

# Brandeis

UNIVERSITY

## **Chief Diversity Officer and Vice President for Diversity, Equity and Inclusion**

Leadership Profile

Fall 2021



*WittKieffer*

## Executive Summary

Brandeis University seeks nominations and applications for a chief diversity officer (CDO) and vice president for diversity, equity and inclusion (VP, DEI).

Named for Louis Dembitz Brandeis, the first Jewish justice of the U.S. Supreme Court, Brandeis University was established in 1948 with support from the Jewish community. The University sought to reflect Justice Brandeis' dedication to open inquiry, the pursuit of truth, and an insistence on critical thinking and social justice. Brandeis is also home to departments and programs deeply invested in diversity, equity, and inclusion, including the first African and African American Studies department. Today, Brandeis is guided by its founding values and poised to lead in education and research in the 21<sup>st</sup> century. The University's 235-acre campus is located in the suburbs of Boston, a global hub for higher education and innovation. The campus is home to 3,493 undergraduates and 1,947 graduate students, 544 faculty and 1,573 staff members. The total student body includes twenty-eight percent domestic students of color and twenty-four percent international [students](#).

This is a campus that holds respectful dissent as an essential component of a free and open society, and Brandeis students have helped keep the University accountable to its mission and values, making it an exciting environment in which to work on issues of diversity, equity, inclusion, and social justice. Campus activism, such as the [1969 student occupation of Ford Hall](#), [student protests in 2015](#), the recent [Black Action Plan](#) created by students and University-wide anti-racism plans, fuels the evolution of efforts to support students, faculty and staff from marginalized populations to establish an equitable environment.

Brandeis seeks a leader who, in consultation with the entire campus community, can build upon current diversity and inclusion efforts to continue moving the campus forward. The CDO will articulate a vision around diversity, equity, and inclusion to provide leadership, concrete steps, counsel, advocacy, accountability, programming and a point of connection and communication for the University. The CDO serves as a member of the President's Cabinet, reports to President Ron Liebowitz, and oversees the [Office of Diversity, Equity and Inclusion](#).

Candidates will bring a depth of experience and a broad understanding of diversity, equity, and inclusion to be able to collaborate with students, staff and faculty and form links with the academic community. The CDO will be a strategic thinker and consensus builder with a record in advancing an anti-racist, anti-discriminatory agenda that recognizes anti-Semitism, working to create inclusion among all of the protected class categories represented in the Brandeis community. Equally important will be an ability to listen deeply, empathize, and be compassionate with students and all employees. The CDO will be a courageous trailblazer, unafraid to confront conflicts, empathetic, proactive, results-oriented, collaborative, creative, and forward-thinking. The ideal candidate will also have an appreciation of Brandeis' history, culture and values.

To submit a nomination or express personal interest in this position, please see the Procedure for Candidacy at the end of this leadership profile.

## Role of the Chief Diversity Officer and Vice President for Diversity, Equity and Inclusion

The chief diversity officer (CDO) and vice president for diversity, equity and inclusion (VP, DEI) reports to President Ron Liebowitz, serves as a member of the President's Cabinet, and oversees the Office of Diversity, Equity and Inclusion. In consultation with the entire campus community, the CDO articulates a vision around diversity, equity and inclusion and provides leadership, concrete steps, counsel, advocacy and a point of connection with all aspects of the University in achieving that vision.

In its commitment to inclusion, equity, and anti-racism, the University has built the Office of DEI, reporting to the CDO, to encompass the following key resources:

- Director of Equal Opportunity
- Director, DEI Programming, Training, Education & Development
- Director, Ombuds
- Director, Gender & Sexuality Center
- Director, Intercultural Center
- Executive Assistant



Responsibilities include but are not limited to:

- Overseeing the Office of Diversity, Equity & Inclusion, the Intercultural Center, Office of Equal Opportunity, Gender and Sexuality Center, and the University-wide Ombuds program for students, faculty, and staff.
- Reviewing, evaluating and communicating, both qualitatively and quantitatively, the effectiveness of current diversity and inclusion strategies including the anti-racism plans, making recommendations on best practices and proposing new programs and initiatives where appropriate.
- Supervising the design, development, and delivery of training and professional development programs that assist faculty, staff and students in achieving the University's diversity and inclusion vision.
- Collaboratively establishing and assessing plans for recruitment, retention and the success of diverse faculty, staff and students.
- Working with Institutional Research and leadership to amend or develop and update metrics and dashboards to track and monitor progression of diversity initiatives.



- Aligning diversity and inclusion objectives and strategic plans with the mission and vision of Brandeis University and its organizational goals, including the *Framework for the Future*.
- Serving as a liaison to the Diversity, Equity and Inclusion Committee of the Board of Trustees and as an *ex officio* member of the Committee on Diversity, Equity, Inclusion, and Social Justice.
- Coordinating with external audiences, including the Waltham community, on diversity initiatives and contributing to the national conversation on the development of best practices in diversity and inclusion leadership.
- Participating in grant proposals, fundraising, and establishing corporate partnerships to leverage University resources.
- Strategizing and creating benefit processes and policies that align with the University's anti-racist mission and business objectives.

## Office of Diversity, Equity & Inclusion

The [Office of Diversity, Equity and Inclusion](#) creates a more inclusive and diverse campus environment numerically, intellectually, and culturally. The office works collaboratively with campus partners to assess and support the University's strengths and needs and to build high-quality programming that works to enhance the climate and culture for all Brandeis students, faculty and staff.

Reporting offices include (See Appendix II for Organizational Chart):

- [Gender and Sexuality Center](#): The Gender and Sexuality Center (GSC) provides leadership and expertise on diversity, equity and inclusion; education and training on LGBTQ+ identities; and community and resources for LGBTQ+ people and allies.
- [Intercultural Center](#): This unit is dedicated to creating a haven of respect, education and celebration that aims to foster growth and awareness of the myriad cultures of Brandeis. It serves as an umbrella office for 15 diverse student clubs and organizations.
- [Office of Equal Opportunity](#): This office is responsible for addressing all issues of discrimination, harassment and sexual violence within the Brandeis Community for students, staff and faculty. The Director serves as the Title IX and ADA/Section 504 coordinator for the Institution.
- [Office of DEI Programming, Training Education and Development](#): This office creates workshops, training and brown bag seminars that promote inclusive excellence and engagement.
- [University Ombuds](#): Members of the University Ombuds staff are a confidential, independent, impartial, and informal resource for all members of the Brandeis Community including undergraduate and graduate students, faculty, staff, alumni and anyone engaged with Brandeis University.

## Diversity, Equity and Inclusion Network

Brandeis offers a network of offices and groups that support community members in the various dimensions of diversity, equity and inclusion. The Office of Diversity, Equity & Inclusion is one of those resources. Others include:

- [Committee on Diversity, Equity, Inclusion and Social Justice](#): This committee monitors the metrics on diversity, equity and inclusion at Brandeis; solicits guidance from the community on how to expand it along with social justice initiatives; and engages, in coordination with the Office of Diversity Equity & Inclusion, in strategic planning. The CDO serves as an *ex officio* member to the group.
- [Alumni of Color Network](#) (AOC): The Alumni of Color (AOC) Network Shared Interest Group is a self-selecting, opt-in community intended to serve as an affinity space for individuals from historically marginalized racial and ethnic groups, as well as their allies. By providing opportunities for alumni connections and mentorship to current students, the AOC Network supports the goals of the University to move towards a more equitable and just society.
- [Brandeis Faculty & Staff Pride Alliance](#) (BFSPA): This group is open to all faculty and staff who identify with the LGBTQIA+ community or wish to be part of a peer network that supports the LGBTQIA+ community on campus.

- Faculty of Color Collective: Under the auspices of the Faculty Mentoring and Professional Development program in the School of Arts & Sciences, the Collective will provide a range of resources and opportunities for professional development and community building to the growing number of faculty of color at Brandeis.
- Academic Programs: The University has many academic programs that explore the history and experience of diverse groups. African and African American Studies in the School of Arts & Sciences was one of the first academic departments of its kind in the country, focused on the history, politics and culture of Black people. Other groundbreaking academic programs at the University include: Latin American, Caribbean and Latinx Studies, Women’s, Gender, and Sexuality Studies, Near Eastern and Judaic Studies, Islamic and Middle Eastern Studies, South Asian Studies, East Asian Studies, Asian American and Pacific Islander Studies, and Sexuality and Queer Studies. The Heller School is a top ten school of social policy. Brandeis’ Jewish roots continue to be reflected in its academic excellence in departments such as Near Eastern and Judaic Studies, and multiple research centers listed here.
- Student Services: Undergraduate and graduate students with disabilities are supported by Student Accessibility Support (SAS) to promote an equitable student experience. Additional programs such as the Myra Kraft Transitional Year program and the POSSE program help support the academic success of diverse undergraduate students. Students from diverse religious backgrounds are welcomed by the Center for Spiritual Life that sponsors clubs related to religion and spirituality.
- BUSAC (Brandeis University Staff Advisory Committee): The BUSAC DEI Subcommittee creates spaces and opportunities that highlight the voices of marginalized staff members. Serves as a catalyst to influence policy changes, promote transparency, and uplift diversity, equity, and inclusion.



Other on-campus departments and organizations with which the Officer of Diversity, Equity and Inclusion partners can be found here.

## Opportunities and Expectations for Leadership

*"A young institution, boldly conceived, Brandeis is intent on carrying on the great traditions of learning at the highest levels of rigor and meaning, with a moral conviction for inclusion and justice. In a world*

*challenged by intolerance and ignorance and burdened by disregard and disdain for learnedness, reason, and inquiry, this University has a special and truly unique role to play."*

*-Ronald Liebowitz, President, Brandeis University*

Brandeis' history and recent work around diversity, equity, inclusion and social justice, reflected in initiatives such as the [Black Action Plan](#) and University-wide anti-racism plans, as well as the newly formed Committee on Diversity, Equity, Inclusion and Social Justice, provides a solid foundation for the chief diversity officer and vice president for diversity, equity and inclusion to collaborate deeply with faculty, staff, and students and move the University to bold action to address issues of institutional racism. In addition, the CDO will be expected to:

**Develop, articulate and implement a bold strategic vision for the Office of Diversity, Equity and Inclusion.**

Brandeis was created with a commitment to social justice, and for more than 70 years, the institution has been guided and inspired by the words of its namesake, Supreme Court Justice Louis Brandeis: "If we would guide by the light of reason, we must let our minds be bold." The CDO will embrace the University's history, strengths, and institutional ethos to help Brandeis develop a bold vision for the multifaceted and evolving issues of diversity and inclusion. These are not solely about race and socioeconomic status but are also about a growing international community, transgender and non-binary communities, and students, staff and faculty with disabilities and other protected identities within our community. The CDO will work with constituencies across the University to consider how ableism shapes certain aspects of the university experience. Additionally, on the Brandeis campus, there exists diversity of thought and religious observance and affiliations. The CDO will continue to broaden the construct for diversity, highlight the intersectionality of this work, and bring expertise in emerging trends and practices to shape strategic direction.

**Work collaboratively to build an anti-racist and inclusive community.**

As a collaborative leader, the CDO will develop positive and productive working relationships across campus to engage in diversity, equity and inclusion efforts that create a sense of belonging for all. Motivating and unifying people around a vision and nurturing positive and cooperative partnerships will enable the CDO to harness the energy of those already engaged in this work, leverage their successes and enhance efforts to bring about true change. Some unique areas of focus include:

- **Faculty:** The Academy is committed to providing an inclusive classroom experience. The Brandeis faculty have been working to expand course content and improve classes to uphold an anti-racist pedagogy and to meet the needs of an increasingly diverse student body. Additionally, an important goal of the Office of the Provost, in collaboration with the academic schools, is to improve hiring, retention, and success for diverse faculty, particularly for faculty of color and other underrepresented groups. The CDO will be a key partner in these efforts.
- **Alumni:** The ideas, experiences, involvement and support of the Brandeis community of more than 60,000 undergraduate and graduate alumni are an important part of the University's lifeblood. The CDO will help Brandeis create a robust set of ongoing opportunities for alumni, students and faculty to

engage more broadly with one another and with the University so that the rich vertical connectivity on the campus extends across the broader, intergenerational Brandeis community.

- **Staff:** With 1,573 members, staff play a large role at the University. As a component of academic, social, and research programming, staff are essential to help create an inclusive, welcoming culture. The CDO and the DEI office will partner with various networks on campus to support and foster diverse and equitable policies for the work environment. Staff members at Brandeis self-identify as 64% white, 8% Hispanic/Latino, 8% Asian, 5% International, 4% African-American, 1% as two or more races, and 10% are unknown.

**Serve as a visible champion for diversity, equity, inclusion.**

The CDO must seek to understand stakeholders' perspectives, bring forth marginalized voices and perspectives to others at the University in an appropriate, effective, and positive way. The Brandeis community desires a leader who will be accessible, interested in supporting their needs, and adept at facilitating interactions to enhance a sense of belonging for all. The CDO will be a key partner in creating more sustained opportunities for students, staff and faculty to connect with one another and to engage in conversation and debate. Creative, out-of-the-box thinking as well as compassion and empathy for all members of the community will be assets in this context. Additionally, as a central spokesperson for diversity, equity and inclusion, the CDO will be a resource for the campus community, providing insight, guidance and feedback when issues or controversy arise and designing a process that allows all parties to respond in a way that they feel heard, respected, and valued.

**Develop metrics and effective reporting mechanisms to foster accountability.**

The CDO will work with leaders at the University to assess current metrics, and refine or establish measurable goals for achieving Brandeis' vision for diversity, equity and inclusion. It will also be important for the CDO to develop and communicate monitoring strategies to assess programs, policies and procedures.



Regular, transparent and clear communication on how diversity and inclusion strategies are aligned with Brandeis' mission and values will be critical. Documenting accomplishments and discussing progress and shortcomings will build trust and cultivate a culture of accountability that will foster a sense of ownership in the work and generate a broader buy-in for initiatives that move the institution forward.



## Professional Qualifications and Personal Qualities

Brandeis seeks an experienced, collaborative leader who can build upon current diversity efforts and develop a clear vision and strategy for moving the campus forward. Additionally, the CDO should have progressively responsible administrative experience that includes the advancement of diversity and inclusion initiatives and management of professional staff, budgets and other resources, a demonstrated record of success leading organizational initiatives, building programs and promoting diversity and inclusion, and relevant advanced degrees.

In addition, Brandeis seeks candidates with the following attributes:

- **Appreciation of Brandeis' founding ethos:** Appreciation of and a commitment to the principles of a culture steeped in a deep reverence for learning; the close and critical reading of the written word; critical analysis, including self-criticism; and the pursuit of justice.

- **Subject matter expert:** Possesses a broad understanding of the framework of diversity, equity and inclusion and can listen as well as speak to and engage with race, gender, accessibility, sexual orientation, class, intersectionality and inequity issues, drawing links to the academic community; steeped in the current research, discourse and best practices; familiarity with the issues and how they manifest in the context of higher education and the ability to leverage previous experiences to address those challenges.



- **Strategic leader:** Ability to act as a collaborative, strategic thinker and expert, leading bold and innovative ideas and projects to execute the vision for diversity, equity and inclusion; an understanding of the political landscape and experience responding to politically charged and sensitive situations; a results-oriented perspective with an extensive understanding of organizational change and a commitment to advance change through challenging times in a diplomatic way; a track record of advancing an anti-racist agenda.
- **Skilled collaborator:** Ability to manage situations of conflict; collaborative style and a personality suited to accomplishing goals through working with others; skilled in team building, forging partnerships, managing difficult conversations, and helping stakeholders to feel heard; a consensus builder who makes decisions in a timely manner.

- **Exceptional communication skills:** Ability to successfully facilitate conversations around diversity and inclusion; skill in listening with empathy and compassion, and communicating with clarity and transparency; experienced problem-solver; demonstrated capability to use technology as a tool to communicate initiatives and outcomes, and the ability to oversee written communication and statements. Experience in the de-escalation of conflict and tension among constituencies to create understanding, and an appreciation of diverse perspectives to foster collaboration.
- **Adept with data:** Experience in using data and research to inform analysis, develop measurable goals and benchmarks and create systems of accountability.
- **Personal Qualities:** Courageous, unafraid to confront conflicts; demonstrates ongoing sensitivity to diversity and a commitment to inclusive excellence; empathizes across constituencies; proactive; results-oriented; creative; forward-thinking; a trailblazer.



## About Brandeis University

### Overview

There is no other place like Brandeis. As a medium-sized private research university with global reach, Brandeis is dedicated to first-rate undergraduate education while making groundbreaking discoveries and scholarship as a member of the prestigious AAU.

Its 235-acre campus is located in the suburbs of Boston, a global hub for higher education and innovation. Brandeis' faculty are leaders in their fields and as passionate about teaching and mentorship as they are about pushing the boundaries of knowledge. Brandeis students are motivated, compassionate, curious and open to exploring new and challenging experiences.

Brandeis is a community rooted in purpose, guided by its founding values and poised to lead in education and research in the 21st century.

### Mission

Brandeis University is a community of scholars and students united by their commitment to the pursuit of knowledge and its transmission from generation to generation. As a research university, Brandeis is dedicated to the advancement of the humanities, arts and social, natural and physical sciences. As a liberal arts college, Brandeis affirms the importance of a broad and critical education in enriching the lives of students and preparing them for participation in a changing society, capable of achieving their own welfare, yet remaining deeply concerned about the welfare of others.

In a world of challenging social and technological transformations, Brandeis remains a center of open inquiry and teaching, cherishing its independence from any doctrine or government. It strives to reflect the heterogeneity of the United States and of the global community whose ideas and concerns it shares. In the belief that the most important learning derives from the personal encounter and joint work of teachers and students, Brandeis encourages undergraduates and postgraduates to participate with distinguished faculty in research, scholarship and artistic activities.

A product of the traditional Jewish commitment to education, Brandeis was founded in 1948 as a nonsectarian university under the sponsorship of the American Jewish community to embody its highest ethical and cultural values and to express its gratitude to the United States. By being a nonsectarian university that welcomes students, teachers and staff of every nationality, religion and orientation, Brandeis renews the American heritage of cultural diversity, equal access to opportunity, and freedom of expression.

The university that carries the name of the justice who stood for the rights of individuals must be distinguished by academic excellence, by the pursuit of truth wherever it may lead and by the awareness of the power and responsibilities that come with knowledge.

### Motto

Truth, Even Unto Its Innermost Parts

## Diversity Statement

**Founded by members of the American Jewish community and** established in 1948 as a model of ethnic and religious pluralism, Brandeis University:

- Considers social justice central to its mission as a nonsectarian university.
- Aims to engage members of our community as active citizens in a multicultural world.
- Seeks to build an academic community whose members have diverse cultures, backgrounds and life experiences.
- Believes that diverse backgrounds and ideas are crucial to academic excellence.
- Recognizes the need to analyze and address the ways in which social, cultural and economic inequalities affect power and privilege in the larger society and at Brandeis itself.
- Honors freedom of expression and civility of discourse as fundamental educational cornerstones.
- Seeks to safeguard the safety, dignity and well-being of all its members.
- Endeavors to foster a just and inclusive campus culture that embraces the diversity of the larger society.



## The Framework for the Future

Brandeis University is at an important crossroads in its 72-year history. Founded by the American Jewish community on the principles of academic excellence and openness, Brandeis has achieved an inspiring degree of success — not just as a young university committed to educating undergraduates in the liberal arts but also as a major research institution. Rooted in the institution's history and building upon its unique place in higher education, the Framework provides a scaffolding for the University's future.



The Framework is the result of more than three years of broad consultations with focus groups including prospective students, current students, alumni, faculty, staff, trustees, friends and parents. It is also based on responses from multiple alumni surveys; information gleaned from 30 "self-reflection" documents written by faculty and administrators; and the work of four task forces, composed of 11 working groups, which forwarded for consideration more than 250 recommendations.

For more information and to read the full report, please see the [Framework for the Future's website](#).

## Academics

A Brandeis education is a vigorous exploration in critical analysis, creativity and self-expression. The faculty combine innovative teaching with groundbreaking research and scholarship. Students are immersed in the liberal arts and sciences and engaged with faculty leaders in research that excites them.

- [The School of Arts and Sciences](#) is the heart of Brandeis' undergraduate academic experience. It fuels exploration and discovery in an outstanding undergraduate liberal arts curriculum within a thriving research university. With its 44 majors and 50 minors, the School promotes interdisciplinary study and collaboration, and offers undergraduates opportunities to conduct original research.
- [Graduate School of Arts and Sciences](#): Students in Brandeis' 40 master's and 17 doctoral programs learn from and conduct research with many of the best and brightest scholars in their fields.
- [Brandeis International School of Business](#) has a worldwide reputation for academic excellence, offering five graduate programs, two accelerated graduate programs, six dual-degree programs and undergraduate majors and minors in business and economics.
- [Heller School for Social Policy and Management](#): Through graduate education, the pursuit of applied interdisciplinary research and active public engagement, the Heller School has a long history of responding to the changing needs of vulnerable populations. Its motto, "Knowledge Advancing Social

Justice," is more than words: the Heller School believes it's imperative to move evidence-based ideas into action.

- [The Rabb School](#): Originally hosting a summer school program for undergraduate students, the Rabb School has grown to four distinct divisions that embrace continuous lifelong learning regardless of a student's age.

## The Brandeis Core

Brandeis offers an undergraduate core curriculum with requirements on diversity, equity and inclusion issues through the [global engagement component](#). The Brandeis Core mandates that every undergraduate completes one course in Diversity, Equity, and Inclusion Studies in the United States, and one course in Difference and Justice in the World.

## Faculty Demographics

Brandeis has 390 full-time faculty and 154 part-time faculty. Fifty-four percent of faculty identify as male; 46% identify as female. The race/ethnicity backgrounds of full-time faculty include 64% White; 9% Asian; 5% Hispanic; 3% Black/African-American; 12% not specified; 7% International.

## Leadership

### Ronald D. Liebowitz, President



Ronald D. Liebowitz became Brandeis University's ninth president on July 1, 2016. The former president of Middlebury College, Liebowitz is a recognized administrative leader in higher education whose academic scholarship centers on political geography, Russia and higher education.

The New York City native served as president of Middlebury from 2004 to 2015. In all, he spent 32 years on the faculty of the liberal arts college in Vermont. Liebowitz had a transformative impact on Middlebury. Under his leadership, the college made enormous academic, programmatic, reputational and financial strides including the successful completion of a \$500 million capital campaign, which surpassed its goal.

During his tenure, Middlebury added 120 endowed student scholarships and 16 endowed faculty positions, acquired the Monterey Institute of International Studies, opened the Center for Social Entrepreneurship and the School of the Environment and led the institution to becoming carbon neutral 10 years after setting that goal. In 2009, *Time* magazine named Liebowitz one of the 10 Best U.S. College Presidents.

Liebowitz earned a Bachelor of Arts in economics and geography from Bucknell University and a doctorate in geography from Columbia University. His scholarship has focused on fiscal federalism, intraregional economic relations and the nationality question in the former Soviet Union. He has received a number of research grants including from the National Council for Soviet and East European Research, the Kennan

Institute/Woodrow Wilson Center, the Social Science Research Council and the International Research and Exchanges Board.

His current research focuses on higher education. Liebowitz is now working on a multiyear research project with his wife, Jessica, on the dynamics of the higher education workforce and the future of doctoral education in the United States.

### **Carol A. Fierke, Provost and Executive Vice President for Academic Affairs**



Carol A. Fierke serves as provost and executive vice president for academic affairs with a faculty appointment in the Department of Biochemistry. She earned a Ph.D. in biochemistry at Brandeis in 1984.

Prior to returning to Brandeis in her current role, Fierke was provost and executive vice president at Texas A&M University. Prior to that, she was dean of the Rackham Graduate School and vice provost for academic affairs, graduate studies, at the University of Michigan where she also served as chemistry department chair for nearly a decade and was the Jerome and Isabella Karle

Distinguished University Professor of Chemistry.

A world leader in her field, Fierke is the recipient of the American Chemical Society's Repligen Award in Chemistry of Biological Processes, the Protein Society's Emil Thomas Kaiser Award and the American Society for Biochemistry and Molecular Biology's Mildred Cohn Award in Biological Chemistry for her contributions in the application of chemistry to the study of enzymes. Her research has been funded by the National Institutes of Health and a number of other agencies and foundations including the National Science Foundation, the American Heart Association, the American Cancer Society, the Office of Naval Research and the Keck Foundation.

In addition to her Ph.D. in biochemistry from Brandeis, Fierke has a Bachelor of Arts degree in chemistry from Carleton College.

During her career, Fierke has been recognized for improving the campus environment for faculty and students, especially women in science, including active involvement with the University of Michigan ADVANCE Program to create and support a diverse and excellent faculty. Her numerous awards and honors include the American Chemical Society's 2016 National Award for Encouraging Women Into Careers in the Chemical Sciences, sponsored by the Camille and Henry Dreyfus Foundation and the Monie A. Ferst Award from Sigma Xi.

## **Student Life**

Brandeis' rolling 235-acre campus isn't defined by bricks and mortar. Students bring spirit and passion to everything they learn and do. Events like the [Festival of the Creative Arts](#) brings the campus together; [residence hall life](#), [dining](#) and lively discussions keep students connected.

There are more than 200 student-run [clubs and organizations](#) including service organizations, cultural awareness groups, performing groups, spiritual and religious groups, sports and games clubs, student leadership and activism groups, student publications, a television station (BTV) and a radio station (WBRS).

## Student Demographics

For fall 2020, total institutional enrollment was 5,440 (3,493 undergraduates and 1,947 graduate students) and included 41.5% men and 58.5% women. The race/ethnicity of the total student body is: 11.9% Asian; 5.3% Black or African American; 7.4% Hispanic of any race; 0.1% American Indian or Alaska Native; 0.1% Native Hawaiian or other Pacific Islander; 42.5% White; 3.3% two or more races; 24.7% international and 4.7% not indicated. Additionally, 17% are the first in their families to attend college.

More enrollment information can be found in the [Brandeis University Fact Book](#).

## Tuition and Fees

Total tuition and fees for the 2021-22 academic year is \$76,456. More than \$71 million in scholarships and grants are distributed to undergraduates each year.

## Athletics

Brandeis fields 19 Division III varsity athletic programs. The Judges compete in the University Athletic Association (UAA), comprised of Carnegie Mellon University, Case Western Reserve University, Emory University, New York University, the University of Chicago, the University of Rochester and Washington University (St. Louis).

## Alumni

Brandeis has a total of 62,622 living alumni in 169 countries around the world. Nearly one in five faculty members are Brandeis graduates. 208 students have at least one parent and/or grandparent who graduated from Brandeis.

## Waltham, Massachusetts

The historic city of Waltham — population 60,000 — offers a wide array of restaurants, shops and theaters to suit any taste. Downtown Waltham is just a 20-minute walk from campus or a quick trip on the University shuttle.

[The Waltham Group](#), a student-run volunteer program, implements outreach, with a mission to ameliorate disparities in the community. The Waltham Group has grown and developed in remarkable ways since 1966. Over the years, with more than 20,000 volunteers, the Waltham Group has provided countless services for residents of Waltham.



*Money Magazine* ranked Waltham as one of the best places to live in Massachusetts. The magazine said, "Diversity is also a plus here: Approximately one in four residents was born outside the U.S. That's reflected in the area's restaurants, especially along the renowned Moody Street, where you can dine on everything from pho to tapas to tandoori kebabs."

The trendy Main Street–Moody Street area, with its dozens of ethnic eateries, fine antique shops and popular boutiques, has become one of Greater Boston's most popular night-on-the-town destinations. From there, it's a short walk to the Embassy Cinema, a six-screen multiplex featuring a mix of independent films, foreign-language cinema and Hollywood favorites.

Boston is a short car or train ride away, and Brandeis' bus shuttle runs to Beantown 30 times a week. One of the nation's oldest and most historic cities, Boston is also young and contemporary. You can't miss the vibrant impact of the 250,000 college students who live in Greater Boston. Live music, great theater, world famous museums, fabulous food, championship sports teams, breathtaking architecture and cityscapes make Boston a global destination.

## Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as three separate documents, a CV or resume, a letter of interest addressing the themes in this profile and a diversity statement.

WittKieffer is assisting Brandeis University in this search. For fullest consideration, candidate materials should be received by **Friday November 5, 2021**.

Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Charlene L. Aguilar, Ed.M. and Shelley Arakawa, J.D.  
[BrandeisCDO-VPDEI@wittkieffer.com](mailto:BrandeisCDO-VPDEI@wittkieffer.com)

*Brandeis University is committed to and strives to create an education and work environment free of discrimination, harassment & sexual violence. Brandeis prohibits discrimination and harassment against students, staff, and faculty on the basis of race, color, national origin, ethnicity, caste, sex, pregnancy, sexual orientation, gender identity/expression, including transgender identity, religion, disability, age, genetics, active military or veteran status, and any other characteristics protected under applicable federal or Massachusetts law, known as "protected categories." Brandeis also prohibits sexual violence against students, staff, and faculty, which includes sexual assault, stalking, dating violence, and domestic violence.*

## Appendix I: History of Diversity, Equity and Inclusion at Brandeis

The American Jewish community established Brandeis University in 1948, a time when Jews, other ethnic and racial groups, and women faced overt discrimination in higher education. Founded on the principles of diversity, equity and inclusion Brandeis has always welcomed talented students, faculty and staff of all backgrounds and beliefs.

Professor Stephen Whitfield, Ph.D. '72, who has researched the political history of Brandeis, notes how the media, including *The New York Times* and *Ebony Magazine* (the leading African American publication at the time), praised the founding principle of openness. *Ebony* reported in 1952 that there were “no racial barriers at Brandeis University.”

Campus activism has often reflected national or even global movements for social and racial justice. In the wake of the assassination of Martin Luther King, Jr., in 1968, Brandeis’ Afro-American Society called for recruiting more African-American professors and students, as well as creating an African and Afro-American Studies department.

Within months of the assassination, Brandeis established 10 Dr. Martin Luther King Jr. Scholarships. Now a half-century old, the program was renamed in 2016 as the [Dr. Martin Luther King Jr. Fellowship](#) to reflect its breadth, which extends beyond tuition assistance.

In 1968, Brandeis also launched the Transitional Year Program (renamed the [Myra Kraft Transitional Year Program](#) in 2013), one of the first of its kind in the country for promising underrepresented students who have faced personal hardship or had limited pre-college academic opportunities.

A pivotal challenge to Brandeis’ commitment to diversity and inclusion arose with the [11-day student occupation of Ford Hall](#) in early January 1969 by more than 60 African-American students. They issued a list of 10 nonnegotiable demands, the chief one calling for the creation of an Afro- and African-American Studies department.

The Ford Hall takeover was a tense time on campus, revealing fractures between the administration, faculty and students about the occupation, as well as broad support among students for it. At the end of the occupation, students had attained their main demand for the establishment of an African and African American Studies (AAAS).

Brandeis has continued to spearhead initiatives that reflect our commitment to justice and enrich our community’s diversity and inclusiveness. The [Brandeis Posse](#) programs — one for liberal-arts students and one for science scholars (which originated at Brandeis) — are prime examples. Both merit-based, the programs bring academically talented, underrepresented students with demonstrated leadership potential to Brandeis on full-tuition scholarships.

Yet it’s clear that diversity, equity and inclusiveness cannot be achieved through programmatic improvements alone. When students occupied the Bernstein-Marcus administrative building in November 2015, they cast a light on a nationwide campus movement for more diversity and inclusion.

In recognition of the 1969 occupation, the Brandeis protesters — African-American students, in concert with classmates of Latinx, Jewish, Asian, Arab and White backgrounds — called the protest [#FordHall2015](#) and issued a set of [13 demands](#). Twelve days after the occupation began, Interim President Lisa Lynch and key administrators reached an agreement with student protesters and the [University agreed](#) to recruit more underrepresented faculty and students of color, and to hire a chief diversity officer, among other initiatives.

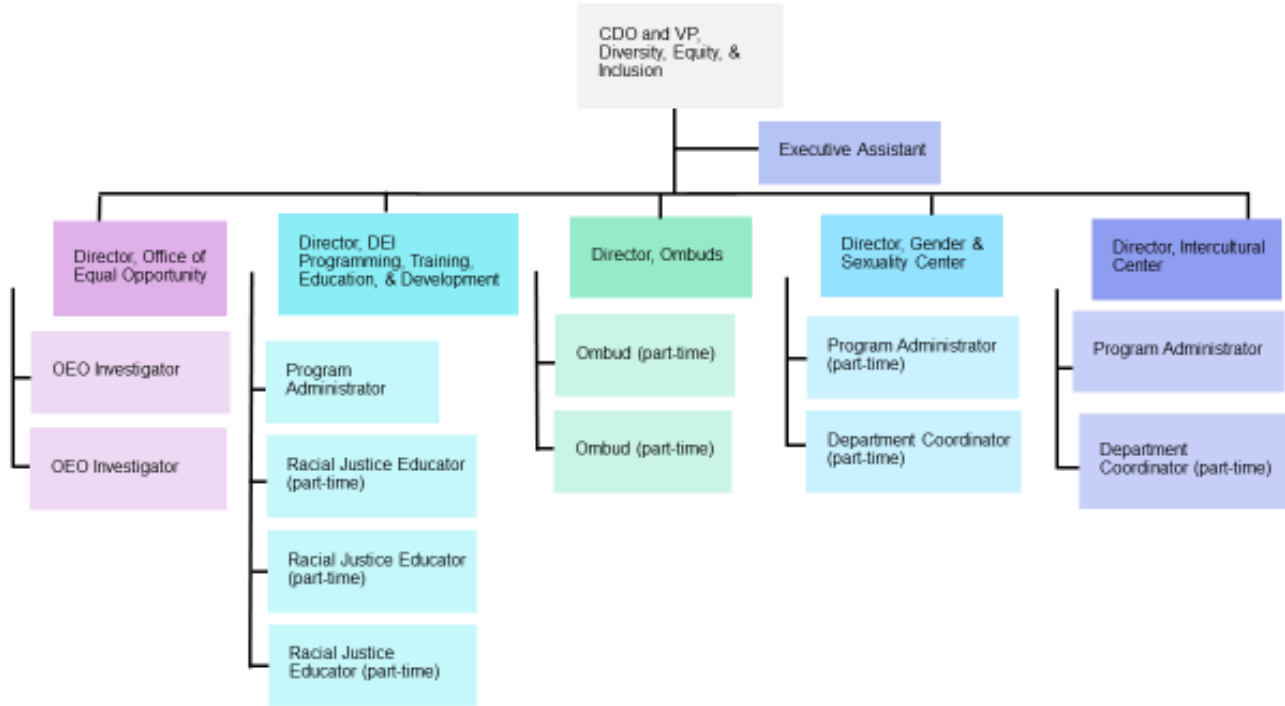
The Ford Hall 2015 student protesters demanded significant change on our campus to make it more diverse, equitable, inclusive and welcoming. We have made measurable strides, though much work remains to be done to make our campus truly inclusive and welcoming — a sobering fact made clear at a March 2018 Town Hall with President Ron Liebowitz, Board of Trustees Chair Meyer Koplów, and Provost Lisa Lynch.

The campus-wide meeting was called following the firing of the men’s head basketball coach after several student athletes reported his racist comments and harassment of them. Some students expressed anguish and feelings of marginalization at the Town Hall, and the University began an [independent investigation](#) into how these complaints were handled internally. The investigation is examining the policies and practices followed in this case, policies and procedures more generally, and the wider climate at Brandeis University.

To this point, the University is deeply committed to supporting students, faculty and staff from marginalized populations. Targeted efforts are underway to provide students with direct support and to ensure all community members have access to affinity and equity support groups.

For more information, refer to Brandeis' [status on commitments to DEI issues](#).

## Appendix II: Organization Chart – Office of Diversity, Equity and Inclusion



### CDO and VP, Diversity, Equity, & Inclusion

- Executive Assistant
- Director, Office of Equal Opportunity
  - OEO Investigator
  - OEO Investigator
- Director, DEI Programming, Training, Education, & Development
  - Program Administrator
  - Racial Justice Educator (part-time)
  - Racial Justice Educator (part-time)
  - Racial Justice Educator (part-time)
- Director, Ombuds
  - Ombud (part-time)
  - Ombud (part-time)
- Director, Gender & Sexuality Center
  - Program Administrator (part-time)
  - Department Coordinator (part-time)
- Director, Intercultural Center
  - Program Administrator
  - Department Coordinator

## **Appendix III: Brandeis Board of Trustees Diversity, Equity and Inclusion Mandate**

### **Diversity, Equity, and Inclusion Committee**

The Diversity, Equity, and Inclusion (DEI) Committee was initially established in November 2018 as an ad hoc committee and at the June 29, 2020 meeting became a full standing committee of the Board of Trustees. Its membership is intentionally drawn from the membership of all the Committees for the purpose of a) consulting with these various committees within their respective domains around DEI issues and b) to coordinate Board opinion on DEI topics as needed. The DEI Committee will partner with the administration and faculty in advancing the University's Diversity, Equity, and Inclusion objectives. The scope of this committee is intentionally broad, where Trustees will engage in the full complexity of DEI issues as they intersect with all areas of the campus, including the activities of the Board of Trustees itself.

In addition to the broader responsibilities to DEI goals of the campus, the Committee is authorized and responsible for performing the following duties:

The Committee will provide advice and expertise to, and oversight of, the administration as it addresses DEI issues facing Brandeis, and will help create more awareness of DEI issues.

In conjunction with the Chief Diversity Officer, the committee will help in setting and measuring metrics toward desired outcomes in areas of composition, climate, admissions, graduation, and other areas to be determined by this Committee as relevant to their mission. As campus circumstances change, the Committee may request additional or different metrics over time.

The Committee will provide regular updates to the Board about progress toward goals as needed, as well as facilitating greater awareness of DEI issues within the operations of the board itself.

The Committee will also support the development of a pipeline for future board member candidates to the Nominating and Governance Committee.

*Approved by Diversity, Equity, and Inclusion Meeting on September 14, 2021*