

Director

Office of Black Student Development University of California, Santa Barbara

Summary of Job Details:

The Director provides leadership, vision, and management for the campus-wide effort responsible for Black student engagement and success which advances a framework for holistic student success for all UCSB students. Oversees advisory group(s), including the Black Resource Committee (BRC). Interfaces with senior campus leaders, Black Student Union (BSU), University of California, and UCSB campus representatives (faculty/staff/administrators, student leaders, and pertinent student organizations). Advises campus leadership and provides the full range of campus consultation, policy and data analysis, and direct services to support student inclusion and retention. Leads the strategic planning, assessment, academic services, and implementation of long-range goals related to students' success. Participates in local, regional, and national organizations to stay abreast of initiatives and research about Black students in higher education and best practices. Establishes partnership agreements and a program model inclusive of identifying and addressing barriers that impede/motivators that enhance curricular and co-curricular success for Black students, and other marginalized groups. Participates in campus diversity awareness and advocacy efforts designed to improve campus climate and sense of community, including the Anti-Discrimination Policy. Manages the department's budget and development efforts in consultation with divisional leadership and Student Affairs Grants and Development. Responsible for the department's daily operations. Ensures student advisory board input in the program model and participation in the staff selection process.

Required Qualifications:

- Master's degree in related area and / or equivalent experience / training.
- 4-6 years professional experience working in higher education.
- Demonstrated experience writing grants and professional reports, and serving as spokesperson and/or lead for key initiatives.
- Demonstrated experience working with Black students and the broader Black community in a university setting.
- Supervision experience including managing conflict, team development.
- Awareness, engagement with, and / or membership in national organizations that support the diaspora or specifically relate to Black students in higher education.
- Experience in developing programming that responds to the needs and concerns of Black students.
- Demonstrated advanced content expertise and knowledge of student development theories, with advanced knowledge regarding Black student retention, campus climate and incident response, and systemic interventions to address gaps in achievement and access.
- Expertise in higher education administration, policies and Student Affairs' practice, with particular emphasis on program design, evaluation, service delivery and advocacy of underrepresented groups.
- Expertise in methodologies used to enhance student curricular and co-curricular success with a clear, measurable track record.
- Demonstrated knowledge and experience in establishing short and long term objectives and assessing clear outcomes using a wide array of methods and research tools.
- Excellent interpersonal, advocacy and communication skills.

- Ability to work in complex, political situations with understanding of campus culture, processes, procedures, policies and organizational acumen.
- Advanced knowledge of university anti-discrimination policies and procedures.
- Requires a high level of confidentiality, sensitivity, and ability to work on complex situations with a wide range of organizations and a diverse faculty, staff, and student population.
- Exercises a high degree of initiative, problem solving ability, diplomacy, accountability, and professional judgment.
- Ability to work independently, interpret and communicate policies, make sound decisions, anticipate job requirements, prioritize and coordinate multiple tasks simultaneously.
- Excellent interpersonal, written and oral communication, and political acumen skills.
- Familiarity with University standards policies and business processes.

Special Conditions of Employment:

- May be called upon to work occasional nights and weekends.
- Mandated reporting requirements of Child Abuse
- UCSB Campus Security Authority under Clery Act
- Satisfactory criminal history background check
- UCSB is a Tobacco-Free environment.

Hiring/Budgeted Salary Range: \$94,400 to \$115,000/year.

Full Salary Range: \$94,400 to \$176,800/year.

Days/Hours: Mon-Fri, 8:00am-5:00pm

Benefits Eligibility: Full benefits

UC Santa Barbara is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age or protected veteran status.

For the University of California's Affirmative Action Policy, please visit: <https://policy.ucop.edu/doc/4010393/PPSM-20>.

For the University of California's Anti-Discrimination Policy, please visit: <https://policy.ucop.edu/doc/1001004/Anti-Discrimination>.

Application review begins: 3/31/25

Apply online at <https://jobs.ucsb.edu>

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