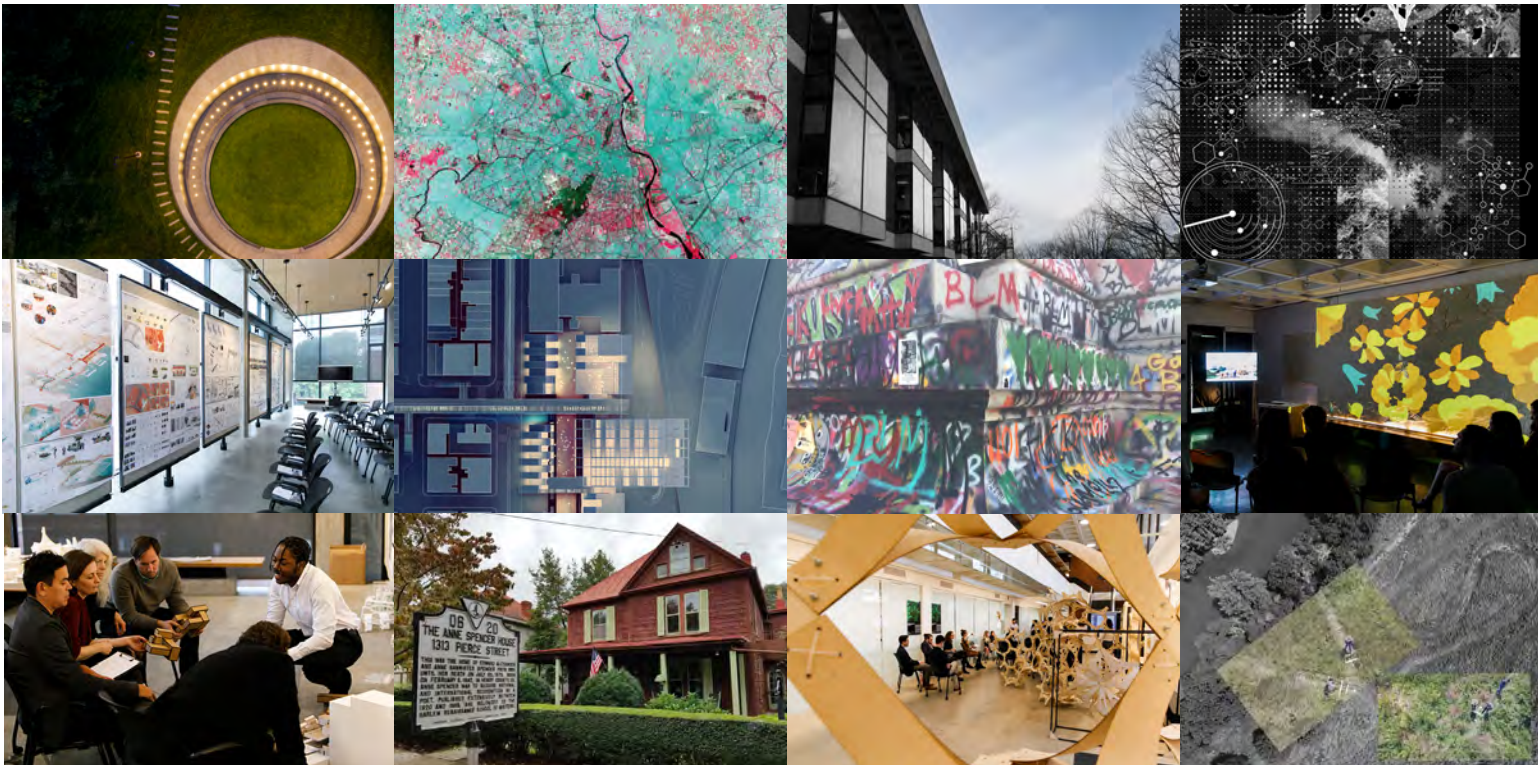


# ***ASSOCIATE DEAN FOR JUSTICE, EQUITY, DIVERSITY, AND INCLUSION*** **UNIVERSITY OF VIRGINIA SCHOOL OF ARCHITECTURE**

## **POSITION DESCRIPTION**



## THE OPPORTUNITY

We seek a collaborative and visionary colleague who can contribute meaningfully to the School of Architecture's leadership team by helping to frame and guide tangible systems change within the School, while actively participating in broader efforts of institutional transformation across the University of Virginia. Questions of race, identity, culture, power and belonging underpin all our disciplines at the School of Architecture. The Associate Dean for Justice, Equity, Diversity, and Inclusion (AD JEDI) will significantly contribute to the intellectual expansion of scholarship within our disciplines, transforming the canon, its interpretation and capacity for cultural transformation. The AD JEDI will be a key member of the Office of the Dean's Executive Team, newly established by [Dean Malo Hutson](#), which includes Associate Deans of Academics, of Finance, of Research, and of Strategic Initiatives; the Creative Director of Communications; the Assistant to the Dean; and the Executive Director of the School of Architecture Foundation. The AD JEDI will bring intellectual and empathic leadership as well as strategic and imaginative thinking to our shared project of rethinking institutional structures, centered on anti-racism, equity, intersectional understanding, and the dismantling of white privilege as a deeply engrained institutional legacy.

In 2017, the School of Architecture's Inclusion + Equity Committee began work on a [wide-ranging plan of action](#), motivated by our commitment to the university as a space for cultivating democracy, one dedicated to "the sustained, critical rethinking of our institutional policies, practices, and structures." In June 2020, over 500 members of the School of Architecture community signed a [Call to Action](#), urging the School of Architecture "to accept the challenge of setting a precedent for an anti-racist design pedagogy," with a key priority of appointing an Associate Dean of Inclusion + Equity. That same summer, President Jim Ryan appointed a Racial Equity Task Force, whose final report, "[Audacious Future: Commitment Required](#)," issued in August 2020 and endorsed by UVA's Board of Visitors, lays out a detailed action plan for the University of Virginia. This pivotal moment of institutional transformation presents an unparalleled opportunity to spearhead the continued co-creation and implementation of long-term solutions that are integrated into our educational mission, daily operations, and culture.

### Key Responsibilities

Although systems transformation can manifest through many forms, a successful leader in this role will likely:

- Contribute to the intellectual expansion of scholarship within our disciplines to address and unpack questions of race, identity, culture, power, and belonging.
- Oversee policy, curricular, and programmatic transformation to ensure the School's JEDI commitments manifest with intended outcomes.
- Support JEDI fund-raising efforts, including those focused on the School's Project Pipeline, our DEI Scholarships, and other critical initiatives.
- Collaborate and coordinate with University-wide DEI transformation efforts, including partnering with the Vice President for Diversity, Equity, Inclusion, and Community Partnerships; other Associate Deans across the University, the Center for Redress of Inequity through Community-Engaged Scholarship, and other significant university partners.
- Work in dialogue with key national and international partners and allies to ensure that the School has a leading voice in devising and disseminating transformative practices focused on equity in our disciplines.

## CANDIDATE PROFILE

The ideal candidate will be an accomplished scholar/practitioner, with a record of significant research and exemplary teaching, who holds a PhD or terminal degree in a field related to our disciplines. This candidate would be a generative, transdisciplinary thinker, eager to galvanize partnerships within and across organizational boundaries, with the personal and professional integrity needed to hold the School to high standards of institutional accountability. The candidate will have a strong history of commitment to addressing issues of justice and identity within the built environment through their research and have proven capacity to center race and culture through their teaching. This is an open-rank, tenure-track eligible position. Faculty rank will be based on candidate qualifications.

### Interpersonal Characteristics

- Exceptional personal and professional integrity
- Thoughtful, transparent, and collegial
- Collaborative within, and across, organizational boundaries
- Strong interpersonal skills with a high level of emotional intelligence
- Excellent verbal and written communicator
- Personal humility and sense of humor

## UVA SCHOOL OF ARCHITECTURE

UVA School of Architecture has a strong record of innovative interdisciplinary collaborations with academic units across the School's four departments, Architectural History, Architecture, Landscape Architecture, Urban and Environmental Planning, and across the University. The School includes a student body of 271 graduate students, 361 undergraduate students, 61 faculty and 34 staff. It offers three undergraduate degree programs, four graduate degree programs, two dual degree programs in collaboration with the School of Law and the Frank Batten School of Leadership and Public Policy, and a PhD program in the Constructed Environment. Faculty in Architectural History also participate in the Art & Architectural History PhD program. Additional dual degrees within graduate-level programs and minors also are offered. UVA School of Architecture also provides graduate students with unique opportunities to enhance their degrees through multi-disciplinary initiatives and graduate certificates. Curricular programs in development include a Real Estate Certificate program at the graduate level and a new Master of Urban Design Program that will begin enrolling students for the Fall semester of 2022. In 2013, the School established the PhD in the Constructed Environment, a now thriving multi-disciplinary program enhancing scholarship, knowledge creation, and disciplinary bridges within the University and beyond. The School strives to move the next century of architectural education by living its values, advancing the academic mission, and ensuring its impact as proactive agents of change in relation to the conception and design of our collective future.



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UVA School of Architecture is committed to the creation of a more just and inclusive future. Over the past three years, the School has made significant progress towards these goals, including organizing Project Pipeline: NOMA Architecture Mentorship Program, hosting the first and subsequent Inclusion + Equity Open Houses, supporting the founding and leadership of the UVA Equity Center, and launching the new Diversity Equity and Inclusion Scholarships, named in honor of the School of Architecture's first African American graduates. In the last five years, at the undergraduate level, the total of first generation-college students has doubled, while the incoming class of underrepresented minorities has tripled.

The School of Architecture's highly ranked undergraduate and graduate programs are enhancing their pedagogy through many courses explicitly addressing systemic inequities in the built environment, both historically and in the current moment: Arts and Culture of the Slave South; Modeling Indigenous Practice; Space of Race; Gender, Sexuality, and the Built Environment; Ethics of Cities and Environment, to name just a few. Ongoing faculty research has centered on climate justice; UVA and its history of enslavement and race; co-production and citizen-led planning and design; post-colonial legacies and the global city; among others. Central to the School's mission is the necessity to be a place where our students, faculty, and staff are encouraged to formulate difficult questions around our institutional and disciplinary legacies.

The School of Architecture Foundation, Alumni Advisory Board, and Young Alumni Board exist to support and foster the study and teaching of architectural history, architecture, landscape architecture, and urban and environmental planning, and to aid, strengthen, and extend the work, services, and objectives of the School of Architecture.

For additional information about the UVA School of Architecture and its programs, please visit [www.arch.virginia.edu](http://www.arch.virginia.edu)

## UNIVERSITY OF VIRGINIA

The University of Virginia (UVA) ranks as one of the top Universities in the nation, bringing together a diverse global community of approximately 25,000 students, hailing from virtually every state in the nation and 111 countries. UVA encompasses twelve schools in Charlottesville, as well as the College at Wise, a small, liberal-arts college in Southwest Virginia.

### **Leadership**

In August 2018, [Jim Ryan](#) became the 9th President of the University of Virginia. A respected and accomplished educator and legal scholar, Ryan earned his law degree from UVA and then served on the University's School of Law faculty for 15 years. From 2013 to 2018, he acted as dean of the Harvard Graduate School of Education and the Charles William Eliot Professor of Education. The President is advised by the academic deans and the cabinet. This leadership team is dedicated to advancing the University's academic mission, research enterprise, and strategic vision.

### **2030 Plan**

After President Ryan's inauguration in 2018, the University set out on an inclusive process to define our strategic direction, which resulted in a new forward vision for the University. The [2030 Strategic Plan](#)—also known as The Great and Good Plan—provides a roadmap for the future of UVA as it enters its third century. The plan outlines our vision of becoming the best public university by 2030—and one of the very best in the world, whether public or private—and how we will achieve this. To succeed, we must strive not just for excellence, but excellence for the purpose of advancing the common good within our community, Commonwealth, and world.

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

UVA believes strongly that diversity and inclusion are a means to excellence. The University of Virginia Board of Visitors in 2020 [endorsed goals](#) with specific actions to advance racial equity at the University. These initiatives were rooted in the analysis and recommendations of President Jim Ryan's Racial Equity Task Force, convened in the summer of 2020. This important work is now ongoing across the institution.

### **Research**

A Carnegie Research 1 university, UVA has strong partnerships with leading federal and state agencies and some of the world's largest companies across a wide range of industries. Sponsored research awards total \$441 million from all sources, including federal and state agencies, industry, and private foundations.

### **Student Experience**

The UVA student experience is unique. Founded on long-held values of academic excellence, this experience is also marked by retention (97% for first-years) and graduation (six-year rate of 94%) rates, which are among the highest in the country. These dimensions of the student experience—along with many others—shape our graduates to be driven, intellectually curious, and community-minded citizens of integrity and purpose. The current student body is made up more than 16,000 undergraduate and nearly 8,000 graduate students.

## **Making a World Class Education Accessible to All**

Now entering its third century, the University of Virginia offers an affordable, world-class education that is consistently ranked among the nation's best. UVA admits talented students from across the Commonwealth, the nation, and the globe, without consideration of their financial situation. UVA is one of two public universities that has a need-blind admission process that meets 100 percent of admitted students' demonstrated need. The University offers robust student scholarship support to attract the best and brightest students from all backgrounds, while protecting against excessive student debt.

## **A Significant Cultural Landscape**

In 1987, UNESCO named the University (in conjunction with Monticello) a World Heritage Site. This rare distinction has been bestowed upon only the world's most culturally significant landmarks, and UVA is the only U.S. university and one of only four worldwide designated as such.

The University has begun to more deeply explore the critical and previously unrecognized role of the enslaved laborer in the construction of this historic landscape. The Memorial to the Enslaved Laborers, 2020 winner of the *The Architect's Newspaper's Project of the Year*, sits within the borders of the World Heritage Site and seeks to formally acknowledge the work and the individual lives of the enslaved Black Americans who built and sustained the every-day life of the University. The memorial, along with the publication of the multi-authored *Educated in Tyranny: Slavery at Thomas Jefferson's University*, and with the UVA-founded Universities Studying Slavery consortium now including 62 other universities and colleges in five countries, places UVA at the heart of a multi-institutional, collaborative, international effort to confront the history and legacies of slavery.

For more information about UVA, visit [www.virginia.edu](http://www.virginia.edu)

## **CHARLOTTESVILLE**

Located in Central Virginia just east of the Blue Ridge Mountains, and 100 miles south of Washington, D.C., Charlottesville offers stunning natural beauty, a thriving art, music, and food culture, and an ever-growing list of things to do. In the span of a single day, you can hike part of the Appalachian trail, attend a concert, enjoy a memorable meal at one of Charlottesville's many celebrated restaurants (we rank among the nation's top 15 places with the most restaurants per capita), stroll the historic Downtown Mall, and explore Monticello, tour the Fralin Museum, visit the Jefferson School African American Heritage Center, or enjoy world-class wineries in some of the most beautiful landscapes on the East Coast. Charlottesville brings together the best of many worlds, offering the livability and community of a small city with the amenities and cultural attractions of a metropolis.

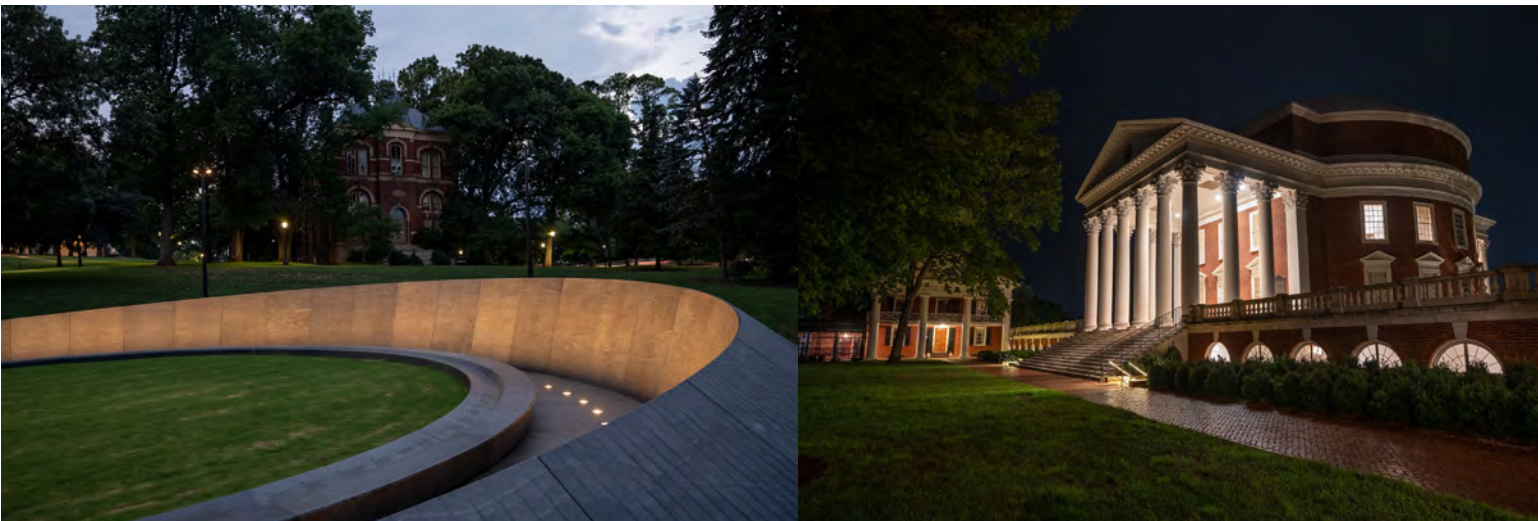
For information on Charlottesville region, visit [www.visitcharlottesville.org](http://www.visitcharlottesville.org)

## TO APPLY OR NOMINATE

UVA Executive Search Group, an internal search firm in the Office of the President, is assisting in the recruitment of the Associate Dean for Justice, Equity, Diversity and Inclusion

Confidential inquiries and nominations should be directed to Susan Gaines at [susangaines@virginia.edu](mailto:susangaines@virginia.edu). To apply, submit a letter of interest and resume at WORKDAY. The search will be carried out with full confidentiality.

Additional information can be found at: [executivesearch.virginia.edu/searches](http://executivesearch.virginia.edu/searches)



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*The University of Virginia is fundamentally committed to the diversity of our faculty and staff. We believe diversity is excellence expressing itself through every person's perspectives and lived experiences. We are equal opportunity and affirmative action employers. All qualified applicants will receive consideration for employment without regard to age, color, disability, gender identity or expression, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, and family medical or genetic information.*

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**Executive  
Search Group**