



Princeton University, The Graduate School Associate Dean for Access, Diversity, and Inclusion

Princeton, New Jersey



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About Princeton University

Princeton University is a world-renowned research university with a vibrant community of scholarship, research, and teaching that seeks to serve the nation and humanity and has achieved the highest levels of distinction in the discovery and transmission of knowledge and understanding.

Princeton has a strong commitment to graduate education where students become part of a community of scholars at one of the world's leading research universities. With a focus on doctoral education, with a select number of master's degree programs, across the humanities, social sciences, natural sciences, and engineering, that emphasizes original and independent scholarship, students work closely with distinguished faculty who routinely push the frontiers of human knowledge with their research and scholarship.

In addition, Princeton has a profound commitment to undergraduate education with a low student-to-faculty ratio and a curriculum that emphasizes learning, creativity, innovation, and collaboration with a program of liberal arts in the humanities, arts, social sciences, natural sciences, and engineering. Among the University's highest strategic priorities is the expansion of the undergraduate population by 125 students per class—approximately 10 percent of the total population. In fall 2022, the University opened two [new residential colleges](#) that will provide the space and the capacity to achieve that goal over several years.

Mission Statement

The values and ethos of Princeton University are clearly articulated in its mission statement:

Princeton University advances learning through scholarship, research, and teaching of unsurpassed quality, with an emphasis on undergraduate and doctoral education that is distinctive among the

world's great universities, and with a pervasive commitment to serve the nation and the world.

The University's defining characteristics and aspirations include:

- a focus on the arts and humanities, the social sciences, the natural sciences, and engineering, with world-class excellence across all of its departments;
- a commitment to innovation, free inquiry, and the discovery of new knowledge and new ideas, coupled with a commitment to preserve and transmit the intellectual, artistic, and cultural heritage of the past;
- a faculty of world-class scholars who are engaged with and accessible to students and devoted to the thorough integration of teaching and research;
- a focus on undergraduate education that is unique for a major research university, with a program of liberal arts that simultaneously prepares students for meaningful lives and careers, broadens their outlooks, and helps form their characters and values;
- a graduate school that is unusual in its emphasis on doctoral education, while also offering high-quality masters programs in selected areas;
- a human scale that nurtures a strong sense of community, invites high levels of engagement, and fosters personal communication;
- exceptional student aid programs at the undergraduate and graduate level that ensure Princeton is affordable to all;
- a commitment to welcome, support, and engage students, faculty, and staff with a broad range of backgrounds and experiences, and to encourage all members of the University community to learn from the robust expression of diverse perspectives;
- a vibrant and immersive residential experience on a campus with a distinctive sense of place that promotes interaction, reflection, and lifelong attachment;
- a commitment to prepare students for lives of service, civic engagement, and ethical leadership; and
- an intensely engaged and generously supportive alumni community.

In addition to expanding the undergraduate population and increasing the socioeconomic diversity of its student body, the University's strategic priorities include:

- Achieve unsurpassed quality in all fields;
- Emphasize service;
- Exercise visible leadership in the arts and the humanities;
- Undertake a bold interdisciplinary initiative centered on the environmental sciences;

- Invest in engineering and information sciences; and
- Improve Princeton’s connections to the innovation ecosystem.

Diversity and Inclusion at Princeton

Diversity and inclusion are central to Princeton's educational mission and its desire to serve society. Throughout the University, members of the Princeton community have a deep commitment to being inclusive because:

- A diverse environment is more intellectually and socially stimulating. The variety of viewpoints creates more debate and encourages people to re-examine their own positions, with the potential of leading to new insights, in and out of academic settings.
- [Research findings](#) on the impact of diversity from the fields of psychology, sociology and economics show that experiences with diversity improve one's own intellectual skills and performance, improve self-confidence, decrease negative stereotypes and biases, and create awareness of inequalities and discrimination that may be — and often are — addressed through civic action.

Fairness is a core value of the University. Students, staff and faculty applicants of all backgrounds should have an equal opportunity to earn a position at Princeton, and then contribute and succeed in their future endeavors.

- Princeton students should live and learn in an environment that reflects U.S. society and introduces them to the world beyond. In broadening the range of perspectives to which they're exposed, students will have a better understanding of the world and be better equipped to lead and serve others.

A network of professionals engaged in diversity, equity and inclusion work span campus offices and departments. Senior diversity practitioners, including the Associate Dean for Access, Diversity and Inclusion, form a cross-campus advisory group to senior leadership. In 2022, Princeton published its second [Diversity, Equity and Inclusion Annual Report](#). The report describes the University’s aspirations, measures progress against milestones, and looks ahead to future goals.

For more information on Princeton University, please visit www.princeton.edu.

Christopher L. Eisgruber, *President*

Christopher Ludwig Eisgruber has served as Princeton University's 20th president since July 2013. He served previously as Princeton's provost for nine years, beginning in 2004, after joining the Princeton faculty in 2001.

As president, Eisgruber has led efforts to increase the representation of low-income and first-generation students at Princeton and other colleges and universities. Princeton's socioeconomic diversity initiatives have attracted national attention from *The New York Times*, *The Washington Post*, *60 Minutes*, and other news outlets.

Eisgruber received his A.B. in physics from Princeton in 1983, graduating magna cum laude and Phi Beta Kappa. He then earned an M.Litt in politics at the University of Oxford as a Rhodes Scholar, and a J.D. cum laude at the University of Chicago Law School, where he served as editor-in-chief of the law review. After clerking for U.S. Court of Appeals Judge Patrick Higginbotham and U.S. Supreme Court Justice John Paul Stevens, he taught at New York University's School of Law for 11 years.

In 2001, Eisgruber joined the Princeton faculty as the director of the Program in Law and Public Affairs and the Laurance S. Rockefeller Professor of Public Affairs in the Woodrow Wilson School of Public and International Affairs and the University Center for Human Values. He directed Princeton's Program in Law and Public Affairs from 2001 to 2004.

The Graduate School

Princeton University offers advanced degrees spanning the humanities, social sciences, natural sciences, and engineering. The Graduate School focuses on and sustains excellence in doctoral education across all these disciplines and emphasizes original and independent scholarship. It also offers a limited number of highly selective master's degree programs in the fields of architecture, engineering, finance, public affairs, and public policy, in order to prepare candidates for careers in public life and professional practice.

The graduate school programs share a number of distinctive and desirable features:

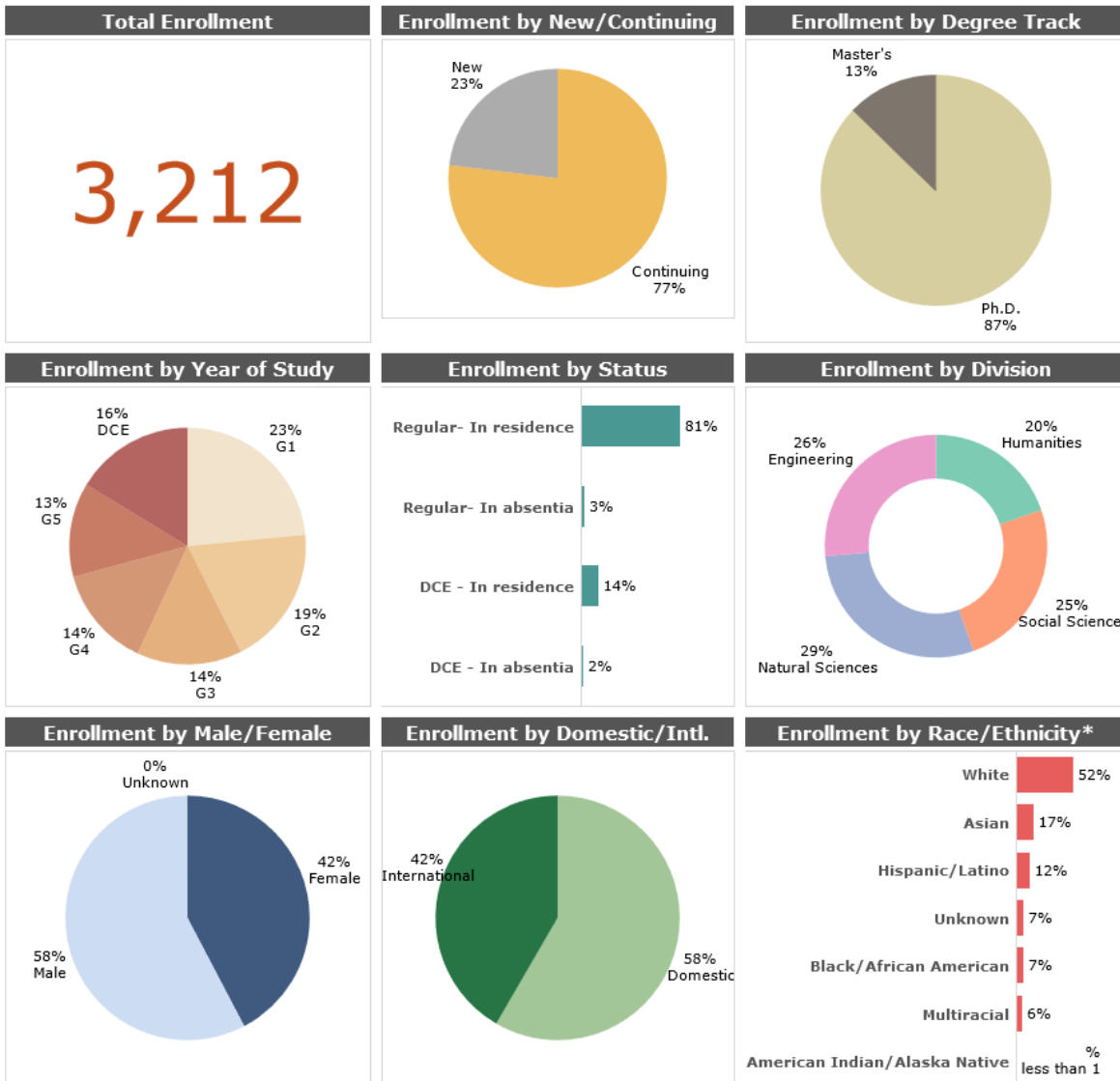
- A high level of engagement between distinguished faculty and outstanding students;
- A residential campus environment that fosters a community of scholars;
- A depth of financial support that allows concentration on academics; and
- Degree programs with demonstrated success in educating graduates for careers in academia, government, and the non-profit and corporate sectors.

Complementing and enriching these degree-granting programs is a wide range of interdisciplinary units that promote intellectual activities and research across departmental and divisional boundaries.

Commitment to student success is a key priority for the Graduate School. The goals of the Graduate School are to:

- Attract the best and the brightest from all demographic groups and all corners of the world;
- Support graduate students well financially, physically, and socially, to allow them to focus on their academic programs and professional development;
- Maintain rigorous disciplinary degree programs that incorporate appropriate interdisciplinary opportunities;
- Provide opportunities to gain understanding of other societies and cultures and their perspectives and approaches;
- Augment academic programs with professional development that prepares graduates to become thoughtful and successful leaders in a highly competitive and interconnected world;
- Bring students to completion of their degrees in a timely fashion;
- Graduate individuals who will become stewards of their professions and contributors to the improvement of their societies, cultures, and world at large; and
- Maintain connections with and engagement of alumni.

Over 3000 graduate students study in an environment in which everyone is empowered to push their fields forward, producing fundamental research with transformational global impact. Princeton University welcomed 743 graduate students from 55 countries for the 2022-23 academic year, the largest cohort in over a decade.



* Race/Ethnicity values apply to U.S. citizens and permanent residents only. For all other notes and definitions, please see **Notes and Definitions** tab.

Rodney D. Priestley, *Dean of the Graduate School*

Rodney D. Priestley is the dean of the Graduate School and the Pomeroy and Betty Perry Smith Professor of Chemical and Biological Engineering and served as vice dean for innovation before taking on the role as dean of the Graduate School in 2022. Since joining Princeton’s faculty in 2009, Priestley has performed groundbreaking fundamental research in materials science, facilitated the development

and translation of intellectual property derived from that research into products and enterprises, and expanded Princeton's ties with industry, entrepreneurs, venture capitalists, alumni and other partners. All the while, he has maintained a deep commitment to recruiting and developing Princeton graduate talent from all backgrounds.

Priestley is firmly committed to fostering a diverse and inclusive culture in the Graduate School. It is a core value of his own research and teaching, integral to his success as a scientist and educator. Priestley has played a critical role in the development of impact programs at Princeton to expand access and spur inclusive research, innovation and entrepreneurship, including the Princeton Presidential Postdoctoral Scholars Program, the Startup and Research Transition (START) Entrepreneurs Fellowship Program, and the Empower Conference, to name a few. Most recently, he developed the groundbreaking Princeton Alliance of Collaborative Research and Innovation (PACRI) program, which allows for faculty-led research collaborations between Princeton faculty and their colleagues at select HBCUs.

About the Access, Diversity, and Inclusion Team

The Mission of the [Access, Diversity, and Inclusion Team](#) (ADI) at the Graduate School is aligned with Princeton's understanding that demographic and intellectual diversity drives innovative research and discovery; expands the capacity for teaching and learning; and prepares those for lives of leadership in an increasingly pluralistic society.

ADI promotes access to a Princeton graduate education by partnering with academic departments to identify and admit the broadest and richest pool of scholars for our master's and doctoral programs. Team members meet prospective students at [recruitment and outreach events](#) each academic year. ADI supports students to achieve their full potential through mentorship, programming (for [current](#) and [prospective](#) students), and partnership with academic departments.

The Opportunity

Reporting to the Dean of the Graduate School, the Associate Dean for Access, Diversity, and Inclusion will have primary responsibility for planning, implementation, and assessment of the School's goals

related to access, diversity, and inclusion of the graduate student body as outlined in the 2013 Report of the Trustee Ad Hoc Committee on Diversity. The Associate Dean will partner with multiple constituencies within the Graduate School and with colleagues in the Office of the Provost, academic departments and programs, and beyond, to promote Princeton as an institution in which diversity and inclusion are core intellectual values. This individual will seek to increase the access, retention, and success of students that have been historically underrepresented or marginalized in graduate education, including racial and ethnic minorities, women, first-generation students, low-income students, LGBT students, people with disabilities, veterans, and others. The Associate Dean works with a dedicated team including the following direct reports: Assistant Dean for Access, Diversity, & Inclusion in the Natural Sciences; Assistant Dean for Access, Diversity, and Inclusion in the Humanities and Social Sciences; Diversity & Inclusion Coordinator; and Assistant Director of Diversity Initiatives

The next Associate Dean’s responsibilities include the following:

Recruitment and retention of historically marginalized students

- Develop and implement plans, both strategic and operational, for the identification, tracking, and recruitment of individuals who will enhance the diversity of the graduate student population.
- Develop and implement a multi-level plan for recruitment for the entire Graduate School population, including partnering with external organizations and institutions.
- In advance of admission decisions, participate in the review of graduate student applications in partnership with academic departments.

Promotion of academic and career success through departmental partnerships, mentoring, and programming

- Support, track, and monitor retention and completion. Serve as an advisor to current students and [student groups](#).
- Partner with academic affairs staff within the Graduate School and academic departments and programs on issues related to advising, academic achievement, degree completion, and placement.
- Partner with the professional development staff within the Graduate School and academic departments and programs on issues related to training and career outcomes.

Support the achievement of the Graduate School’s and the broader university’s DEI goals

- Develop, implement, and maintain methodologies to assess efforts within the Graduate School and its departments/programs with regards to diversity and inclusion. Collect, track, analyze, and present data related to diversity initiatives and climate; provide feedback to faculty, staff and students on the effectiveness of the School’s efforts; monitor national trends and seek benchmarks for success; and make suggestions for continued improvement.
- Serve as the principal liaison between the Office of the Provost and the Graduate School on topics and initiatives relevant to access, diversity, and inclusion.
- Work with colleagues in the Graduate School and across academic departments to create sustainable programming that provides opportunities for education, mentoring, training, and social engagement. Collaboratively partner with units within the Office of the Dean of the College and the Vice President for Campus Life.

Ensure the success of the ADI Team

- Manage a high-performing, dedicated team of five to ensure that all diversity and inclusion activities are carried out in a manner consistent with the School’s internal policies and goals.
- Oversee a budget that supports a broad range of diversity and inclusion programs and activities, including relevant student organizations. Responsible for prudent financial management including fiscal planning, analysis of expenditures, and reporting.

Manage key internal and external relationships in representing Princeton

- Represent Princeton with key national organizations including the Leadership Alliance, GEM, and other organizations whose work closely aligns with the goals of the Associate Dean’s portfolio.
- Engage with prospective applicants, alumni, faculty members, community members, and staff as a visible and accessible member of the Graduate School senior staff.
- As a member of the Dean’s senior staff, support other Graduate School initiatives and programs, both operational and strategic, at the direction of the Dean of the Graduate School.

Candidate Profile

Preferred candidates will have a Ph.D. and at least five years of administrative experience in higher education. The successful candidate must be able to work collaboratively with students, faculty members, academic and student life administrators, alumni, and community members. Documented

experience working with underrepresented students in higher education is required. Strong quantitative, analytical and presentation skills; excellent oral and written communication skills; strong collaborative skills for teamwork and consensus building; demonstrated leadership ability, excellent judgment, and a high level of integrity; and the ability to work independently on concurrent projects under pressure of multiple deadlines.

In addition, the following professional and personal qualities, skills, and characteristics are desired:

- A proven track record of success in driving diversity, equity, and inclusion efforts and dialoguing and engaging with students, faculty, staff, alumni, and the broader community on these topics;
- A deep understanding of and compassion regarding the holistic graduate student experience in and outside of the classroom, ideally within a highly-competitive academic environment;
- Knowledge of graduate admissions processes, applicant recruitment and evaluation;
- Inclusive decision-making skills with the capacity to build consensus, facilitate difficult discussions when necessary, and communicate decisions with alacrity, clarity, and care;
- Experience managing crises and demonstrating calm under pressure;
- A proven ability to be both compassionate and fair in managing complex student issues and concerns in a changing environment;
- Approachability and accessibility to students and other campus constituents, with a passion for student engagement and student leadership development;
- Credibility and rapport with faculty and staff that yields individual progression and investment in DEI journeys;
- A record of attracting, mentoring and retaining diverse high-quality talent and building empowered teams from ambitious, individual contributors;
- An ability to influence and inspire trust with multiple constituencies;
- Superb listening skills and an ease interacting in a range of settings with multiple constituencies; and
- Awareness of best practices in DEI and the major trends influencing the graduate student experience and student success nationally.

Compensation and Benefits

The compensation range for this position is negotiable and begins at \$150,000 with a generous [benefits package](#) designed to support physical, mental, and financial wellness.

Contact

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Amy Sugin and Holly Jackson of Koya Partners/DSG have been exclusively retained for this search. To express interest in this role please submit your materials [here](#) or email princeton_gradschool_ad_diversity@koyapartners.com. All inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

Equal Opportunity and Nondiscrimination at Princeton University: Princeton University believes that commitment to principles of fairness and respect for all is favorable to the free and open exchange of ideas, and the University seeks to reach out as widely as possible in order to attract the ablest individuals as students, faculty, and staff. In applying this policy, the University is committed to nondiscrimination on the basis of personal beliefs or characteristics such as political views, religion, national or ethnic origin, race, color, sex, sexual orientation, gender identity or expression, pregnancy, age, marital or domestic partnership status, veteran status, disability, genetic information and/or other characteristics protected by applicable law in any phase of its education or employment programs or activities. In addition, pursuant to Title IX of the Education Amendments of 1972 and supporting regulations, Princeton does not discriminate on the basis of sex in the education programs or activities that it operates; this extends to admission and employment. Inquiries about the application of Title IX and its supporting regulations may be directed to the Assistant Secretary for Civil Rights, Office for Civil Rights, U.S. Department of Education or to the University's Sexual Misconduct/Title IX Coordinator. See Princeton's full [Equal Opportunity Policy and Nondiscrimination Statement](#).

About Koya Partners



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