

SEARCH PROFILE:

PRESIDENT AND CEO

NADOHE

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The National Association of Diversity Officers in Higher Education (NADOHE) seeks an extraordinary leader to serve as the President and CEO. The President and CEO will provide strategic leadership and serve as the national and international voice on issues related to diversity, equity, inclusion, and justice in higher education and beyond. In collaboration with the Board of Directors, the next President and CEO will set a vision that bridges the organization's past, present, and future, and will proactively chart a course for broadening the reach and impact of NADOHE extending into the second half of the 21st Century. The expected start date is January 2026.



EXECUTIVE SUMMARY

The National Association of Diversity Officers in Higher Education ([NADOHE](#)) is the premier professional organization for diversity officers in higher education. NADOHE advances equity, diversity, and inclusion (EDI) within higher education institutions through advocacy, research, professional development, and best practices. The organization serves as a leading voice on diversity issues, promoting inclusive excellence to ensure the success of all members of the campus community.

The President and CEO of NADOHE is a dynamic and visionary leader responsible for guiding the organization to achieve its mission and strategic goals. Reporting to the Board of Directors, the President and CEO will provide strategic, operational, and financial leadership to ensure the organization remains at the forefront of equity and inclusion in higher education. This individual will serve as the primary ambassador and advocate for NADOHE, building partnerships, influencing policy, and advancing the field of diversity and inclusion.

The following sections summarize key responsibilities and role and leadership agenda of the President and CEO. Also included are the staff and advisors of the President and CEO and key relationships.

- **Strategic Leadership:** Develop and implement a forward-thinking vision and strategy aligned with NADOHE's mission to advance equity, diversity, and inclusion in higher education.
- **Advocacy:** Represent NADOHE's interests with policymakers, higher education leaders, and external stakeholders to influence policies and practices that advance inclusive excellence.
- **Organizational Management:** Oversee day-to-day operations, ensuring effective management of staff, resources, and programs. Cultivate a collaborative and inclusive organizational culture.
- **Member Engagement:** Strengthen and expand NADOHE's membership base, ensuring the delivery of high-quality member services and professional development opportunities.
- **Resource Development:** Secure funding through grants, sponsorships, and partnerships to sustain and grow NADOHE's programs and initiatives.
- **Thought Leadership:** Serve as a national thought leader, promoting best practices, research, and innovations in diversity, equity, and inclusion.

EXECUTIVE SUMMARY (CONT.)

THE ROLE OF PRESIDENT AND LEADERSHIP AGENDA

- The President and CEO inherits a strong organization with a record of success leading the national conversation on inclusive excellence in higher education.
- The President and CEO is a national voice and sought-after presenter on issues related to diversity, equity, inclusion, and justice in higher education and beyond.
- The President and CEO works with the Board to execute the organization's strategic priorities and advance programs and activities based on these priorities.
- The President and CEO is responsible for the leadership, direction, and management of the organization and its resources, including two contractual organizations, other paid staff, and external funds in support of the organization.
- The President and CEO ensures that NADOHE expands a well-served membership base, maintains dues and related revenues, and extends NADOHE's reach within and beyond postsecondary higher education by presenting compelling organizational values.
- The President and CEO drives the exploration of programs, products, and services that represent new or expanded non-dues revenue streams.
- The President and CEO oversees the organization's budget and allocation of resources to ensure NADOHE's maximum impact on behalf of its membership.

STAFF & ADVISORS

The President and CEO leads two accomplished and diverse contractual experts — an association management company and a marketing and communications agency that are currently responsible for the day-to-day operations of NADOHE, and who support specific NADOHE programs and member services.

KEY RELATIONSHIPS

The President and CEO reports to the NADOHE Board of Directors.

The President and CEO directly manages the following:

- AMC Source (association management)
- RW Jones Agency (marketing and communications)
- A full-time executive assistant
- A full-time membership and program director

Other key relationships include:

- Current and prospective members (U.S. and international)
- NADOHE chapters
- Related national, regional, and trade associations
- Relevant policymakers and government agencies
- Industry partners inside and outside higher education
- Foundations





PRIORITIES, OPPORTUNITIES, AND CHALLENGES FOR THE NEXT PRESIDENT AND CEO

PRIORITIES

The successful candidate will achieve desired outcomes that include the following priorities:

- Maintain and enhance NADOHE's reputation as a thought leader in higher education and the leading organization for diversity professionals in the industry.
- Ensure NADOHE continues to have a powerful public voice and external presence when advocating for critical policies affecting the future success and sustainability of inclusive excellence in higher education.
- Grow NADOHE's consulting arm and work with colleges, universities, and other entities to help transform inclusive excellence in higher education and beyond.
- Ensure a focus on engagement with, retention of, and growth of institutional members, and individual members, and identify opportunities for increased partnership and collaboration with other stakeholders, including related associations and business partners.
- Diversify revenue streams with additional programs, products, and services that provide value to members.
- Build a highly motivated, capable team that is dedicated to NADOHE's mission and committed to advancing the association's goals and initiatives.

OPPORTUNITIES AND CHALLENGES

The next President and CEO will have the opportunity to:

- Build upon NADOHE's strong foundation to expand its influence and impact, nationally and internationally.
- Advance the field of diversity and inclusion by fostering innovation and collaboration.
- Address current and emerging challenges to diversity equity, and inclusion occurring at local, state, national levels.
- Strengthen the organization's financial sustainability through strategic partnerships and funding initiatives.

PROFESSIONAL QUALIFICATIONS AND COMPETENCIES

PROFESSIONAL QUALIFICATIONS

The ideal candidate will be a seasoned leader with a proven track record of advancing equity, diversity, and inclusion in higher education or related fields.

Required qualifications include:

- Advanced degree (master's or doctorate, including juris doctorate) required. Preference for earned degree in a relevant field such as education, organizational leadership, public policy, or social sciences.
- Extensive experience in diversity, equity, and inclusion leadership, ideally in higher education or a related sector required.
- Proven success in organizational leadership, including strategic planning, operations, and resource management.
- Experience building partnerships and influencing policy at local, state, or national levels.
- Demonstrated understanding of legal issues impacting equity, diversity, and inclusion in higher education and beyond. Earned juris doctorate preferred.

Required Skills:

- Strong communication and advocacy skills.
- Ability to lead and inspire diverse teams and stakeholders.
- Substantial experience in fundraising, resource development, and financial management.

KEY COMPETENCIES

- Visionary leadership with a passion for advancing equity and inclusion.
- Ability to foster collaboration across diverse stakeholders and institutions.
- Deep understanding of the challenges and opportunities in higher education.
- Demonstrated commitment to ethical leadership and integrity.
- Ability to balance activism with strategy.
- Emotional intelligence
- Political savvy





Delivering On The Promise

NADOHE 2023
 Annual Conference
 Baltimore MD
 April 12-15

NADOHE
 17th Annual
 Conference
 #NADOHE23

Welcome!

REGISTRATION DESK HOURS

Wednesday, April 12: 7:00am - 5:00pm
 Thursday, April 13: 7:00am - 6:00pm
 Friday, April 14: 7:00am - 6:00pm
 Saturday, April 15: 7:00am - 12:30pm

CONFERENCE WIFI INFORMATION

NETWORK: MarriottBonvoy_Conference
 PASSWORD: nadohe2023

MANY THANKS TO OUR GENEROUS SPONSOR

INQUIRIES, APPLICATIONS, NOMINATIONS, AND SEARCH TIMELINE

INQUIRIES

Academic Search is assisting NADOHE in this search. Maria Thompson, managing director, and Disa Mason, consultant, are facilitating the search. Potential candidates may submit inquiries to NADOHEpres@academicsearch.org.

APPLICATIONS

Applicants should send these documents (three separate PDFs) and only these documents to NADOHEpres@academicsearch.org.

- A detailed **cover letter**, addressed to the search committee, expressing your interest in this position and addressing how you meet the specific qualifications and expectations outlined in this profile.
- A current **curriculum vitae** that includes relevant responsibilities and accomplishments.
- A **list of five professional references**, including their names, titles, organizations, phone numbers, email addresses; indicate the perspective on your work that each reference could provide.

References will not be contacted until later in the search process and only with the candidate's permission.

NOMINATIONS

Although nominations are not required to be considered for this position, leaders who know of outstanding candidates are welcome to submit confidential nominations in an email to NADOHEpres@academicsearch.org. Be sure to include the nominee's name, position, employer, and email address. Academic Search will notify people of their nomination, provide details about the position, and encourage them to apply.

SEARCH TIMELINE

For full consideration by the Search Committee, candidates should submit their applications materials by **November 24, 2025**.

The search timeline plans for screening and interviews in November and December 2025, with an expected start date for the new President and CEO in January 2026.



ABOUT NADOHE

The National Association of Diversity Officers in Higher Education was incorporated in 2006 and is a membership organization designed for diversity professionals and institutions of higher education to become equipped with the necessary tools and mindsets to advance equity and dismantle systemic oppression. Through its signature Standards of Professional Practice and Standards of Professional Practice Institute, Chief Diversity Officer Fellows Program and Academic Diversity Officer Fellows Program, Framework for Advancing Anti-Racism Strategy on Campus, Annual Conference, and Journal of Diversity in Higher Education, NADOHE provides diversity professionals with the resources to be successful in their roles and within their campus communities. The Association champions its members and supports them as they navigate the shifts in the legal and geopolitical landscape, understanding the increasing emphasis on equity, and embracing the ever-present value of belonging for students, faculty, and staff and the communities they impact.

In 2022, NADOHE approved a five-year Strategic Plan, building on a bold vision and past successes with three strategic priorities: Membership Enhancement; Industry Influence; and Organizational Sustainability.

OUR LEADERSHIP

NADOHE is governed by the Board of Directors, with the power to set policy and to direct and manage the affairs of the Association. The Board also has the responsibility of appointing the president and CEO and also advising and assessing the president and CEO.

The Board is composed of a representative group of sitting chief/senior diversity officers in diverse postsecondary education institutions. Currently, five members of the Board are elected executive officers, four spots on the Board of Directors are reserved for Directors-at-Large, and three non-voting spots are reserved for a student representative, the founder of NADOHE, and

the Editor of the Journal of Diversity in Higher Education. The President of the Board is a voting member of the board. Board members are elected annually to three-year terms, with a limit of two three-year terms, and must rotate off the Board after completion of eligibility to be on the Board in accordance with NADOHE Bylaws. The Executive Officers serve terms of two years, with a limit of two two-year terms.

A Board of Directors guides NADOHE as it executes its mission to lead higher education toward inclusive excellence. Specialized committees, as well as the president and CEO, further steer the organization. Five members serve as executive officers, complemented by 12 additional board members, each bringing unique expertise to our leadership.

The lifeblood of NADOHE flows through our committees, powered by the diverse talents of our membership. These dynamic groups drive progress in key areas: advancement, awards, bylaws, annual conference planning, finance, global engagement, membership, nominations, professional development, public policy, and strategic planning.

NADOHE HISTORY

In May 2003, Dr. William Harvey, then vice president of the Center for Advancement of Racial and Ethnic Equity (CAREE) at the American Council on Education, invited a number of chief diversity officers in higher education and business sectors to a meeting at the Ohio State University. At the conclusion of the meeting, participants indicated their interest in continuing conversations regarding the many issues covered and, more specifically, the need for a national association for chief diversity officers.

Realizing the need for a national forum to continue the discussion of professional standards to guide the nascent diversity profession, both Dr. Harvey and Dr. Steve O. Michael, then vice provost for diversity and academic initiatives at Kent State University, developed a plan to bring the chief diversity officers together. Dr. Michael took up the task of developing a database and a listserv for chief diversity officers. The listserv and database expanded rapidly.

Under the leadership of Diana Cordova, the director of CAREE, the American Council on Education hosted the Caretaker Committee's meeting in Washington, D.C. on June 29-30, 2006, where the bylaws were ratified, temporary Executive Officers were appointed, and the first Annual Conference Planning Committee was established. NADOHE held its first Annual National Conference on February 12-13, 2007, in Washington, D.C.

ABOUT NADOHE (CONT.)

OUR VALUES

Vision: To lead higher education toward inclusive excellence and influence the transformation of organizations worldwide

Mission: NADOHE is the leading voice for current and aspiring diversity leaders. It sets the industry standard for relevant scholarship, exemplary standards of practice, meaningful professional development, and passionate community support.

Tagline: Leading Higher Education Toward Inclusive Excellence

CORE VALUES

Excellence: We embody the spirit of excellence in diversity, equity, inclusivity, and scholarship. We cultivate best policies, practices, and programs that model inclusive excellence and ultimately transform institutions of higher education and organizations worldwide.

Diversity: We embrace and appreciate differences in age, gender, ethnicity, race, education, ability, native language, orientation, and religion among individuals. We know students, faculty, and staff build a stronger sense of identity and belonging, which lead to better outcomes, when their diverse strengths, abilities, interests, and perspectives are understood and supported.

Equity: We engage directly to remove the barriers that prevent students, faculty, and staff from becoming successful. To do this, we equip our members with the necessary tools to dismantle systems, structures and policies that impede advancing diversity, equity, and inclusion.

Inclusivity: We ensure our members have the necessary access to the tools and resources needed to thrive, thereby equipping the students, faculty, and staff at their respective institutions to do the same. We know that every student, staff, and faculty member has something unique to offer, and we push institutions to allow space for those offerings to manifest, bringing their entire, authentic selves to campus.

Scholarship: We express and foster a community of intellectual interest, influence, and innovation in the field of diversity, equity, and inclusion in higher education. Through the culturally relevant thought leadership published in our journal and the daily practice of our individual and institutional members, we lead the conversation on diversity in postsecondary education.

OUR MEMBERS

NADOHE empowers diversity professionals and higher education institutions with cutting-edge tools and transformative mindsets to advance equity and dismantle systemic inequities. Through our signature programs — Standards of Professional Practice, Standards of Professional Practice Institute, Chief Diversity Officer Fellows Program, Academic Diversity Officer Fellows Program, and Framework for Advancing Anti-Racism Strategy on Campus — along with our Annual Conference and Journal of Diversity in Higher Education, we equip diversity leaders to excel in their roles and transform campus communities. NADOHE guides members through evolving legal landscapes, champions equity initiatives, and fosters a deep sense of belonging for students, faculty, and staff.

Members gain exclusive access to targeted professional development and high-impact networking opportunities, fueling

both personal and career growth. Our rapidly expanding membership unlocks unparalleled access to groundbreaking research, enables the development of strategic diversity initiatives, and amplifies our collective voice in influencing national public policy.

With more than 2,200 members and growing, NADOHE cultivates a dynamic community of leaders committed to inclusive excellence. Our ethos of mutual support defines us — we champion each other because it's fundamental to who we are.

NADOHE currently has 19 chapters across the US that members can join based on their area of interest and their geographic region.

RESOURCES

Framework for Advancing Racial Equity and Anti-Racism Strategy on Campus

NADOHE's signature framework targets 10 critical areas where anti-racism strategies would significantly improve conditions for Black, Indigenous, and People of Color students, faculty, and staff and that are applicable for a variety of college and university types. Each priority area pinpoints key concerns for diversity professionals to address, outlines actionable changes, and suggests resource allocation strategies. The framework is a living document, which will expand over time.

Standards of Professional Practice Institute

The Standards of Professional Practice Institute cultivates the next generation of diversity leaders in higher education, equipping them with both research-based insights and practical skills. Guided by the Standards of Professional Practice for Chief Diversity Officers in Higher Education, SPPI's faculty comprises renowned scholars and seasoned administrators with extensive experience as senior chief diversity officers, ensuring a comprehensive and cutting-edge learning experience.

Chief Diversity Officers Fellows Program

The Chief Diversity Officer Fellows Program is a collaborative mentorship initiative designed to accelerate the careers of new and early-career chief diversity officers. This highly selective program pairs fellows with senior-level CDOs, offering tailored professional development and hands-on experiences. Limited to seven fellows per cohort, the program fosters long-term impact, with participants committing to continue in their CDO roles for at least two years post-fellowship.

Academic Diversity Officer Fellows Program

The Academic Diversity Officer Fellows Program is a year-long intensive leadership development initiative for emerging Academic Diversity Officers (ADOs). Each fellow is strategically matched with an experienced ADO or CDO mentor. This program demonstrates NADOHE's investment in shaping the future of diversity leadership in academia. It requires an academic year-long commitment on the part of the Fellow and Mentor to ensure deep, transformative learning.

Journal of Diversity in Higher Education

NADOHE, in collaboration with the American Psychological Association, publishes the quarterly Journal of Diversity in Higher Education, a premier membership benefit. The publication bridges theoretical foundations with practical research, providing invaluable insights to guide higher education institutions in their pursuit of inclusive excellence.

ABOUT ACADEMIC SEARCH

Academic Search is assisting National Association of Diversity Officers in Higher Education (NADOHE) in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

