



# Pratt

## Position Specification

**Pratt Institute**

Vice President of Diversity, Equity, and Inclusion

## The Role

Pratt Institute seeks nominations and applications for the position of **Vice President of Diversity, Equity, and Inclusion** (VP of DEI) to lead Institute-wide efforts to advance institutional diversity, equity, and inclusion. Reporting to the President, the VP of DEI is a senior-level position at the Institute responsible for providing strategic visioning, coordination, and implementation of comprehensive DEI initiatives across the institution in partnership with internal and external partners. They will act as an integrating partner with campus leaders, students, faculty, staff, various Institute committees, and external constituencies to proactively develop and implement plans, programs, and activities that both educate and promote diversity, equity, and inclusion as core values to be collectively practiced at the Institute.

The VP of DEI will work with members of the Pratt community to develop a broad, collaborative vision for the role of diversity, equity, and inclusion in achieving institutional excellence. The VP of DEI will work closely with stakeholders on efforts that include, but are not limited to, the following:

- strengthening alignment and coordination among Pratt community members on DEI efforts;
- implementing the DEI strategic plan and integrating DEI goals into the Institute-wide Strategic Plan;
- contributing to recruitment and retention efforts of diverse students, faculty, and staff;
- partnering with the Board DEI Committee on strategy and initiatives;
- building upon the grassroots and leadership commitment, as well as expertise within the Institute related to DEI;
- enhancing the unique culture of an arts and design Institute with a DEI lens; and
- fostering belonging in an internationally and culturally diverse community.

The VP of DEI will educate and build awareness among all stakeholders on the importance and benefits of a diverse and inclusive environment. The successful candidate will be a strategic thinker with experience leading DEI initiatives in a higher education setting, with the wisdom to help the Institute navigate simultaneous commitments to DEI and freedoms of academic inquiry and personal expression, and they will have a deep understanding of current trends in the field, as well as national and global issues impacting higher education. The VP of DEI will serve as an advocate, mentor, and organization resource for diversity, equity, and inclusion

## Job Responsibilities

- Provide leadership for the implementation, evaluation, and continuous improvement of the Institute's strategic diversity, equity, and inclusion plan consistent with the goals and objectives set by the Institute. Confer and collaborate with other members of the senior staff to effectively meet identified goals and objectives.
- Serve as the Institute's executive level strategist responsible for guiding efforts and creating opportunities to define, assess, and promote diverse, equitable, and inclusive excellence, educational and employment opportunity, and cultural competency.
- Promote a vision that will enhance Pratt's mission and goals. This includes fostering a climate of inclusivity, diversity, and belonging in relation to among other things: race, ethnicity, culture, gender, sexuality, nationality, ability, and their intersections.
- Lead efforts to identify gaps in equity across the Institute, promote access and equal opportunity for students, faculty, and staff, and equity in the policies and procedures that support them, including promotion of best practices in faculty and staff recruitment, hiring, and retention, and student recruitment and retention initiatives.
- Collaborate and foster a culture of partnership with academic and non-academic departments as well as Human Resources to create recruitment plans for faculty and staff that address advertising, networking, recruitment outreach activities, and other techniques for increasing and retaining faculty and staff to steadily grow to reflect the student population and surrounding community.
- Collaborate with Enrollment Management to implement recruitment, enrollment, and retention plans for students, particularly in areas where there is high attrition.
- Collaborate with the Student Affairs Office and officers in creating a welcoming campus environment for students.
- Engage with Interfaith and International Student Services staff to promote diversity, equity and inclusion.
- Manage the Title IX office and their function in the community.
- Collaborate across campus as a partner on comprehensive DEI training for faculty, staff, and students; advise on needs assessment, content, and delivery issues.
- Collaborate with the communications office to develop materials that promote diversity, equity, and inclusion goals and successes.

- Collaborate with Human Resources and Institutional Research and Analysis to identify instruments, including valid and reliable surveys, for ongoing assessment of DEI data and initiatives.
- Chair a Diversity, Equity, and Inclusion Council consisting of all diversity, equity, and inclusion coordinators across campus and other key contributors to the strategic plan and overall mission of DEI at Pratt.
- Chair the Institute's Diversity Committee, whose duties include monitoring progress of meeting the goals and objectives of the diversity strategic plan.
- Support the trustee chair of the DEI Committee of the Board of Trustees.
- Function as the subject matter expert to advise on institutional DEI policy, related to all aspects of governance and administration.
- Work internally and externally to establish networks of experts and organizations involved in the national discussion of DEI to advise campus leaders consistently on innovative ideas and program concepts for consideration, selection, and implementation.
- Develop, strengthen, and maintain partnerships with external constituents in the wider Pratt community, especially in New York City, in support of diversity, equity, and inclusion.
- Undertake special projects for the President and participate in a wide variety of Institute and community activities and committees.

## Candidate Profile

Candidates will be expected to have held increasingly responsible leadership positions in diversity, equity, and inclusion. Experience in higher education preferred, and in a college of art and design or a passion for art would be a plus.

Strong candidates should have successfully developed a DEI strategy with cultural sensitivity, collaboration, and a deep understanding of the best ways to support constituents. In terms of the performance and personal competencies, we would highlight the following experience:

- A bachelor's degree is required, and an advanced degree is preferred.
- Progressive senior-level leadership roles focused on diversity, equity, inclusion, or mission and professional experience in the area of higher education/workforce diversity, equity, and inclusion;
- Excellent written communication and interpersonal skills;
- Knowledge of and experience with interpreting laws, regulations and guidelines related to diversity, inclusion and nondiscrimination in higher education, including Title IX, Title VI, Title VII, Clery Act, ADEA, ADA, and Section 504.
- Demonstrated experience developing crisis management protocols and leading crisis communications in response to social issues, protests, and legal actions; experience with curricular and pedagogical strategies to support diversity, equity, and inclusion;
- Demonstrated experience interacting with the public, parents, staff, students, and faculty;
- History of effective leadership in a culture of shared governance;
- Proven ability to develop and implement strategic plans and initiatives;
- Strong organizational and project management skills, with the ability to prioritize and manage multiple tasks simultaneously;
- Experience in designing, delivering, and measuring DEI training programs and initiatives.

In addition to the experience described above, the successful candidate will possess the following leadership qualities:

- A demonstrated ability to research, identify, and collaboratively implement best practices related to diversity, equity, inclusion, and belonging concepts;
- Demonstrated cross-cultural competencies and ability to engage and build relationships with constituencies and across diverse communities;
- Proven analytical skills and the ability to provide oversight for assessments related to campus climate, diversity, and inclusion;
- Ability to collaborate effectively with community members and leaders across many levels of the organization; possess a collaborative working style, with good active listening skills and an ability to offer alternatives and consider diverse opinions;
- Possess a strong commitment to social justice; evidence of an established record of activism, leadership, recruitment, and mentorship, and a desire to collaborate in addressing issues of diversity, discrimination equity, and justice;

- Stellar communication and interpersonal skills across a wide range of stakeholders on complex issues, with an emphasis on openness, energy, and inspiration;
- Emotional intelligence, including the ability to exhibit calm decision-making and tact, even when under pressure;
- Sound judgment and a commitment to ethical decision-making; the ability to handle confidential and sensitive situations with diplomacy;
- Creativity, humility, and resourcefulness - are important personal qualities;
- Facility with budgeting and financial management.

## Compensation Range

The compensation range for the Vice President, Diversity, Equity and Inclusion is \$200,000 to \$240,000 commensurate with qualifications and experiences. Actual pay will vary based on various factors, including but not limited to experience and internal equity.

## Nomination and Application Procedure

The Pratt Institute invites inquiries, nominations, and applications for the position of Vice President, Diversity, Equity, and Inclusion. Interested candidates should confidentially submit a curriculum vitae and letter of interest (Adobe PDF files preferred) to [Pratt.VPDEI@russellreynolds.com](mailto:Pratt.VPDEI@russellreynolds.com).

**For full consideration, materials should be received as soon as possible and preferably by February 3, 2025.**

*The Pratt Institute values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.*

*The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Pratt Institute documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.*

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## Diversity at Pratt

At Pratt Institute, diversity is represented by a mosaic of unique individuals from a variety of racial, ethnic, religious, gender, gender presentation, sexuality, geographic, cultural, age, abilities, and socioeconomic groups. Each individual brings their own unique intellectual, artistic, and creative gifts to create a richness of differences in our community. As a leading college of art and design devoted to a creative learning community, Pratt recognizes the strength that stems from a diversity of perspectives, values, ideas, backgrounds, styles, approaches, experiences, and beliefs. We aspire to continue to grow as a place that always welcomes and encourages individuals of all backgrounds to contribute to and be part of the Pratt culture.

The Diversity Strategic Planning Committee was formed in 2016 to guide the development of the Institute's first [Diversity, Equity, and Inclusion Strategic Plan](#), which was updated in 2022 to the current four pillars: (1) Creating a Welcoming Environment; (2) Recruiting and Retaining Diverse Students; (3) Recruiting and Hiring Diverse Faculty and Staff; and (4) Retaining and Supporting Diverse Faculty and Staff. Pratt has had an office of Diversity, Equity and Inclusion with a vice president for diversity, equity and inclusion since 2018.

The Office of Diversity, Equity and Inclusion manages the Center for Equity and Inclusion and the Diversity, Equity and Inclusion Council, and supports the Board of Trustees Diversity, Equity and Inclusion Committee. The Pratt Board

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of Trustees established a Diversity, Equity and Inclusion (DEI) Committee in 2020. Chaired by Trustee Kathryn Chenault, the DEI Committee provides feedback and guidance to the Board and senior administration on the Pratt Diversity, Equity and Inclusion Strategic Plan, and assesses the progress and goals of the Pratt DEI Council. It also, as a partner to the Board's Committee on Trusteeship, develops strategies and pipelines to increase the diversity of the Board's membership, and recommends DEI workshops and resources for Board members.

## Pratt Institute

Pratt Institute provides the creative leaders of tomorrow the professional knowledge and experience to make a better world. A world-class and internationally ranked college with programs in art, design, architecture, liberal arts and sciences, and information studies, Pratt is one of the largest independent schools of art and design in the United States, and offers nearly 50 undergraduate and graduate degree programs.

The Institute's impact expands beyond its 25-acre residential campus in Brooklyn and cutting-edge facilities at Dock 72 and the Pfizer building to a landmark building and public gallery in Manhattan, as well as an extension campus, Pratt Munson College of Art and Design in Utica, New York. Pratt's campus also extends to the Research Yard, a 20,000-square-foot facility that brings together the research activities of Pratt Institute under one roof in the Brooklyn Navy Yard (BNY). On Governors Island, Pratt is a founding core partner in The New York Climate Exchange, a research and educational hub poised to establish New York City as the global leader for climate change research. Pratt is the only independent school of art and design to achieve a Gold rating from the Association for the Advancement of Sustainability in Higher Education.

Since its founding in 1887, Pratt has prioritized diversity and inclusion, welcoming students from all walks of life while developing and sustaining pathways to more equitable workplaces and careers. Pratt and its exceptional faculty pride themselves on being academically excellent as well as leaders in both in-person and online learning. Pratt students are part of a collaborative, interdisciplinary, research- and inquiry-based education that prepares them for success in creative fields and professional practice. With a long-held commitment to the communities of New York, Pratt partners locally through the Pratt Center for Community Development to work for a more just city. The Institute also offers a variety of programs for local pre-college and continuing education students in the Center for Art, Design, and Community Engagement K–12 and the School of Continuing and Professional Studies. Additionally, Pratt partnered with Bank Street College of Education and the NYC Department of Education to develop and launch a new public high school situated in downtown Brooklyn dedicated to design and social justice, Design Works High School, which opened in fall 2023.

The value of a Pratt education is evident in its graduates' diverse and thriving careers, where their designs, art, work, and environments have reimaged our world. In over 75 countries across the globe, Pratt's 61,000 alumni are advancing the creative economy and making a positive impact through their work, participatory practices, and prescient research, from community-engaged design to sustainable environmental solutions.

## Academic Overview

Pratt is organized into six schools: Art, Design, Architecture, Information, Liberal Arts and Sciences and the School of Continuing and Professional Studies. In addition, a number of research centers allow Pratt faculty, students and recent alumni to experiment with new ideas in the studio and the world. Pratt's faculty comprises more than 1,100 full- and part-time members, many of whom are working professionals in the arts, architecture, design and business. The faculty is recognized for pioneering innovative cross-disciplinary approaches to teaching, research and solving complex problems.

Pratt enrolls a diverse group of highly talented and dedicated students, challenging them to achieve their full potential. Pratt offers students more than 27 undergraduate majors and concentrations and 26-degree programs, as well as a number of certificate programs. There are 3,116 students enrolled in undergraduate programs and 1,396 at the graduate level. Pratt's students come from 48 states and over 80 countries to engage with artistic leaders and local and international industries. More than 75% of undergraduate students are from states other than New York.

The creative culture of Pratt is evidenced by their open approach to providing students with opportunities for collaboration with other forms of artistic pursuits that are conveniently nearby. Furthermore, joint degree programs with area colleges and universities and study abroad opportunities add more depth and breadth to the educational experience.

## Fiscal Health

Pratt is fiscally sound, and currently in the process of developing a new strategic plan that will define the Institute's vision, identify the priorities of Schools and divisions, and inform the development of parameters for fundraising

efforts. The endowment has a current market value of over \$300 million. The unrestricted scholarship support is \$90 million.

Nearly 80% of Pratt students receive financial aid and the Institute distributes \$90 million in unrestricted scholarship support annually. Pratt is committed to raising funds for endowment that will reduce dependence on tuition as a revenue driver.

## Leadership and Vision

The Institute's current strategic plan defines the Institute's vision, identifies the priorities of the various departments and divisions, and informs the development of parameters for fundraising efforts. In 2024-25, Pratt is embarking on a new strategic planning process.

The Institute is committed to shared governance. Under the Board of Trustees' responsibility for the mission and financial well being of the institution, President Frances Bronet and the senior administration are entrusted with the complex operations of the Institute. Through its Academic Senate, the faculty has an important role in developing, implementing, and monitoring the content and quality of Institute programs, curricula, and courses. The Staff Council and Student Government Association also provide opportunity for involvement and advocate for the diverse and vibrant community that is Pratt.

## President Frances Bronet

Frances Bronet is the 12th president of Pratt Institute. An educator and leader at the forefront of interdisciplinary learning, Bronet came to Pratt in 2018. International rankings, BIPOC enrollment, graduation rates, financial aid, and the endowment have increased during her tenure, and the Institute has invested in high-efficiency models to reduce the school's energy and carbon usage. Under her leadership, Pratt has developed a presence at the Brooklyn Navy Yard through an inaugural research facility and MFA programming, became an inaugural partner of The New York Climate Exchange, and launched a public high school dedicated to design and social justice with Bank Street College of Education in collaboration with the New York City Department of Education.

Before coming to Pratt, Bronet served as senior vice president and provost at Illinois Institute of Technology (IIT) in Chicago. Previously, she served as acting provost at the University of Oregon; before that, she was the dean of the School of Architecture and Allied Arts (now the College of Design). Bronet began her academic career as a faculty member in the School of Architecture at Rensselaer Polytechnic Institute. She also held positions of associate dean of architecture, professor of architecture, and acting dean of the School. Bronet is past president of the Association of Collegiate Schools of Architecture (ACSA) as well as past chancellor for the ACSA College of Distinguished Professors. She is the co-founder of the ACSA Women's Leadership Council.

For almost four decades, Bronet has been developing and publishing work on multidisciplinary design curricula connecting architecture, engineering, science, technology and society (humanities and social sciences), dance, and fine and electronic arts. She has received extensive funding from the National Science Foundation (NSF), the National Endowment for the Arts (NEA), and the National Endowment for the Humanities/Fund for the Improvement of Postsecondary Education (NEH/FIPSE) for work on new pedagogical models using design for technical and/or interdisciplinary learning. Selected publications include "Quilting Space: Alternative Models for Architectural and Construction Practice," in *Research in Science and Technology Studies: Gender and Work*; "Space-in-the-Making," in *Geographies of Dance*; "Teaching the Design: Feminist Practice," with Linda Layne, anthropologist, in *Feminist Technologies*; and "Product Design and Innovation: The Evolution of an Interdisciplinary Design Curriculum," in *International Journal for Engineering Education* (with Gary Gabriele, et al).

Bronet installed the NEA-funded performance *Don't Leave Me* with acclaimed choreographer Alito Alessi, his award-winning mixed-abilities company *DanceAbility*, University of Oregon faculty and dancers, and renowned Knight Professor and electronic musician Jeff Stolet—in a set of choreographed action installations examining the relationship between space and movement for the National Building Museum in Washington, D.C. Before that, Bronet's series of funded interactive full-scale architecture, construction, and dance performance/installations (*Beating a Path* and *SpillOut*) with the Ellen Sinopoli Dance Company received critical acclaim. Her first-year design studios have collaborated with Doug Varone, Terry Creach, Emmy Award-winner Branda Miller, the Berkshire Ballet, MacArthur recipient Elizabeth Streb, and the Sandra Burton Dance Company for these "Design in Movement" projects.



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Bronet has been named a DesignIntelligence Most Admired Educator (twice) and an ACSA Distinguished Professor, and is past chancellor for the ACSA College of Distinguished Professors. She is a recipient of the Carnegie Foundation for the Advancement of Teaching New York Professor of the Year and the William H. Wiley Distinguished Professor Award for excellence in teaching, research, service, and contributions to the university and community. She is the co-founder of the ACSA Women's Leadership Council and continues to mentor and lecture on women in leadership nationally. She is one of the only presidents of a college who practiced as an architect, and before that, she was the only architecture provost of a Carnegie-classified research institution.

Since joining Pratt, Bronet has earned many notable accolades, including being named to the PoliticsNY 2022 Power Players in Education, City & State's 2018 Brooklyn Power 50, the 2019 Brooklyn Power 100, the 2019 New York Women's Power 100, and the 2020 New York Women's Power 100 lists, and was honored with Beverly Willis Architecture Foundation's Oculus Award (2019) for academic leadership supporting scholarship on women in architecture and engineering. She has been profiled in Design Milk, The Architect's Newspaper, Interior Design, Madame Architect, authored an op-ed in Crain's New York Business, and co-authored an opinion piece in Gotham Gazette. Bronet has been interviewed on public radio's The Brian Lehrer Show, the Peabody Award-winning Studio 360 with Kurt Andersen, Person Place Thing with Randy Cohen, and Joanne Wilson's Gotham Gal podcast, and is asked to present in international and national fora. She has served as a juror for the international CODAwards. Underlining her commitment to bolstering New York City's talent and workforce development to ensure an inclusive economic recovery is Bronet's appointment to the Mayor's Office of Talent and Workforce Development. Bronet is chair of the board of trustees of the Association of Independent Colleges of Art and Design (AICAD), a member of the Consortium for Sustainable Urbanization advisory board, and co-chair of the Myrtle Avenue Business Improvement District.

As a thought leader, Bronet has been an invited speaker/panelist/contributor at City & State New York's 2019 Education Summit, the UN Consortium for Sustainable Urbanization, the IDC Foundation Panel on Innovation at the Intersection of Building Design and Construction (2019), the Municipal Art Society, the Beverly Willis Foundation, the Society for College and University Planners (SCUP), and the Association for a Better New York Young Professionals (2019).

Bronet holds architecture and engineering professional degrees from McGill University; she received her graduate degree from Columbia University. She was licensed by the Quebec Ordre des Architectes, and has practiced in multiple award-winning offices in New York and Canada, including her own in Montreal.