campus climate issues. Operating within these broad areas, the VCDEI will assist in developing campus-wide partnerships, guidelines, and projects to expand access, equity, well-being, dignity, and success for students, staff, and faculty.

The VCDEI will work collaboratively with offices across UCSB, including but not limited to faculty equity advisors embedded in schools and colleges, student affairs, academic affairs, as well as staff and student campus leadership, to facilitate an integrated vision and shared responsibility for advancing the University’s goals around programming, grants, and strategies related to promoting excellence, diversity, and inclusiveness on campus. UCSB is committed to providing resources to accomplish DEI goals. In addition to serving as a senior administrator at UCSB, the VCDEI serves as part of a system-wide network of Vice Chancellors and other diversity officers, coordinated by the University of California Office of the President, to support UCSB’s overall diversity goals.
Key Opportunities and Challenges for the Vice Chancellor for Diversity, Equity, and Inclusion:

Develop a cohesive vision and plan for diversity, equity, and inclusion at UC Santa Barbara

The VCDEI will work with faculty, students, staff, and leaders across the University to understand UCSB as a distinct community committed to its quest for inclusive excellence in the present and future and to appreciate the many initiatives and programs already underway and how they work together to advance these goals. They must possess a deep understanding of the academy and stimulate important institutional discussions, posing challenging questions and insightful solutions on difficult topics that will guide nuanced thinking by UCSB’s leadership and the community. The VCDEI will influence every area of the institution and work collaboratively to further define diversity, equity, and inclusion in alignment with the University’s mission. The result will be the crafting of a vision and plan that fosters a more inclusive and diverse community as well as one that assists all members of the campus community in extending the values of diversity and equality broadly through teaching, research, learning, and service and ensures that resources and efforts are well aligned.

Align, integrate, coordinate, and elevate DEI efforts across campus

Over the years, there has been much work by champions and allies across the institution to advance diversity, equity, and inclusion through both informal and formalized mechanisms, particularly within the Division of Academic Affairs, individual academic colleges, and the Division of Student Affairs. The VCDEI will be a hub of collaboration within this decentralized environment by coordinating existing DEI activities, identifying new cross-institutional opportunities, and developing formalized communications structures and processes to ensure ideas and initiatives can come to fruition. In addition, the VCDEI will partner with senior academic and administrative leaders to make recommendations on how to maximize institutional strengths, prioritize efforts, and respond to identified needs in order to maintain an intentional and sustained focus on DEI efforts. This requires an organizational change agent who can work creatively and effectively with a diverse range of internal constituencies, form strategic coalitions, and think creatively about how to bring programs to implementation. To those ends, in addition to working with higher administration, the Vice Chancellor must work with faculty, staff, and student groups to ensure inclusivity in DEI policy and programming.

Advance a culture of assessment and evaluation to enable data-driven decision-making and continuous improvement

The VCDEI will be a champion for sustained institutional change and will collaborate with all areas of the institution to develop ambitious goals, practices, and measurable outcomes around the University’s DEI work. The VCDEI will provide guidance, support, and accountability in setting metrics for diversity initiatives, tracking their implementation, and documenting their results on a regular basis. Additionally, the Vice Chancellor will play an important role in promoting accountability and transparency across various efforts, teams, and initiatives.

Effectively advocate for and generate resources in support of DEI efforts

The VCDEI serves as the external face and representative of DEI efforts on campus as well as a leading advocate for DEI initiatives on campus. They will underpin the need for the University’s ongoing commitment to this work and make the case for additional investment that is needed to further advance critical initiatives. In addition, the VCDEI will pursue opportunities to garner new funding from state and federal agencies and philanthropic entities that have interest in promoting and supporting diversity, equity, and inclusion initiatives. The VCDEI will partner with others on campus to help identify program-specific
opportunities for resource generation and external funding, fostering a spirit of entrepreneurship and an eye for creative partnership opportunities.

**Serve as a visible and trusted member of the UCSB and UC communities on issues of inclusion and diversity**

As a senior member of the University’s leadership team, the VCDEI will serve as a primary spokesperson on issues that shape and impact inclusion and diversity and set the tone for discourse around these issues. To garner credibility and trust as a leader on these issues, the VCDEI must demonstrate a deep knowledge and command of the language and research around DEI and engender a better understanding of the complexity of the issues involved in creating and maintaining a more inclusive and diverse campus. The VCDEI will facilitate inclusive dialogues that promote positive growth for all members of the community, with a specific focus on the continual development of culturally competent leadership skills among university leadership, administrative teams, faculty, and student leaders, through the execution of high-quality professional development, including but not limited to training on implicit bias, bias response, evidence-based diversity practices, bystander intervention, and hate incident response. The VCDEI will be able to lead and/or facilitate conversations about social justice and injustice (e.g., racism, sexism, heterosexism, homophobia, classism, ableism), inequities in hiring, pay, and tenure, inclusive pedagogy, among others, thereby implementing important structural changes across campus units.

As a leader around DEI, the VCDEI will represent UCSB externally and engage various constituencies locally, regionally, and nationally. This includes the University of California Office of the President, other UC campuses, the local community, other AAU and APLU universities, funding agencies, philanthropic entities, community partners, the media, and the general public.

**Qualifications and Characteristics**

The Vice Chancellor should be an exceptional relationship builder, collaborator, communicator, and scholar with vision and capacity to develop and implement UC Santa Barbara’s mission around diversity, equity, and inclusion.

**Basic Qualifications (Required at the time of Application)**

- At the time of application, applicants must hold a Ph.D. or the highest equivalent terminal degree in a relevant field
- At least 5 years of demonstrated progressive leadership in developing and implementing diversity, equity, and inclusion initiatives and programs in an academic setting.

**Preferred Qualifications**

In particular, the successful candidate will demonstrate most, if not all, of the attributes below:

- A strong record of distinguished scholarly and professional accomplishment that qualifies for appointment as a tenured professor in an appropriate UCSB academic department;
- A demonstrated appreciation of the mission of UC Santa Barbara and a deep commitment to diversity as part of its public mission;
- A keen understanding of issues related to inclusion and diversity, and an appreciation for the values associated with them in higher education;
- Demonstrated understanding of the lived experiences of the various diverse student, faculty, and staff populations in a higher education setting;
- Substantial administrative experience and proficiency at leading large-scale projects;
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- An understanding of affirmative action and equal opportunity regulations, as well as diversity issues and initiatives grounded in social justice standpoints;
- Substantial knowledge of diversity policies, concerns and issues extant in higher education, especially in system-wide and campus levels;
- Demonstrated experience in diversity programming assessment;
- Proven success in strategic planning and communications;
- Well-developed skills in facilitating inclusive dialogues that enable positive growth;
- A demonstrated ability to conceptualize, assess, and cultivate diversity as a campus value;
- The ability to work with a diverse group of constituencies to develop and implement a strategic plan and set campus priorities for diversity, equity, and inclusion.

Location

Santa Barbara, famous for its natural beauty and intellectual vitality, has a thriving cultural scene enriched by ongoing art exhibitions and music performances at venues that include the Santa Barbara Museum of Art, Contemporary Arts Forum, the Santa Barbara Symphony, and the Music Academy of the West, as well as the campus’s award-winning Arts & Lectures Program. Additional cultural resources include two world-class botanical gardens, an outstanding Museum of Natural History, an excellent zoo, among others. The campus comprises 7.8 million square feet of buildings sited at the base of the Santa Ynez Mountains, and is situated on a picturesque palm- and eucalyptus-studded promontory overlooking the Pacific Ocean, 100 miles up the coast from Los Angeles. The campus and the surrounding area provide boundless opportunities for outdoor activities including cycling, hiking, surfing, kayaking, swimming, and running. The Santa Barbara metropolitan area attracts visitors from around the world for its cultural opportunities, expansive beaches, breathtaking vistas, and world-class hotels, restaurants, and wineries. To learn more about Santa Barbara and the surrounding region, please see http://www.santabarbara.com.

Applications, Inquiries, and Nominations

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: www.imsearch.com/7343. Electronic submission of materials is strongly encouraged. Primary consideration date is April 13, 2020 and proposed start date is for the beginning of the 2020-21 academic year.