



PEPPERDINE

UNIVERSITY

Vice President
for Community Belonging
& Chief Diversity Officer



About Pepperdine University

Pepperdine University is a Christian university committed to the highest standards of academic excellence and Christian values, where students are strengthened for lives of purpose, service, and leadership. Ranked in the top-50 of national universities by U.S. News & World Report, Pepperdine enrolls approximately 8,000 full-time and part-time students in its five colleges and schools with roughly 380 full-time faculty and over 1,110 full-time staff.

Located in the coastal community of Malibu, California, Pepperdine University's 830-acre campus has been ranked the most beautiful campus in the nation by The Princeton Review. Pepperdine has five graduate campuses across Southern California, six international campuses, and additional study and internship programs on six continents.

Pepperdine University has top-ranked programs for graduate and undergraduate studies, with 73 degree programs and a 12.5:1 student teacher ratio across five schools. Pepperdine's NCAA athletic program comprises eight men's and nine women's Division I teams, 13 team national championships and 12 individual national championships. Its graduates include 48 Olympians and six gold medalists.

Pepperdine University is accredited by the Western Association of Schools and Colleges and classified as a Doctoral/Research University under the Carnegie classification system.

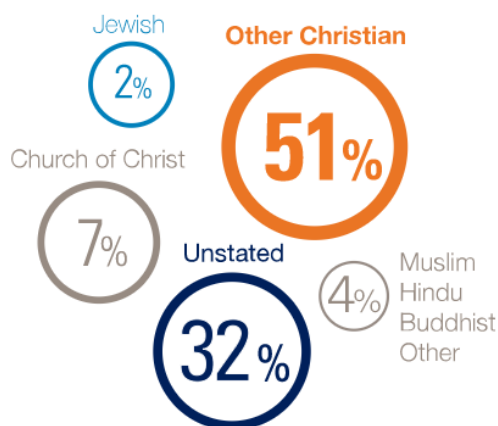


History

With an initial investment of five dollars, George Pepperdine founded Western Auto Supply Company, a specialty retail chain of stores that supplied automobile parts and accessories. A self-made man with a successful business, Mr. Pepperdine decided to invest his fortune in a kind of higher education that is equally committed to developing character and advancing intellect. In 1937, he realized his dream by establishing a private college governed by the highest standards of academic excellence and Christian faith. As a result of his foresight and generosity, George Pepperdine College opened its doors at 79th and Vermont Avenue in Los Angeles.

Through the years, the college grew in size and stature, and in 1971, George Pepperdine College gained university status after adding graduate and professional schools to its offerings. In 1972, Pepperdine University completed its historic move to Malibu and welcomed its largest undergraduate freshman class to date. Building a vibrant campus community and providing an educational experience that promotes intellectual, social, personal, and spiritual growth, Pepperdine reaffirmed its commitment to strengthening lives for purpose, service, and leadership.

Now, more than eight decades later, Pepperdine has become a major university with five colleges and schools – Seaver College, the Caruso School of Law, the Graziadio Business School, the Graduate School of Education and Psychology, and the School of Public Policy. Today, with approximately 132,000 alumni in all 50 states across the nation and more than 120 countries around the world, Pepperdine continues to expand its reach and the strength of its global impact.



Mission and Vision

Mission:

“Pepperdine is a Christian university committed to the highest standards of academic excellence and Christian values, where students are strengthened for lives of purpose, service, and leadership.”

Pepperdine University is religiously affiliated with the Churches of Christ, of which the University’s founder, George Pepperdine, was a life-long member. Among the most preeminent Christian universities in the United States, Pepperdine has a unique role in higher education. The University is deeply committed to both scholarship and spiritual development in the lives of every student and values leadership formed by its faith heritage. Faculty, administrators, and members of the Board of Regents represent many religious backgrounds, and students of all races and faiths are welcomed. It is the purpose of Pepperdine University to pursue the very highest standards within a context that celebrates and extends the spiritual and ethical ideals of the Christian faith.

Vision:

“Pepperdine University will be a preeminent, global, Christian university, known for the integration of faith and learning, whose graduates lead purposeful lives as servant-minded leaders throughout the world.”

George Pepperdine envisioned an institution that would transform students’ lives so that they would, in turn, impact culture. He imagined a vast body of alumni - men and women conscious of their good fortune, recipients of the generous gift of a Christian education - who would feel the moral imperative to serve others sacrificially. Hence, the school’s motto: “Freely ye received, freely give” (Matthew 10:8).

12.5: 

Student-Teacher
Ratio Across 5 Schools

#8 

Most Beautiful Campus

The Princeton Review

Affirmation Statement

As a Christian University Pepperdine affirms:

That God is

That God is revealed uniquely in Christ

That the educational process may not, with impunity, be divorced from the divine process

That the student, as a person of infinite dignity, is the heart of the educational enterprise

That the quality of student life is a valid concern of the University

That truth, having nothing to fear from investigation, should be pursued relentlessly in every discipline

That spiritual commitment, tolerating no excuse for mediocrity, demands the highest standards of academic excellence

That freedom, whether spiritual, intellectual, or economic, is indivisible

That knowledge calls, ultimately, for a life of service.



Diversity and Belonging at Pepperdine

The Diversity Statement of the University Diversity Council declares: “Pepperdine is a Christian University fully committed to diversity, equity, and inclusion. Our faith cherishes the sacred dignity of every human being and celebrates diversity as a true representation of God’s love and creative expression. We endeavor to build a diverse community that fully engages the transformative educational process across expressions of human difference. Therefore, we strive toward academic excellence and a shared sense of belonging with the understanding that a broad range of diverse perspectives enriches the quality of our learning, scholarship, and leadership.”

Pepperdine’s commitment to diversity stems from a Christian heritage that compels the university to love justice and to treat every individual equally with respect and compassion. Their faith tradition also confirms that individuals are finite and therefore one’s knowledge is incomplete. It is through the inclusion and experience of others from diverse points of view that one often begins to see dimensions of truth previously unseen. Diversity not only enriches the educational endeavor; it is critical to it.

Schools and Alumni

Seaver College is the University's undergraduate college of letters, arts, and sciences. It is highly selective, enrolling 3,500 students who have outstanding academic records and demonstrate strong moral character. Seaver College offers bachelor's degrees in forty-five fields of study, and master's degrees in seven. Seaver College has approximately 42,000 alumni.

The Caruso School of Law provides a superior legal education with an emphasis on societal responsibility. The law school has built a reputation for rigorous academics, personal attention, and strong experiential and values-centered learning. ABA-accredited and a member of the Association of American Law Schools and Order of the Coif, the School of Law currently enrolls 500 J.D. students with 40 full-time faculty, 65 staff, and over 10,300 alumni. The Caruso School of Law offers three JD options, two master's degrees, five LLM degree options, six joint degree programs, and five certificate programs.

The Pepperdine Graziadio Business School, with approximately 1,800 full and part-time students enrolled each trimester, focuses on the needs of mid-career professionals. Its administrative offices are located at Pepperdine's West Los Angeles Graduate Campus. It offers courses at the West LA Graduate Campus, the Malibu campus, at five other Graduate Campuses located in California, and online. The Graziadio School's Malibu program is a traditional, full-time residential MBA. The Graziadio School is accredited by AACSB International – The Association to Advance Collegiate Schools of Business. The school enjoys roughly 43,000 alumni.

The graduate School of Education and Psychology (GSEP) enrolls 2,600 students with 24,000 alumni and offers master's and doctoral degrees designed to prepare professionals for service and leadership roles in education, psychology, and related areas. GSEP offers programs to prepare students for teaching and administrative credentials, as well as the marriage and family therapist license and psychology license. Although its administrative offices are on the West Los Angeles Graduate Campus, GSEP offers courses at the Malibu campus, four other satellite campuses, and online.

The newest addition to Pepperdine University is the School of Public Policy. The Master of Public Policy degree combines emphasis on the ethical, moral, and historical roots of free institutions with analytical and leadership skills to influence questions of public policy. The School of Public Policy, with a current enrollment of 70 students (with roughly 700 alumni), is located at Pepperdine's Drescher Graduate Campus in Malibu.





The Opportunity

Pepperdine University seeks a collaborative, strategic, results-oriented, energetic, and faithful Christian leader to join their community as Vice President for Community Belonging and Chief Diversity Officer (VP of Community Belonging). This inaugural position will be a member of the senior administrative team, reporting to and advising the president. He or she will serve on the University Steering Team and lead the University Diversity Council; partnering with existing work related to diversity, equity, inclusion, and belonging; intentionally building relationships with students, staff, and faculty across the university; and joining with them to identify and execute new initiatives. Pepperdine is in the midst of a strategic planning process, and the inaugural VP of Community Belonging will play a key role in implementing and advancing the university's aspirational goals related to diversity, inclusion, and belonging. He or she will join a leadership team that values collegiality, collaboration, and transparency.

As a Christian university, Pepperdine cherishes the sacred dignity of every human being; celebrates diversity as a true representation of God's love and creative expression; and seeks to foster a deep sense of belonging with the understanding that a diverse community enriches their learning, scholarship, and leadership. Pepperdine seeks a leader who shares these values, supports the larger mission of the university, is a committed follower of Jesus Christ, and has a vibrant history of active involvement in a community of faith. The ideal candidate will be able to articulate and frame a clear and compelling vision of community belonging grounded in Christian faith and witness and will be cognizant of the best scholarship and practices in the field. This position is an exciting opportunity to shape a leadership role in accordance with the university's mission and institutional needs and priorities. More broadly, the selected candidate will harness and curate thought leadership on issues related to diversity and community belonging from the Pepperdine community and beyond and will catalyze relevant conversation both within and outside the global church.

Although this position will be full-time within the university administration, should a candidate have credentials and scholarly achievement warranting a tenured appointment, the possibility of tenure will be considered at the time of appointment.

Responsibilities

As a member of the senior leadership team and in collaboration with students, staff, and faculty, as well as boards and alumni as relevant, the VP of Community Belonging will:

- Further the university's Christian mission by living the precepts of the Christian faith in a sincere and genuine manner, exemplifying Christian leadership.
- Recognize the student as the heart of the educational enterprise, centering work on this core principle.
- Advise the president about matters related to diversity and community belonging.
- Articulate and frame a clear and compelling vision of diversity and community belonging grounded in Christian faith and witness and will be cognizant of the best scholarship and practices in the field.
- Develop a university-wide office/center for diversity and community belonging that serves as a resource for and supports efforts and initiatives across the university.
- Harness and curate thought leadership on issues related to diversity and community belonging from the Pepperdine community and beyond and catalyze relevant conversation both within and outside the global church.
- Engage in strategic planning and carry out goals related to diversity and community belonging in the university mission, vision, and strategic plan.
- Lead conversations about diversity and community belonging within the university community and, as appropriate, in the local, state, and national levels and in higher education.
- Plan, initiate, facilitate, and assess processes of institutional and organizational change to increase institutional capacity related to diversity and community belonging.
- Work with university senior administration and stakeholder in evaluating, identifying, and when appropriate, recommending revision to institutional policies, procedures, and practices in order to advance access and success of students, staff, and faculty who belong to marginalized groups, consistent with the university's Christian mission.
- Promote a diverse community by partnering with the five schools and human resources to recruit and retain students, faculty, and staff from a broad range of backgrounds and experiences.



- Promote inclusive excellence in teaching, learning, research, creativity, and scholarship in the curriculum and within co-curricular programming.
- Lead university-wide efforts to increase a sense of belonging for underrepresented groups within the university's diverse students, faculty, and staff by fostering a welcoming, inclusive climate through mentoring and education related to diversity and bias; response to activism; campus climate assessments; and protocols to address bias incidents.
- Regularly review and report on internal and national data and on relevant scholarship to inform diversity and community belonging efforts.
- Oversee evaluation and assessment of efforts related to diversity and community belonging by initiating climate surveys, focus groups, and other evaluative instruments.
- Ensure implementation of and compliance with pertinent legal and regulatory requirements of the university.
- Partner with Pepperdine's Integrated Marketing and Communication team and the President's Office to assist in ongoing and crisis communication related to diversity and community belonging.
- Serve as a member of the University Steering Team and lead the University Diversity Council.
- Engage with the Board of Regents, as appropriate, as well as alumni boards and the advance team.
- Hire, manager, mentor, and retain staff reporting to the VP of Community Belonging. Develop a collaborative and professional team culture, in which relationship-building, participation, respect, transparency, and excellence are fostered.
- Develop and successfully manage an area budget.
- Other duties as assigned.

Preferred Education & Experience

- PhD or terminal degree
- Substantial leadership or administrative experience, ideally in a University or other not-for-profit organization
- Significant diversity-related work in higher education
- Relevant teaching, research, or program administration
- Demonstrated success in creating and administering relevant policies, initiatives, and educational programming
- Record of successful collaboration and team-building with a broad range of stakeholders
- Oversight of budget



Qualities for Success in the Role

- Integrates Christian faith with professional work, drawing upon a mature, authentic Christian faith and deeply-rooted theological commitments
- Understands the field of diversity, equity, and inclusion in higher education
- Demonstrates a deep understanding of diversity-related research-based practices
- Articulates a clear, comprehensive, and complex understanding of diversity and community belonging
- Employs strong oral and written skills and communicates productively with stakeholders across the institution and to the broader community
- Advocates and persuades effectively and diplomatically using storytelling and research
- Demonstrates a commitment to fairness and transparency in communication
- Listens carefully to a wide range of perspectives within the community and values colleagues who hold different views
- Demonstrates experience in conflict resolution
- Collaborates well and intentionally with a broad range of individuals and groups
- Takes the initiative to connect and build relationships with students, student groups, and other constituencies across all five schools
- Strives to understand and enter into the institution's history and culture so that efforts in the area of diversity and belonging become part of the fabric of the community
- Understands contemporary discourse and issues, pedagogical practices, curricular development, fundraising practices and principles, research methods, student development theory and practice, hiring, and assessment
- Demonstrates strong understanding of federal, state, and local legislation related to harassment and protected-class discrimination, including the Equal Employment Opportunity Act of 1972, Title IX of the Educational Amendments Act of 1972, and the Americans with Disabilities Act of 1990
- In word, deed, and professionalism, represents the highest ideals of integrity, competence, diplomacy, judgement, tact, and discretion





Applications and Nominations

Pepperdine is an Equal Employment Opportunity Employer and does not unlawfully discriminate on the basis of any status or condition protected by applicable federal, state, or local law. Pepperdine is committed to providing a work environment free from all forms of harassment and discrimination. Engaging in unlawful discrimination or harassment will result in appropriate disciplinary action, up to and including dismissal from the University.

Pepperdine is religiously affiliated with the Churches of Christ. It is the purpose of Pepperdine to pursue the very highest employment and academic standards within a context which celebrates and extends the spiritual and ethical ideals of the Christian faith. While students, faculty, staff and members of the Board of Regents represent many religious backgrounds, Pepperdine reserves the right to seek, hire and promote persons who support the goals and mission of the institution, including the right to prefer co-religionists.

It is the intent of the University to create and promote a diverse workforce consistent with its stated goals and mission. Offers of employment are contingent upon successful completion of a criminal, education, and employment screening. Qualified individuals with criminal histories will be considered for employment in compliance with applicable laws.

The search is being conducted with full confidentiality of all candidate information. Please direct all nominations, applications, and inquiries to VPCommunityBelonging@carterbaldwin.com. To apply, please submit a resume or CV and a letter of interest describing your philosophy and approach to diversity and community belonging and sharing why you believe you will be successful at Pepperdine.

Although applications will be accepted until the time that a Vice President for Community Belonging and Chief Diversity Officer is appointed, candidates should submit materials by November 25, 2020 for most favorable consideration. For additional information about either the position or the process, please contact:



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