

THE OHIO STATE UNIVERSITY

An Invitation to Apply for the Position of

**Executive Director of
The Kirwan Institute for the Study of Race and Ethnicity
The Ohio State University**

THE SEARCH

The Ohio State University, a top 20 public research land-grant university and the state's flagship, invites nominations and applications for the position of Executive Director (ED) of the Kirwan Institute for the Study of Race and Ethnicity. Established in 2003, The Kirwan Institute is an interdisciplinary engaged research institute named for former university president William E. "Brit" Kirwan in recognition of his efforts to champion diversity at Ohio State. The Kirwan Institute researchers, affiliated faculty, collaborators, and community partners conduct research to inform policies and practices that help create a just and inclusive society where all people and communities have an opportunity to succeed. The Institute fulfills its mission by connecting communities with opportunities needed for thriving by conducting research that leads to and/or supports educating the public, building the capacity and evidence-based policy knowledge of allied social justice organizations, and supporting efforts that advance equity and inclusion.

Reporting to the provost or her designee, the Executive Director is responsible for leading the Kirwan Institute's education, research, and outreach missions. As a scholar leader, the Executive Director is expected to develop programs and strategies that support faculty research on race and ethnicity; build relationships and create new opportunities for Ohio State faculty to collaborate and engage in research with one another; advance collaborations and interdisciplinary research outside of the Institute, and partner on faculty development initiatives. As the leader of one of the nation's most prominent centers focused on racial equity and the role of race in society, the Executive Director will be responsible for a substantial operating budget and enjoy meaningful budgetary and resource support from the university. The Executive Director will be expected to contribute to building a community where faculty can come together to collaborate, learn, and excel together as a community of scholars.

This opportunity is a tremendous one for an active scholar of race and ethnicity to build upon the Kirwan Institute's strong foundation and national reputation. The Executive Director will bring a commitment to interdisciplinary engaged research and an instinct for institutional collaboration. The individual will be a distinguished scholar with the talent and inclination for setting a strategy in collaboration with priority initiatives of the university.

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The Ohio State University, founded in 1870 as a land-grant university, rapidly became one of the nation's finest comprehensive public universities and is a member of the Association of American Universities (AAU). As of fall 2021, the university community consists of just over 67,000 students, 7,000 faculty, and 25,000 professional and administrative staff. In addition to the Columbus campus, Ohio State comprises four regional campuses (Lima, Mansfield, Marion, and Newark) as well as the College of Food, Agricultural, and Environmental Sciences Wooster Campus. Additionally, as a global university, Ohio State has offices – Global Gateways – around the world. The university houses 15 colleges, spanning the entire spectrum of a comprehensive public university. The Ohio State University is a world-class institution of scholarship, learning, and public service.

Columbus, Ohio's state capital and largest city, is a diverse city in terms of race, ethnicity, nativity, culture, income, identity, and opportunity. The city is nested in Franklin County where racial diversity includes approximately 23% Black, 5% Asian, 5% Latinx, and 3% multiracial residents. Columbus is also home to the nation's second largest Somali immigrant community, with an overall immigrant population that is over twice the state average in relative size. Columbus is the only city in Ohio to experience sustained population growth with projections estimating that it will add an additional million people by 2050.

Under the leadership of President Kristina M. Johnson, an ambitious set of goals for the university are being set, with a primary focus on enhancing academic excellence and impact. Key to achieving excellence is to ensure faculty feel valued, supported, and included in the life of the university. Executive Vice President and Provost Melissa Gilliam has prioritized resources to build the necessary infrastructure to support faculty throughout the academic lifecycle, remove unnecessary barriers, and create an ideal environment for scholarship, teaching, and service. Additionally, new resources are being committed to enhance recruitment, promotion, retention, and community building. Committing to hiring 350 net new faculty over the next decade, the university recently launched the Race, Inclusion and Social Equity ([RAISE](#)) initiative that is a component of the overall initiative.

Through the RAISE initiative, Ohio State will create a world-class research program on race, inclusion and social equity. Over the next decade, the university will add at least 50 tenure-track faculty members to existing scholars whose research can help to narrow race-related social disparities in educational attainment, health outcomes, rates of incarceration, political representation, environmental impacts and economic well-being.

There are six areas where tenure-track faculty will be hired:

Race and Health Equity; Race, Resources and the Environment; Race, the Arts and Creative Expression; Race and Educational Equity — with an emphasis on STEAM education; Race, Justice and Public Safety; and Race, Economic Opportunity and Leadership.

The Kirwan Institute for the Study of Race and Ethnicity will be integral to our efforts to build communities of scholars; attract, support, and retain faculty; and advance the research priority areas.

OPPORTUNITIES FOR THE NEXT EXECUTIVE DIRECTOR

Given the current social and political climate in the United States, the Kirwan Institute's mission, output, and impact are more critical than ever. The Executive Director must be a strong advocate for the work of the Kirwan Institute within The Ohio State University and the broader community. The Executive Director must advocate for a just and inclusive society where all people and communities have an opportunity to succeed through the engagement in campus and community initiatives. To achieve these goals, the Executive Director will address the following opportunities and challenges:

Develop a compelling vision and future strategy for the Institute.

Building on its history of engaged research and scholarship, the Executive Director has a unique opportunity to join an internationally well-respected and established Institute and to help reimagine its future role within the context of current university priorities. The Executive Director, in collaboration with a team of scholars, will guide the creation and implementation of strategy for the Institute to ensure stability and increase scholarly impact and public engagement. Under the leadership of the next Executive Director, the Kirwan Institute will serve as a nexus for research, programs, and events at Ohio State related to the study of race and ethnicity.

Maintain Kirwan's reputation as a leading voice for equity and justice both nationally and locally

The next Executive Director will set an example for high caliber, high impact research consistent with the Institute's mission. The Executive Director will be a thought leader on issues of race and ethnicity with an established record of scholarship and will be expected to develop the Institute's programs to create broader impact. The Executive Director will work closely with Institute leadership and staff to coordinate programming and research initiatives that encourage critical thinking and innovative research, challenge stereotypes, and develop the skills necessary for civil dialogue around differences and creative positive change.

Build relationships and create new opportunities for Ohio State faculty to collaborate and engage in research and scholarship aligned with Kirwan's mission.

The next Executive Director will draw upon existing external partnerships to further the work of the Institute and will be expected to proactively seek new opportunities for connections and scholarship with Ohio State faculty, staff, and students. They will develop and support the implementation of innovative strategies to engage faculty and increase the size and influence of stakeholders committed to the Institute's mission. The Executive

Director will work collaboratively and effectively with academic leadership to find opportunities for synergy between the Institute and university departments and centers, and make clear the value the Institute can bring in recruiting and retaining outstanding scholars and graduate students to Ohio State.

Maximize current revenue streams and attract new philanthropic support.

The Executive Director will maintain and leverage existing relationships and cultivate new opportunities with private donors, foundations, and other stakeholders to expand the scope of the Institute's reach and areas of policy expertise. The Executive Director will be an ambassador of the Institute and the university and work to identify and tap new sources of external support necessary to support research and outreach priorities of the Institute. To that end, the next Executive Director will also partner with university advancement to find new philanthropic opportunities aligned with the Institute's mission.

Enhance the Institute's structure and staff to achieve greater impact.

The Executive Director will provide guidance, support, and leadership for the Institute's professional staff, graduate students, and post-doctoral fellows through the implementation of strategies that allow for individual and professional growth. Additionally, the Executive Director is expected to support the recruitment and retention of high caliber and productive staff through innovative strategies and partner with them to create a culture of inclusive excellence that results in the Institute being an attractive destination for top talent.

QUALIFICATIONS AND EXPERIENCE

Ohio State seeks a leading scholar with a track record of scholarly distinction and an inclination and talent for administration and collaboration. The successful candidate should have a genuine commitment to the mission of a large flagship, land-grant research institution. The successful candidate will be an academic leader, eligible for tenure at the rank of full professor at Ohio State.

In addition, the candidate will have many of the following professional qualifications, skills, and experiences:

- Demonstrated creating and implementing faculty development initiatives in support of research excellence
- An advocate for the work of the Kirwan Institute within the Ohio State University academic community, as well as the broader external community
- An advocate for a just and inclusive society where all people and communities have an opportunity to succeed through engagement in campus and community initiatives
- A thoughtful leader capable of identifying and leading strategy implementation and with demonstrated experience in staff supervision and professional development
- A collaborative administrative leader who understands the role of cross disciplinary research within the university and the Institute's role as a resource for faculty and students interested in the ties between race and ethnicity

- An effective collaborator who understands intersectionality and can apply theory to practice
- An outstanding advocate and mentor with experience developing educational programming and a reputation for advancing the field of race studies by developing the next generation of scholars
- An excellent communicator who can effectively advocate for the Institute within the university community and external communities with an ability to work across boundaries and translate intellectual ideas to diverse audiences
- An engaged thought leader who can think broadly about the Institute's impact on the national climate and initiate dialogue on race beyond the university
- A compelling fundraiser who can work with potential funders to demonstrate the value and potential impact of the Institute's work and success in obtaining extramural funding from a variety of sources
- A creative and committed institution builder who will serve as an influential voice within a diverse community of faculty, staff, students, and community, national, and international partners.

TO APPLY

The Ohio State University invites confidential inquiries, nominations and applications for the position and will begin reviewing applicants immediately and until the position is filled.

Confidential inquiries, nominations, and applications should be directed to:

Allison Thomas

Talent Acquisition Consultant, Executive Search

Human Resources

The Ohio State University

thomas.3748@osu.edu 614-688-3570

To build a diverse workforce, The Ohio State University encourages applications from individuals with disabilities, minorities, veterans, and women. EEO/AA employer.