DARTMOUTH

Executive Director, Dartmouth Dialogues
Dartmouth College
Hanover, NH

THE SEARCH

Dartmouth College seeks a visionary leader to serve as the next Executive Director (ED) of Dartmouth Dialogues, the College's flagship program for training future leaders to engage meaningfully across political and personal differences. As a named priority of President Sian Beilock, this role presents an unparalleled opportunity to take one of the top programs of its kind and further grow its impact by developing in students the skills essential for a healthy democracy and advancing the field of constructive dialogue.

In her inaugural address in September 2023, President Beilock named creating brave spaces that allow for constructive dialogue across difference as one of the key priorities of her presidency, and Dartmouth Dialogues is now the primary driver of these efforts. Supported by the College's tight-knit community, Dartmouth Dialogues has built formal and informal workshops, courses, certificates, and programs that prepare students, faculty, and staff to engage diverse perspectives with empathy, intellectual rigor, and courage. In addition, Dartmouth Dialogues collaborates with research partners on- and off-campus to foster increased understanding of polarization and communication across difference, leads an annual special topic series, and, in the first-ever university-wide partnership with StoryCorps, brought the One Small Step initiative to campus to record conversations between pairs of students, staff, and alumni with opposing views. The early growth and support for Dartmouth Dialogues helped secure a $25M gift from Karen and Jim Frank '65 and their son Daniel '92 in May of 2026, one of the largest gifts ever made to support programming and education around civil discourse and the free exchange of ideas at a U.S. university.

The next ED will be charged with envisioning an ambitious next chapter that will increase the impact of Dartmouth Dialogues on campus and beyond. They will lead the Dartmouth Dialogues team in clarifying the initiative's structure and developing new programming that ensures students have the opportunity to build crucial skills in communication across differences. They will also proactively engage with faculty

across disciplines, deepening faculty's skill in facilitating dialogue while building research partnerships that expand evidence-based work in the field. Finally, they will advance Dartmouth's reputation and leadership in the field of constructive dialogue, providing thought leadership on- and off-campus, expanding the initiative's reach to other institutions—including high schools—by communicating the value and impact of the initiative's work, and securing additional resources to support the effort.

ABOUT DARTMOUTH COLLEGE

Founded in 1769, Dartmouth is a Carnegie-classified R1 research university defined by a comprehensive liberal arts education combined with focused graduate programs in medicine, business, the sciences, and engineering. A founding member of the Ivy League, Dartmouth is consistently ranked among the country's best research institutions. It educates 4,500 undergraduates and 2,300 graduate students in the Arts and Sciences and in its four pioneering graduate and professional schools: the Geisel School of Medicine, the Guarini School of Graduate and Advanced Studies, the Thayer School of Engineering, and the Tuck School of Business. A member of the Association of American Universities (AAU), Dartmouth has forged a singular identity, combining its deep commitment to preeminent undergraduate liberal arts and graduate education with distinguished research and scholarship. Dartmouth has an approximately $1.6 billion baseline in operating expenses with an endowment of approximately $9 billion.

Dartmouth's core values include:

- Dartmouth expects academic excellence and encourages independence of thought within a culture of collaboration.
- Dartmouth faculty are passionate about teaching our students and are at the forefront of their scholarly or creative work.
- Dartmouth embraces diversity with the knowledge that it significantly enhances the quality of a Dartmouth education.
- Dartmouth recruits and admits outstanding students from all backgrounds, regardless of their financial means.
- Dartmouth fosters lasting bonds among faculty, staff, and students, which encourage a culture of integrity, self-reliance, and collegiality and instill a sense of responsibility for each other and for the broader world.
- Dartmouth supports the vigorous and open debate of ideas within a community marked by mutual respect.

Dartmouth Leadership

Dr. Sian Leah Beilock is the 19th president in the Wheelock succession. She is the first woman to have been elected president of Dartmouth by the Board of Trustees and began her tenure on June 12, 2023.

Since her arrival, President Beilock has raised Dartmouth's profile as a global leader on critical issues including freedom of speech; affordability of a college degree; climate and energy; and student mental health and well-being, led by the launch of the community-wide *Commitment to Care* plan.

ABOUT DARTMOUTH DIALOGUES

In 2019, then-Dean of the Faculty of Arts & Sciences Elizabeth Smith initiated conversations with faculty about the Dialogue Project and worked closely with co-founder Kristi Clemens and a Steering Committee to articulate its mission and values. Initially focused on the undergraduate experience, the Dialogue Project became a cornerstone of President Beilock's Dartmouth Dialogues Initiative.

The mission of Dartmouth Dialogues is to foster a culture of respectful and open exchange across differences. Through integrated curricular and co-curricular programming, the initiative prepares students, faculty, and staff to engage diverse perspectives with empathy, intellectual rigor, and courage. As Dartmouth builds the future of higher education – a brave space where open dialogue across difference is woven into the fabric of campus life – Dartmouth Dialogues equips all members of the community with tools for constructive dialogue, enhancing civic readiness, strengthening campus relationships, and fostering leadership in an increasingly complex and interconnected world.

Dartmouth Dialogues is guided by two principles:

- Early and ongoing exposure to the habits of authentic discourse by those who have wholeheartedly and successfully embraced this practice in their personal and professional lives is an essential component of training.
- Providing opportunities to practice the skills of respectful listening and speaking, including constructive assessment and feedback, is a crucial element of inculcating this practice.

Further, Dartmouth Dialogues relies on a set of priorities to provide focus, accountability, and a framework for assessment:

- Relationship building – Cultivate an environment that fosters genuine and meaningful connections among individuals on campus, leading to increased trust.
- Collective responsibility – Emphasize the importance of collective responsibility in building and sustaining healthy dialogue.
- Brave spaces – Establish and support brave spaces across campus, where open and courageous dialogue can take place.
- Active listening – Provide opportunities for all members of the Dartmouth community to develop active listening skills through Motivational Interviewing, an evidence-based approach to two-way conversations rooted in compassion and collaboration.
- Empathy building – Integrate empathy building as a core value of Dartmouth's culture.
- Integration across the curriculum – Integrate dialogue-building skills into the academic curriculum to prepare students to be effective communicators and collaborators.

- Collaborative partnerships and public engagement – Integrated dialogue-building skills into the academic curriculum to prepare students to be effective communicators and collaborators.

Dartmouth Dialogues' Current Work

A number of projects and initiatives fall under the umbrella of Dartmouth Dialogues:

- Certificate in Principles of Dialogue – This foundational certificate program trains Dartmouth students interested in engaging in dialogue across conflict instead of avoiding it. The program is self-guided, flexible, and includes both curricular and co-curricular elements.
- Workshops – Dartmouth Dialogues develops workshops upon request for any Dartmouth-affiliated office or group, including an annual professional development workshop for staff on Dialogue Triage, a half-day course on Foundations in Constructive Dialogue, offered in partnership with the Constructive Dialogue Institute, and a weekend-long course based in One Small Step facilitation practice.
- StoryCorps One Small Step – Through meaningful, one-to-one conversations, this initiative has created space for students, staff, and alumni to deepen their understanding of one another, challenge their own assumptions, and learn to value other experiences.
- Viewpoints Fellowship – This paid, year-long leadership program is designed to help student organization leaders develop the skills to navigate disagreement with curiosity and build stronger, more resilient campus communities.
- Special Topics Series – This series encompasses courses and events related to timely challenging topics. Past Topics have included Middle East Dialogues and Borders and Immigration.
- Sophomore Summer Soiree – Taking advantage of Dartmouth's traditional Sophomore Summer, Dartmouth Dialogues invites students to an evening dinner and dialogue experience.

Dartmouth Dialogues Partnerships & Affiliations

Dartmouth Dialogues partners with a number of on-campus organizations and units to host innovative programming, including Dartmouth Center for the Advancement of Learning, Dartmouth Political Union, Hood Museum of Art, John Sloan Dickey Center for International Understanding, Native American Programs, Nelson A. Rockefeller Center for Public Policy, Outdoor Programs Office, Political Economy Project, Student Wellness Center, and William Jewett Tucker Center.

In addition, Dartmouth Dialogues is affiliated with three independent organizations:

- Institute for Citizens & Scholars – Dartmouth Dialogues is partnered on three initiatives: College Presidents for Civic Preparedness, Campus-wide Immersion, and the Faculty Institute.
- CDI Leadership Institute – Dartmouth Dialogues is a member of the Leadership Institute by the Constructive Dialogue Institute.

- National Coalition for Dialogue & Deliberation – Dartmouth Dialogues is a member and supports the broader community of those engaged in this work across the country.

ROLE OF THE EXECUTIVE DIRECTOR

Reporting to the Senior Vice President for Community and Campus Life and Chief Student Affairs Officer, and in partnership with President Beilock, the Executive Director will envision the future of Dartmouth Dialogues as it grows in scale and ambition. The Executive Director leads Dialogues' intellectual and administrative activities and oversees the initiative's staff (currently a Deputy Director and Program Coordinator, with additional roles pending) to ensure effective operations and program execution. The Executive Director also works closely with a faculty advisor within Dialogues to develop deeper connections with faculty across disciplines, and partners with the University's Advancement Division and Office of Communications to support growth of Dartmouth Dialogues' programs internally and externally.

With a demonstrated commitment to dialogue across difference and credibility in this space, the ED will build major partnerships, attract significant philanthropic investment, and grow Dartmouth's platform and recognition as a leader in dialogue work. Further, they will partner closely with faculty to integrate Dartmouth Dialogues across the academic enterprise and develop new research partnerships that advance the field. In doing so, the ED will advance Dartmouth's reputation as a national leader in the field of constructive dialogue.

KEY OPPORTUNITIES AND CHALLENGES FOR THE EXECUTIVE DIRECTOR

The ED will play a key role in expanding Dartmouth Dialogues and its impact by responding to the following key opportunities and challenges:

Formalize Dartmouth Dialogues and integrate the initiative as a foundational component of the Dartmouth experience

In its first few years, Dartmouth Dialogues has launched a number of successful programs that have equipped a broad swath of the Dartmouth community with skills in constructive dialogue and communicating across differences. The next ED will deepen the initiative's reach across campus, integrating it as a fundamental aspect of the Dartmouth experience and culture, providing structure and clarity to the numerous initiatives and efforts under its umbrella, and, crucially, assessing the impact of its efforts to ensure Dartmouth Dialogues continues to meet its mission. In doing so, they will continue to make measurable shifts in Dartmouth's culture, train leaders in essential dialogue skills, and empower students as dialogue leaders and changemakers.

Envision the next chapter of impact for Dartmouth Dialogues

The next ED will bring a visionary orientation to the role, imagining new ways for Dartmouth Dialogues to enhance its impact on- and off-campus. Building on evidence-based best practices in the field, they will develop workshops, programs, and initiatives for a range of audiences, contributing to an essential,

nationwide shift in approach to dialogue across differences. These efforts, including a dialogue incubator on campus as well as programming for Dartmouth undergraduates, Dartmouth alumni, high school students and teachers, and corporate executives, will further solidify Dartmouth as a leader in the field of dialogue within higher education and beyond.

Engage deeply with faculty and support cutting-edge research

The next ED will partner closely with faculty and proactively seek new faculty partners across disciplines and levels of leadership. They will continue to oversee the creation of programs that build dialogue skills among faculty, increase faculty participation in Dartmouth Dialogues initiatives, and develop partnerships that lead to novel methods, insights, and evaluations that advance the national and international conversation about dialogue across differences. In doing so, they will harness Dartmouth's extensive intellectual resources to enhance the College's reputation as an intellectual leader in the field.

Represent Dartmouth Dialogues on the local, national, and international stages

As the chief spokesperson for Dartmouth Dialogues, the ED will represent and communicate about the work of the initiative in conversations locally and globally. They will be the chief advocate for Dartmouth Dialogues on campus, clarifying its mission and encouraging participation in its programs. Further, they will represent Dartmouth Dialogues at the national and international levels, advancing the program's reputation and developing collaborations and partnerships that enhance programs. They will be a thought leader in the field and publicly represent Dartmouth's innovations and accomplishments to outside audiences. In addition, the next ED will lead friend-raising and fundraising efforts for Dartmouth Dialogues, ensuring its long-term sustainability and impact.

QUALIFICATIONS AND CHARACTERISTICS

Dartmouth seeks an established external-facing leader with significant experience creating innovative approaches to constructive dialogue across difference. In addition, the ideal candidates will have most, if not all, of the following qualifications and characteristics:

- The capacity to inspire and mobilize an engaged community
- Experience developing a vision and strategy to meaningfully advance and grow a set of programs and/or initiatives
- Excellent written and verbal communication skills with both the initiative and the credibility to steward and advance Dartmouth's institutional reputation in the dialogue across difference space
- Experience building productive partnerships with faculty, researchers, intellectual leaders, and students
- Demonstrated success leading complex and highly visible organizations, programs, partnerships, teams, or initiatives
- Demonstrated ability to build external coalitions
- Experience navigating large and complex institutional structures relevant to a university setting
- Ability to cultivate relationships and steward fundraising opportunities
- Genuine commitment to intellectual pluralism and the mission of higher education

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and resumes with cover letters should be sent via the Isaacson, Miller website:

https://www.imsearch.com/open-searches/dartmouth-college/executive-director-dartmouth-dialogues.

Jeff Kessner, Hayden Lizotte, Jenny Rubin
Isaacson, Miller

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