



Associate Director, Improving the Campus Climate Initiative

The Academic Engagement Network (AEN) seeks to hire an Associate Director for its *Improving the Campus Climate Initiative* (ICCI). Through ICCI, AEN equips college and university administrators with the knowledge, skills, and resources to create a more inclusive campus environment for Jewish students, faculty, and staff. Working with the Director of ICCI and with other members of AEN's Leadership Team, the Associate Director will support ICCI's growth through cultivating existing and new relationships with campus partners, developing educational materials and resources, and providing programmatic and policy support to campus administrators.

ABOUT ICCI AND POSITION OVERVIEW

Launched in 2020, ICCI is poised to shift from a pilot project into an established program reaching campuses nationwide. Through education, training, and consultation, ICCI programs engage senior and mid-level administrators in Student Affairs, Diversity, Equity, and Inclusion (DEI), and related offices to increase awareness of the multifaceted nature of contemporary antisemitism and best practices for responding to antisemitic incidents on campus within the context of academic freedom and free expression. Through engaging with campus officials, ICCI ensures that administrators meet their stated goals of guaranteeing a diverse and inclusive campus environment which upholds the rights of all community members to participate fully in campus life.

Drawing on the expertise of scholars within AEN's network and others, the Associate Director will work with the Director of ICCI to develop and deliver educational programming on the topics of Jewish identity, antisemitism, Israel, and campus free expression. Responsibilities will include representing ICCI in relevant professional associations to help raise awareness about and interest in the program, providing trainings and organizing and leading professional development opportunities for university officials, and partnering with other campus stakeholders to further ICCI's impact. Measurement and evaluation of ICCI's programs and materials will be a central part of the Associate Director's responsibilities.

RESPONSIBILITIES

- Identify target campuses and develop processes and procedures for cultivation and stewardship of on-campus partnerships;
- Work constructively with partners on campus to strengthen policies and practices regarding academic freedom and freedom of expression, and anti-discrimination, bias, and harassment;
- Help develop written and interactive materials for use in campus antisemitism awareness education and training programs, including by contributing content;

- Organize and help lead AEN-sponsored webinars, professional development workshops, and other programming for campus administrators;
- Manage logistics for ICCI's year-long Signature Seminar Series professional development program – including for an annual in-person programs in Washington, DC and Israel;
- Travel to campuses for meetings, workshops, and other face-to-face engagements;
- Assist in the development of written reports to update AEN's Executive Director, funders, and other stakeholders regarding ICCI's activities and accomplishments;
- Evaluate ICCI's program and help develop mechanisms to measure impact;
- Provide thought leadership for the continued development and expansion of ICCI;
- Share information and best practices and coordinate periodically on activities, where possible, with staff counterparts at other organizations doing similar work.

QUALIFICATIONS

- Master's degree (disciplines and fields of study open, but undergraduate and graduate work in the areas and topics of relevance to AEN's work is preferred).
- At least 3-5 years of experience in nonprofit work or in a student-facing university office focused on issues related to student life, DEI, or multicultural affairs.
- Familiarity with key issues in American higher education, a strong understanding of university culture, administration, and operations, and a demonstrated savviness about contemporary campus politics.
- Demonstrated commitment to promoting diversity, equity, and inclusion, and to upholding the principles of campus free expression and academic freedom for all students, faculty, and staff.
- Commitment to confronting antisemitism and the delegitimization of Israel on campus and to ensuring that campuses are welcoming learning environments for Jewish, Zionist, and all students.
- Working knowledge of the history of antisemitism and of anti-Israel activism on the American campus or familiarity with the relationship between Jews/Judaism and modern Israeli society, culture, and history (scholarly-level expertise is not required).
- Strong interpersonal skills and the ability to work collaboratively in small teams.
- Background and experience in program evaluation strongly preferred.

About AEN:

The Academic Engagement Network (AEN) is a national organization that engages, educates, and empowers faculty members on American university and college campuses around issues related to Israel, antisemitism, academic freedom, and campus free speech. Launched in 2015, AEN now comprises over 830 faculty members on more than 250 institutions of higher education across the United States. AEN is led by a full-time professional staff with a national office in Washington, DC. Professor Miriam F. Elman (Syracuse University) serves as Executive Director. Mark G. Yudof, former president of

the University of California, chairs AEN's National Advisory Board whose members include distinguished university leaders and academics. More information about AEN can be found at www.academicengagement.org.

To Apply:

Interested candidates should send a cover letter detailing interest in, and suitability for, the position; resume; writing sample (5 pages or less); and the names and contact information for three references to Joshua Suchoff, AEN Managing Director, at josh@academicengagement.org. Applications will be accepted immediately and on a rolling basis until the position is filled. Inquiries regarding the position may be directed to AEN's Director of ICCI, Naomi Greenspan at naomi@academicengagement.org.

The Associate Director of AEN's *Improving the Campus Climate Initiative* is a full-time, nonresidential appointment. Residence in the Washington, DC metro area is not required, though periodic travel to AEN's headquarters in Washington, DC will be expected. A competitive compensation package, including benefits, is offered. Salary is commensurate with experience.