



THE OHIO STATE UNIVERSITY

Search for the Vice Provost, Office of Diversity and Inclusion The Ohio State University Columbus, Ohio

THE SEARCH

The Ohio State University (OSU) seeks a strategic, collaborative, and values-driven leader to serve as its next Vice Provost for the Office of Diversity and Inclusion (ODI). Reporting to the Senior Vice Provost for Inclusive Excellence, the vice provost will be responsible for strategically aligning with the university's [Academic Plan](#), building upon the office's programmatic and student-centric excellence, and expanding diversity, equity, inclusion, and justice (DEIJ)-related training opportunities for the greater campus community. The vice provost will support the senior vice provost in advancing the university's [Shared Values](#), enriching OSU's culture of inclusion and belonging for all campus constituents, and ensuring that OSU becomes a local, regional, and national exemplar for DEIJ-related programming, dialogue, advocacy, and scholarship. The university defines diversity broadly and values multiple dimensions of diversity across various demographics, religions, countries of origin, perspectives, and backgrounds. The university strives to create an institutional culture where all individuals can fully participate and feel valued. The Office of Diversity and Inclusion is critical to this effort.

The vice provost will manage the daily operations of the ODI, helping to identify and retain top-notch staff, supervising key scholarships, mentoring, and student success initiatives, and identifying opportunities to introduce programming, training, and mentoring programs that serve and support a wider array of minoritized and intersectional identities. In addition to overseeing the office, the vice provost will support the senior vice provost in partnering with leaders in the [Center for Belonging and Social Change](#), [the Office of Student Life](#), [Human Resources](#), and the regional campuses to promote transparent, collaborative communication and consistent wrap-around support for all campus constituents, with an emphasis on those with minoritized, underrepresented, and intersectional identities in pursuit of the university's academic mission.

The university seeks an outstanding scholar, leader, and practitioner who is a collaborative, consensus-building, and visionary DEIJ champion. The vice provost must be an expert in DEIJ best practices who is committed to faculty, student, and staff success, an exceptional communicator who is skillful at building relationships across a complex organization, and a savvy and insightful administrative leader.

The Ohio State University has retained Isaacson, Miller, a national executive search firm, to assist in the recruitment of this important position. All inquiries, nominations, and applications should be directed in confidence, as noted at the end of this document.

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Ohio State is a world-class flagship, land-grant public research university with a nationally renowned academic medical center. It is at once urban and rural, focused on advancing its land-grant mission by providing access to an excellent and affordable education, groundbreaking research and creative expression, and outstanding healthcare delivery. Ohio State is one of the largest universities in the U.S. and enrolls nearly 68,000 students, with 25% being minority-identifying. Over 200 undergraduate majors are offered across 15 colleges, and students can choose from an estimated 12,000 courses. Additionally, Ohio State employs approximately 7,600 academic staff, including 2,767 tenure track faculty and 38,000 administrative staff, and has an annual operating budget of about \$7.2 billion. The university's annual research expenditures exceeded \$968 million in FY 2020. The university boasts more than \$150 million in annual industry-sponsored research, ranking fifth among all universities nationwide. Additionally, with one of the world's largest alumni populations, this community's generosity and philanthropic spirit have resulted in incredible private support for Ohio State.

Ohio State's Columbus campus sits within the nation's 14th largest city, which has been recognized not only as the fastest-growing city in the Midwest but also as an emerging hub for high-tech companies and a center for education, healthcare, and the arts. Approximately 6,500 students attend Ohio State's regional campuses in Lima, Mansfield, Marion, and Newark, and the Agricultural Technical Institute co-located with the Ohio Agricultural Research and Development Center in Wooster.

UNIVERSITY LEADERSHIP

Dr. Melissa L. Gilliam, Executive Vice President and Provost

As Ohio State's executive vice president and provost, Dr. Melissa L. Gilliam is the chief academic officer of one of the country's largest and most comprehensive universities. A scholar, physician, educator, and academic leader, Dr. Gilliam joined Ohio State from the University of Chicago, where she was vice provost, the Ellen H. Block Distinguished Service Professor of Health Justice, and professor of obstetrics and gynecology and pediatrics. At the University of Chicago, Dr. Gilliam focused on academic excellence, supporting faculty at all stages of their careers, and issues involving diversity and inclusion.

Dr. Gilliam conducts domestic and international research, addressing adolescent health and education using technology, design, and narrative. The National Institutes of Health, The Bill and Melinda Gates Foundation, The Ford Foundation, and others fund her research. Dr. Gilliam is a member of the National Academy of Medicine.

During her tenure at the University of Chicago, she held a variety of roles, including founder and director of the university's Center for Interdisciplinary Inquiry and Innovation in Sexual and Reproductive Health, Dean of Diversity and Inclusion for the Biological Sciences Division at the University of Chicago Medicine, and leader of the Program in Gynecology for Children, Adolescents and Young Adults.

Dr. Gilliam earned her Bachelor of Arts in English literature from Yale University, a Master of Arts degree in philosophy and politics from the University of Oxford, a Doctor of Medicine from Harvard University, and a Master of Public Health from the University of Illinois Chicago. She completed an internship in general surgery at the University of Chicago and her residency in obstetrics and gynecology at Northwestern University.

Dr. Wendy Smooth, Senior Vice Provost for Inclusive Excellence

In May 2022, Wendy Smooth was named The Ohio State University's Senior Vice Provost for Inclusive Excellence. In this role, she works closely with institutional leaders to integrate inclusive excellence into the university's core work of teaching, learning, research, and service, as well as creating a more streamlined, strategic approach to cultivating an inclusive culture for the university. Additionally, Smooth oversees the Office of Diversity and Inclusion, The Office of Institutional Equity, and The Kirwan Institute for the Study of Race and Ethnicity. Dr. Smooth's research focuses on the intersection of race, gender, and political inclusion. She addresses issues of expanding democratic inclusion by focusing on mobilization efforts led by women of color.

Previously, Smooth served OSU as their Associate Dean for Diversity, Equity, and Inclusion in the College of Arts and Sciences. She has been instrumental in faculty recruitment and retention initiatives, developing and operationalizing the Race, Inclusion, and Social Equity (RAISE) initiative, and leading the vision of inclusive excellence for Ohio State's College of Arts and Sciences. Smooth earned her bachelor's degree in political science from Xavier University of Louisiana and her master's and Ph.D. degrees in government and politics, as well as a certificate in women's studies from the University of Maryland, College Park.

THE OFFICE OF DIVERSITY AND INCLUSION

The Ohio State University Office of Diversity and Inclusion (ODI) is one of the nation's oldest and most prominent offices of its kind. Founded in 1970, ODI supports the recruitment, retention, and success of students, faculty, and staff who enhance the diversity of The Ohio State University. It employs over 60 staff members and 100 student employees, and leverages a sizable, complex budget of just over \$10.9 million in support of student scholarships and programming that serves to elevate the academic mission. ODI also facilitates partnerships and programming with corporate sponsors, K-12 school districts, and philanthropic and community organizations in service to the academic mission.

ODI oversees the Frank W. Hale Jr. Black Cultural Center, the Todd Anthony Bell National Resource Center on the African American Male, and The Women's Place. Additionally, several critical programs are housed within ODI, including the Louis Stokes Alliances for Minority Participation (LSAMP) Program, the Morrill Scholarship Program, the nine-city Young Scholars Program, the ACCESS Collaborative, as well as being home to a wide range of retention, mentoring, scholarship, and access programs, including Latine Student Success, the James L. Moore III Scholars, and the Regional Campus Transitioners program. The ODI will welcome a new scholars program, the STEM Emerging Leaders Fellows (SELF) program, a collaboration between OSU and the Howard Hughes Medical Institute designed to empower pathways into STEM fields for underrepresented minority and first-generation students majoring in STEM subjects. The vice provost will oversee the SELF program and partner with colleges and the Office of Student Academic Excellence to execute this high-investment program.

As its mission, the Office of Diversity and Inclusion (ODI) advances diversity, equity, and inclusive excellence throughout the university enterprise by implementing student recruitment, retention, and success programs, supporting faculty and staff initiatives, and partnering with campus and community stakeholders in the United States and beyond to deliver on the university's academic mission. The office strives to be the nation's premier leader and model for diversity, equity, and inclusion in higher education.

ROLE OF THE VICE PROVOST FOR THE OFFICE OF DIVERSITY AND INCLUSION

Reporting directly to the senior vice provost for Inclusive Excellence, the vice provost for the Office of Diversity and Inclusion will manage ODI's daily operations. The vice provost will identify top talent to build out a robust, service-oriented staff committed to supporting ODI's existing programmatic strengths and expanding their offerings to better serve the growing complexity of the university community and provide an inclusive experience for those from a diverse array of backgrounds. The vice provost works in conjunction with the leaders of the Office of Institutional Equity, the Kirwan Institute for the Study of Race and Ethnicity as well as college-level DEI leaders, and other DEI stakeholders across the enterprise to support and amplify the university's commitment to inclusive excellence.

Possessing strong administrative and managerial skills, the vice provost for Diversity and Inclusion is responsible for establishing and maintaining a financial and operational processing environment focused on appropriate internal controls and advancing operational excellence. In addition, the vice provost will continue to build upon the ODI's innovation in building philanthropic and community partnerships that advance the mission of ODI. This leader will aim to raise the profile of ODI's work through strategic partnership and cross-promotion with other university partners that serve underrepresented and minoritized campus constituents to develop a more robust university-wide understanding of ODI and its role in the amplification of the academic mission.

The vice provost will be accessible and responsive, identifying gaps in services and cultivating strategic partnerships to ameliorate such disparities. This leader will track the progress, success, and outcomes of programs, training, and initiatives and report these findings to the senior vice provost in pursuit of inclusive excellence across the institution. The vice provost will honor ODI's deeply profound history while championing a campus culture that promotes inclusion and belonging for all.

KEY OPPORTUNITIES AND CHALLENGES FOR THE VICE PROVOST FOR THE OFFICE OF DIVERSITY AND INCLUSION

To be successful, the Vice Provost for the Office of Diversity and Inclusion will address the following key opportunities and challenges:

Partner with the SVP for Inclusive Excellence and other senior DEI leaders to expand ODI's offerings to include a broader range of minoritized, intersectional identities

Founded in 1970, ODI is one of the oldest and most comprehensive offices of its kind. As OSU strives to be a world-class model of inclusive academic excellence, so too must ODI build upon its storied legacy of service to African American scholars to include programmatic offerings that impact a more comprehensive range of minoritized, intersectional identities. The vice provost will help to build out the office, recruiting top talent to administer key initiatives, develop novel cross-cutting initiatives, and attract students, faculty, and staff who have not previously engaged with the office, helping them to feel welcomed, supported, and reflected in ODI's offerings.

Partner with the SVP for Inclusive Excellence to implement OSU's [Academic Plan](#) & champion the university's [Shared Values](#)

The university has set ambitious goals with a primary focus on enhancing academic excellence and impact. Given ODI's focus on student success, pipeline, and outreach programming, it will play a pivotal role in meeting the goals of the university's Academic Plan. The vice provost will strategize to position the office's current and future undertakings to align with the Academic Plan. The vice provost will also grow the work of ODI in alignment with the university's Shared Values and will work as a trusted thought partner with the SVP for inclusive excellence to champion an inclusive environment that enriches the university community.

Recruit, retain, develop, and support ODI staff

This leader will be responsible for recruiting and retaining key office staff, strengthening the office's operations and financial resources, and investing in staff development, process improvements, and technology to promote an office culture that enhances efficiency and productivity while supporting well-being and career development opportunities. This highly-functioning, collegial, and service-oriented office will champion DEI best practices and be a primary resource and catalyst for DEI innovation.

Elevate the profile and presence of ODI on campus and connect DEI efforts on OSU's regional campuses

Seeking strategic guidance from the senior vice provost, the vice provost will endeavor to position ODI as the central repository for information about DEI-related efforts across campus. While ODI will not be exclusively responsible for all of OSU's DEI-related efforts, the vice provost will seek to raise the profile of ODI's work across OSU. This leader will partner closely with leaders in the Center for Belonging and Social Change, the Office of Student Life, Human Resources, and the regional campuses to coordinate, streamline, and cross-promote programmatic offerings, training, and education for the benefit of the university.

QUALIFICATIONS & EXPERIENCE

The Ohio State University seeks a values-driven, high-integrity leader with a distinguished record as a scholar, teacher, administrator, and scholar with a collegial and transparent leadership style. Candidates should also demonstrate significant equity, diversity, and inclusion leadership and scholarship, preferably in a large, highly complex, decentralized enterprise. While no single candidate will have all the ideal qualifications, Ohio State seeks candidates with the following qualifications and abilities:

- A Ph.D. or an equivalent terminal degree, and a record of research, teaching, outreach, and engagement that aligns with an appointment at the rank of full professor at Ohio State;
- A broad and contemporary understanding of diversity, equity, and inclusion scholarship and an appreciation for the changing DEI landscape of higher education;
- A life-long learner with a talent for designing opportunities for engagement across stakeholders (i.e., across generational and intersectional identities, etc.);
- Dedication to creating a more diverse, inclusive, and open environment for faculty, staff, and students and to promoting diversity and inclusion in all aspects of university life;
- An understanding and respect for diversity broadly defined, including the multiple dimensions of diversity across demographics, religions, countries of origin, perspectives, and backgrounds;

- Exemplary supervisory and management skills, and a track record of successfully recruiting, training, mentoring, and retaining staff who bring a variety of backgrounds, skills, and experiences;
- Demonstrated leadership, strategic thinking, and administrative experience in the education and supervision of graduate and undergraduate students;
- Commitment to creating a positive work environment for staff, an instinct for collaboration, and the ability to navigate various administrative environments;
- A strong record of collaboration and an interest in collaboratively working across a complex system;
- A strong record of performance, with an ability to motivate others to provide the highest quality educational experience;
- Established experience with fundraising and working with internal and external groups to advance inclusive excellence;
- Outstanding record with securing external funding, including grants, contracts, and/or gifts;
- Budget acumen with complex fiscal issues, experience with sponsored research and external funding, and comfort in asking questions of others with expertise in these areas;
- A proven track record as a change agent;
- Outstanding interpersonal and communication (written and verbal) skills that gain the confidence, trust, and respect of a variety of internal and external constituents;
- Deep appreciation and unwavering commitment to excellence within the full range of academic disciplines represented at the university;
- High standards of personal and academic integrity, intellectual curiosity, innovative and creative problem-solving, with a willingness to take calculated risks; and
- Respect for Ohio State University's ethos of Shared Values, mission, and behaviors.

TO APPLY

All inquiries, nominations/referrals, and resumes with cover letters should be submitted electronically via <https://www.imsearch.com/open-searches/ohio-state-university/vice-provost-office-diversity-and-inclusion>. Nominations and inquiries must also be submitted to the same web address with correspondences addressed to the search firm representatives noted below. Application reviews will begin immediately and continue until the completion of the search process. **Please note that all applications, nominations, emails, and other inquiries are subject to Ohio Public Records Law (Ohio Revised Code, chapter 149.43).**

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The Ohio State University is committed to non-discrimination, equal employment opportunity, and affirmative action. This commitment is both a matter of law and moral imperative consistent with an intellectual community in which individual differences and diversity are celebrated. All qualified applicants will receive consideration for employment without regard to age, race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, or protected veteran status. Title IX of the

Education Amendments of 1972 prohibits sex discrimination. Title I and Title II of the Americans with Disabilities Act (ADA) of 1990 provides equal employment opportunities and reasonable accommodation, and Section 504 of the Rehabilitation Act of 1973 prohibits discrimination on the basis of disability in education programs and activities. Equal access to employment opportunities, admission, educational programs, and all other university activities is extended to all persons.