Vice Provost for Diversity & Inclusion and Chief Diversity Officer  
Johns Hopkins University

Johns Hopkins University seeks a collaborative, strategic and results-oriented leader to serve as Vice Provost for Diversity & Inclusion and Chief Diversity Officer (VP/CDO). Reporting to the Provost/Senior Vice President for Academic Affairs, the VP/CDO is responsible for providing vision and leadership for diversity and inclusion (D&I) efforts across the university. The VP/CDO will co-chair the Johns Hopkins Institutions Diversity Leadership Council and will work in partnership with campus leaders to position diversity as one of the university’s key competitive advantages. This role capitalizes on the varied ways D&I are and can be embedded in the university’s curriculum, infrastructure, policies, and programs. The university considers D&I to be key drivers of engagement and innovation. The VP/CDO will oversee the Office of D&I (ODI) and provide strategic leadership for D&I initiatives across the university and in partnership with key stakeholders, including staff in dedicated diversity positions, school leadership, faculty, and students. The VP/CDO will support the deans, assist the President and Provost in evaluating the performance of each school’s D&I efforts, and work with senior leadership to identify necessary improvements to ensure that the university’s commitments outlined in its Roadmap on Diversity and Inclusion are met and that the Johns Hopkins community remains engaged in advancing the agenda outlined therein. In this highly visible role, the VP/CDO will work closely with the President, Provost, and other senior leaders.

The University seeks a thoughtful and energetic leader with a broad vision for the role of D&I in achieving institutional excellence. The successful candidate will have a track record of accomplishment in leading institutional initiatives, building programs, and promoting diversity in a complex organizational setting. The VP/CDO will have a thorough knowledge of research and best practices around campus diversity. Experience working in a decentralized academic environment with demonstrated success in strengthening D&I through proactive recruitment, training, and change management will be critical to success. The VP/CDO will have demonstrated skills in collecting and using data to assess programs and increase shared accountability; a supervisory record that demonstrates collaborative strengths in coaching and mentoring, managing project development teams, and improving productivity; and the ability to form coalitions and inspire others to take action. The VP/CDO must possess the ability to manage institutional change in a complex, academic environment and will be expected to identify opportunities for necessary strategic investments, develop plans and a budget for such investments, and secure funding with the help of university leadership. The successful candidate will demonstrate cross-cultural competencies, including strong emotional intelligence, influencing skills, and the ability to engage and build relationships with university constituencies and underrepresented communities. The VP/CDO will have strong communication and conflict-resolution skills needed to navigate socially- and politically-charged situations to resolve problems, build consensus, and reconcile competing interests.

America’s first research university, Johns Hopkins was founded in 1867 for the purpose of expanding knowledge and putting that knowledge to work for the good of humanity. Today, Johns Hopkins has approximately 4,7800 full-time faculty, 6,300 undergraduate students, and 20,800 graduate students in 325 degree programs at the baccalaureate, master’s, and doctoral levels. Johns Hopkins comprises 10 academic and research divisions and numerous centers, institutes, and affiliated entities throughout the Baltimore-Washington area and abroad with programs located on the Homewood campus in Baltimore, in East Baltimore, in downtown Baltimore and the Inner Harbor, in Washington, D.C., and on campuses in Bologna, Italy and Nanjing, China, as well as the Applied Physics Laboratory in Laurel Maryland. Johns Hopkins conducts research, educational, or related activities in more than 140 countries around the world. Perennially ranked as the nation’s leader in annual research awards, the university has exceeded its own standard over the past decade due to excellent academic leadership, committed faculty and students, innovative international programs, high levels of collegiality, and exceptional interdisciplinary collaboration. Johns Hopkins spent $2.56 billion on research and development in FY 2017. It remains the only U.S. university to cross over the $2 billion threshold. The university’s endowment is over $4.3 billion.

Screening for the next VP/CDO will begin immediately and continue until an appointment is made. All communications will be treated confidentially. Nominations, inquiries, and applications (including a cover letter, curriculum vitae or resume, and the names of five references) should be directed electronically in confidence to JHU_CDO@divsearch.com. For further information, please contact:

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For additional information, please consult the university’s website at https://www.jhu.edu.
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