



**University of Dayton
Executive Director, Human Rights Center**

THE SEARCH

The University of Dayton (UD) seeks a collaborative and strategic leader to serve as the Executive Director of the University's Human Rights Center (HRC). This is an exceptional opportunity for an innovative leader to advance an interdisciplinary human rights research and advocacy center that represents a major priority for the University.

UD enrolls 10,882 students, including 8,095 full-time undergraduates, is one of the nation's largest Catholic universities, and is the largest private university in Ohio. A Catholic Marianist institution, UD provides education to develop the whole student and is committed to experiential learning. The University comprises five academic units: the College of Arts and Sciences and the Schools of Business Administration, Education and Health Sciences, Engineering, and Law. It is also the home of the nationally-recognized University of Dayton Research Institute (UDRI).

The next Executive Director joins UD at an important moment in its history. Eric F. Spina, Ph.D., formerly the vice chancellor and provost at Syracuse University, became the 19th president of UD in 2016. President Spina arrived with an ambitious agenda and has spent his first year bringing the historically collaborative community together in a visioning process that has positioned the University for years to come. He identified human rights as a key strategic priority in that vision and the Executive Director will be an influential leader across campus and the Dayton community on these issues. In addition, he called for UD to pay special attention to opportunities where human rights and sustainability researchers can work together to advance the common good.

The Executive Director will play a critical role in ensuring the centrality of human rights across the University. A visible leader for the HRC both on- and off-campus, the Executive Director will advance the center's mission to promote respect for the inherent dignity of all persons through dialogue, research and education. The Executive Director will join a talented and dedicated team that is deeply engaged with teaching, research, service, and advancing the mission of the Human Rights Center across campus. Contingent on qualifications, the Executive Director may be appointed at a tenured faculty rank (associate or full professor) in the appropriate academic department at the University of Dayton.

The successful candidate will possess a Ph.D. or other terminal degree, administrative experience in higher education or in an advocacy or development organization, as well as a

strong record of research activity or leading research activity in human rights or development. The candidate must demonstrate success leading teams in advancing multiple organizational priorities, and the ability to secure extramural funding for human rights or development projects.

A representative search committee has been convened to conduct the search and to recommend finalists to the dean of the College of Arts and Sciences. The University of Dayton has retained Isaacson, Miller, a national executive search firm, to assist in this search. All applications, inquiries, and nominations should be directed to them as indicated at the end of this document.

UNIVERSITY OF DAYTON

Background

The origins of the University of Dayton date to 1850, when members of the Society of Mary (Marianists) purchased a hilltop farm a short distance outside the growing town of Dayton, Ohio and established a small school for boys, known first as St. Mary's Institute and later as St. Mary's College. The school continued to grow and became the University of Dayton in 1920. In 1935, women were admitted as full-time students, 40 years ahead of many other Catholic universities. The mission of the school evolved as it grew into being a fully-accredited, comprehensive university with an excellent College of Arts and Sciences and distinguished professional schools.

Today, UD is recognized as a top-ten Catholic institution of higher learning and a top-tier Catholic research university. As a Marianist university, UD strives to educate for formation in faith; to provide an integral, quality education; to educate in family spirit; to educate for service, justice, and peace; and to educate for adaptation and change. It has both preserved and adapted its core values as it has grown, redefined itself, and achieved remarkable success over more than a century and a half. It is deeply committed to pursuing diversity within a common mission, building consensus, and fulfilling its founding vision of educating the whole person through the union of learning and scholarship with leadership and service. The institution's hallmark is learning that spans the boundaries of the liberal arts and the professions, integrates theory and practice, and reaches out to the greater community in order to strengthen public and civic life. UD's culture is defined by a strong commitment to collegiality, excellence in serving students and one another, and a sense of inclusive community.

UD is Carnegie-classified as a doctoral intensive university. The University of Dayton comprises five academic units: the College of Arts and Sciences and the Schools of Business Administration, Education and Health Sciences, Engineering, and Law. More than 82 academic programs are available at the undergraduate level. Over 35 centers and institutes, including the nationally-recognized UDRI, provide faculty, students, and staff with tremendous opportunities for research and experiential learning. In 2015, the University received a Carnegie Community Engagement Classification, and has sponsored partnerships within the Dayton community allowing UD faculty and students to successfully collaborate with neighbors to serve the community. Additionally, these partnerships promote learning beyond the classroom for students and provide opportunities to connect theory with practice. At the graduate level, master's degrees and doctoral programs are offered in a range of liberal arts, education, engineering, and interdisciplinary fields. Professional degree programs are offered within the Schools of Business Administration, Education and Health Sciences, Engineering, and Law. In addition, the University supports many centers that provide a variety of distinctive programs and

opportunities. Across all programs, University faculty are committed to providing students with excellent classroom and real world experiences, and they value the inclusive leadership style that has been the tradition at the University.

The University serves approximately 10,882 students including 8,095 full-time undergraduates. In 2017 approximately 44.1 percent of undergraduate students are Ohio residents, with an additional 48.5 percent coming from other states. International students comprise 7.1 percent of the student population. African American students represent 2.8 percent, Latino/a students represent 5.3 percent, and members of other diverse student populations constitute 4.9 percent. Importantly, as a result of concerted efforts and commitments the 2017 incoming class is the most racially and ethnically diverse classes in the school's history. The University's commitment to residential living means that 94 percent of first-year students, and 76 percent of students overall, live in university-owned housing.

The inclusive nature of the UD community is a key differentiator. The institution embraces a wide variety of students and faculty who embody religious, ethnic, cultural, and other differences. These differences are recognized and celebrated on campus. The Office of Multicultural Affairs, featured lectures and artistic events, a Muslim Prayer Chapel, housing accommodations for international students, and represent just a sample of the institutional commitments the University has made to build and sustain this inclusive and welcoming community.

Location and Campus

The Dayton metropolitan area has a population of about 850,000 and is a diverse community boasting renewed downtown and historic neighborhoods and a highly favorable cost of living. Dayton is noted for its long history of innovation and is a center of technological development. It is home to corporations such as Teradata Corp, Reynolds and Reynolds, LexisNexis, and to the U.S. Air Force Research Laboratory at Wright-Patterson Air Force Base. Keeping with its history, a large innovative health network is growing in the city and region. More information on the Dayton region can be found at <http://daytoncvb.com/>.

The University of Dayton is a beautiful 388-acre campus comprising over 40 academic, recreational, athletic, and administrative facilities. The University has invested considerably in its physical plant in recent years, including the construction of a \$25.3 million fitness and recreation center, a \$22 million renovation of the science center, a \$12 million renovation of the Chapel of the Immaculate Conception, major renovations of classrooms, studios, and offices for fine and performing arts programs and the School of Education and Health Sciences, and the refurbishment of athletic fields and facilities.

For more information about the University of Dayton, please visit: www.udayton.edu.

Leadership

Eric F. Spina, Ph.D., the 19th president of the University of Dayton, took office July 1, 2016. He brings to UD a reputation for scholarship, teaching and research and has gained both depth and breadth of experience in top-tier, higher education leadership. He joined UD from Syracuse University where he served for 27 years, most recently as the vice chancellor and provost. He earned doctoral and master's degrees in mechanical and aerospace engineering from Princeton University and a bachelor's degree with university honors in mechanical engineering from

Carnegie Mellon University. Since his arrival at UD, president Spina has led a campus wide visioning process that identified human rights research as one of a limited number of research focus areas. More details about this longer term vision can be found at: udayton.edu/vision.

THE COLLEGE OF ARTS AND SCIENCES

The College of Arts and Sciences is the largest academic unit on campus and offers a diverse range of programming in the arts, humanities, sciences, and social sciences while focusing on personal attention and close faculty-student interaction in the context of a large, comprehensive university. Profoundly committed to undergraduate education and research, the College delivers 64 percent of the undergraduate curriculum and is home to strong undergraduate major programs. It also provides the bulk of instruction within the Common Academic Program (the university's innovative and integrative undergraduate general education program), and supports the university's graduate programs and its professional schools of Business Administration, Education and Health Sciences, and Engineering. Dr. Jason Pierce serves as the Dean of the College of Arts and Sciences.

More information about the College of Arts and Sciences can be found at: <https://www.udayton.edu/artssciences/index.php>.

The Human Rights Center (HRC)

UD created the nation's first undergraduate degree program in human rights studies in 1998. Since then, the University has educated and trained humanitarian and human rights activists who are working on the front lines of advocacy, research, and service all around the world. To advance the University's work in this space, UD launched the Human Rights Center in 2013. The HRC works at the frontiers of research and advocacy, searching for transformative solutions to systemic patterns of injustice that effect real change in the lives of the poor and persecuted. The HRC accomplishes this through interdisciplinary research, education, advocacy, and dialogue at local, national, and international levels. In particular, the HRC:

- Conducts critical research to advance the theory and practice of transformative human rights advocacy
- Promotes communication and collaboration between human rights researchers and advocates
- Prepares human rights researchers and advocates of the future with the requisite knowledge, skills, and values
- Partners with human rights organizations to provide the analytical and other support needed to strengthen their capacity to respond to existing and emerging threats to human dignity
- Engages in direct advocacy efforts to support human rights priorities at the local, national, and global levels

Housed within the College of Arts and Sciences, the HRC's focus is interdisciplinary and it has campus-wide impact. The HRC's research is complemented by a Human Rights Studies academic program that administers the Bachelor of Arts degree in Human Rights. This pre-professional degree program prepares the next generation of human rights leaders. While the Executive Director will have the opportunity to shape the HRC's organizational structure as its work grows and evolves, the Center staff currently is composed of a Director of Research, Director of Advocacy, Human Rights Studies Program Director, a senior researcher, a number

of faculty research fellows, graduate assistants, undergraduate interns, and an administrative assistant.

The HRC is located on the top floor of UD's School of Law in Joseph E. Keller Hall. Major programmatic initiatives for the HRC include convening an international, interdisciplinary, biennial [conference on human rights practice and scholarship](#), a multi-year study of slave labor in Brazil, a research fellows program, a scholar- and practitioners-in-residence program, a Malawi-based research practicum for students, a nonviolence scholars program, an anti-human trafficking project, a collaborative project between the NGO PROOF and the HRC/HRS on moral courage, and a number of other faculty- facilitated research projects. The Executive Director is expected to work with the Research and Advocacy Directors, the executive committee, and the Advisory Council to shape and advance the mission and projects of the HRC.

More information about the Human Rights Center can be found at:
<https://www.udayton.edu/artssciences/ctr/hrc/index.php>

Finances

While the executive director will have institutional support to pursue external funding and is encouraged to do so, the Center's budget is not dependent on external dollars. The College and University have made significant base budget allocations to the Human Rights Center and are committed to increasing this support. As the work of the Center expands under the leadership of the Executive Director, the budget will continue to grow from both institutional sources and from earnings generated by a special endowment that was established to support the Human Rights Center.

THE ROLE

The Executive Director provides vision and leadership for the Human Rights Center. Additional duties and responsibilities include:

- Expanding the research profile of UD faculty and students (across the University) in human rights and development
- Shaping and executing shared strategic goals and a cohesive vision for the HRC;
- Promoting the reputation of the HRC, its faculty and student affiliates, and their work in the broader human rights and advocacy movements
- Facilitating research collaborations with external scholars and research centers, NGOs, INGOs, and government organizations
- Managing the Center's budget and leading its fundraising work in partnership with University Advancement and senior administrators
- Teaching and mentoring undergraduate students in the Human Rights Studies Program and collaborating with its director to attract more undergraduate students to study human rights at the University of Dayton.

The Executive Director of the Human Rights Center will lead an executive committee composed of the Directors for Research and Advocacy, the Director of the Human Rights Studies Program, select faculty affiliates, and representatives from other offices. The Executive Director will convene (typically biannually) the Human Rights Advisory Council, composed of human rights scholars and advocates and key external partners for broader strategic guidance. Given the

strategic importance of the HRC to the College of Arts and Sciences, the Executive Director will report to the Associate Dean for Interdisciplinary Research and Experiential Initiatives in the College of Arts and Sciences.

OPPORTUNITIES AND CHALLENGES

Primary opportunities and challenges for the Executive Director include the following:

Set forth an aspirational and strategic vision for the Human Rights Center

The Executive Director of HRC will work with faculty and staff affiliated with the Center and the greater UD community to develop an aspirational strategic plan that enumerates the institutional priorities of the Center and that aligns with the vision of the University. S/he will also work with HRC faculty and staff to review the Center's current research and advocacy enterprises and determine the best methods to support and grow existing work, and strategically develop new programs that combine research and advocacy in novel and effective ways. Additionally, the Executive Director will communicate a vision for HRC to various constituencies within and outside of the UD community, as well as be a participant in the public dialogue on human rights in the U.S. and around the globe.

Integrate the Center's work across the University and foster faculty and student engagement

The Human Rights Studies program attracts talented students with a wide range of interests, and the Center's affiliated faculty represent a variety of disciplines, spanning the arts, humanities, sciences, and social sciences. However, there is substantial room to promote the HRC's educational and research missions to all parts of the University. The Executive Director will partner with University leaders to better integrate the Center's work across campus, forging productive partnerships with an increasing number of academic units and fostering greater student and faculty engagement. The Executive Director will lead the effort to raise the awareness of the HRC across the university and work closely with faculty to promote human rights education in curricular and co-curricular activities. S/he will also create and leverage existing opportunities to encourage scholarly endeavors at the intersection of human rights and other disciplines by implementing policies and structures to incentivize faculty participation.

Develop broader relationships in the community and support local and regional advocacy efforts

The HRC has close relationships with a number of local and regional organizations that support advocacy efforts, foster new research and its applications, and promotes community engagement opportunities for UD students, faculty, and staff. The Executive Director will strengthen these existing relationships and partner with new organizations to address local and regional human rights issues. In doing so, the Executive Director will build on the work currently conducted by other centers and institutes housed in the College of Arts and Sciences, including the Fitz Center for Leadership in Community and the Hanley Sustainability Institute. By broadening its network, the Center will ensure that its work impacts more people and addresses a greater number of issues.

Establish the Center as a national and international convener for human rights and advocacy organizations

The Executive Director will serve as a champion for advocacy work at the university, in the country, and globally, reaffirming the Center's and the University's commitment to national and international advocacy efforts. To that end, the Executive Director will continue to establish the HRC as a convener of human rights and advocacy organizations, attracting passionate and accomplished advocates, researchers, educators, and artists to the University. The Executive Director will be tasked with expanding existing programs, including the Social Practice of Human Rights Conference, Human Rights Scholar-Practitioners-in-Residence, and the Blessed Oscar Romero Human Rights Award, and developing new programs that broaden the Center's networks. The Executive Director will serve as an ambassador of the Center and the University and as a national and international thought-leader and collaborator in the field of human rights and the leading voice at the intersection of research and advocacy.

Fundraise in support of the Center

The Executive Director will be a highly visible and inspiring advocate for the HRC, able to articulate the case for supporting the Center to internal and external audiences. S/he will support faculty and staff in procuring grants and partner with the Advancement Office to secure external funding to enhance the Center's research and other activities. The Executive Director will skillfully manage the Center's resources and allocate funds strategically.

QUALIFICATIONS

The successful candidate will possess the following **required qualifications**:

- Doctoral or terminal degree
- Five years administrative experience in higher education or in a human rights advocacy or development organization
- Demonstrated success leading teams in advancing multiple organizational priorities
- Strong record of research activity or leading research activity in human rights or development
- Demonstrated ability to secure extramural funding for human rights or development projects
- Demonstrated ability to communicate effectively in writing with diverse audiences, including external funders, the media, faculty, and students

Additionally, while no candidate will embody every quality, the successful candidate will possess many of the following **preferred qualifications**:

- Successful experience supervising staff at multiple levels

- Demonstrated success developing budgets and monitoring expenses
- A record of research and teaching commensurate with the expectations for tenure and appointment at the rank of associate or full professor at the University of Dayton
- Ability to teach and mentor undergraduate students in the Human Rights Studies Program
- Successful record of fostering collaborations between individuals and organizations
- Ability to articulate how the Catholic social justice tradition informs the study of human rights and the practice of human rights advocacy
- International work or research experience, particularly in the Global South
- Record of successful administrative accomplishments leading an academic or advocacy organization focusing on human rights/development
- Experience successfully crafting and implementing new programs or initiatives
- Strong record of securing extramural funding for projects involving human rights or development
- Successful experience building research teams across disciplines
- Success involving undergraduate students in research projects
- Ability to facilitate research for advocacy purposes
- Successful experience conducting human rights research or advocacy within a Catholic context
- Effective interpersonal skills
- Effective oral communication skills, including presentation skills

TO APPLY

The University of Dayton has engaged Isaacson, Miller, a national executive search firm, to assist with this search. Inquiries, nominations, and applications should be directed in confidence to the firm as directed below:

Tim McFeeley, Vice President
Brian Nwachukwu, Associate
Isaacson, Miller
1300 19th Street, NW
Suite 700
Washington, DC 20036
www.imsearch.com/6324

Electronic applications strongly encouraged.

The University of Dayton, founded in 1850 by the Society of Mary, is a top ten Catholic research university. The University seeks outstanding, diverse faculty and staff who value its mission and share its commitment to academic excellence in teaching, research and artistic creativity, the development of the whole person, and leadership and service in the local and global community.

To attain its Catholic and Marianist mission, the University is committed to the principles of diversity, inclusion and affirmative action and to equal opportunity policies and practices. As an Affirmative Action and Equal Opportunity Employer we will not discriminate against minorities, females, protected veterans, individuals with disabilities, or on the basis of sexual orientation or gender identity.