



THE GEORGE  
WASHINGTON  
UNIVERSITY  
WASHINGTON D.C.

**An Invitation to Apply for the Position of**

**Director, Global Women's Institute**

**The George Washington University**  
**Washington, D.C.**

The George Washington University (GW) seeks an inspirational, bold and gifted leader to be the founding Director of the Global Women's Institute. The Institute will focus on enhancing the lives of women and girls worldwide through research, teaching and engaged service in the areas of Health, Education, Rights, and Security (HERS).

Reporting to the University Provost, the Director will build and lead this unique Institute within an academic setting located in the heart of Washington, D.C. and ensure that it is well positioned to move to the forefront of global women's issues in the United States and around the world. In this regard, the Director's work will span the University's ten schools and colleges.

The University is firmly committed to supporting the Institute and has given priority to its establishment and development. GW leadership recognizes that building a preeminent Global Women's Institute will advance the University's core mission of excellence in teaching, research and engaged service by establishing a university-wide focus on

contemporary challenges women and girls face globally and the gains from removing barriers to their potential development.

The successful candidate will be internationally recognized and respected with substantial and extended experience in global women's issues as broadly related to women's and girls' health, education, rights and security (the HERS agenda), and with interests crossing two or more of these areas. The inaugural Director must have substantial leadership experience and a compelling vision for understanding and addressing the multidimensional and complex challenges related to the HERS agenda.

Prospective candidates must have senior level experience either in academia or a professional setting, and strong interpersonal skills as evidenced by, for example, experience in dealing with different stakeholder groups, planning and assessing programs, or managing financial and human resources. Preferred (but not required) experience includes an impressive research record and postgraduate teaching or a combination thereof.

The search committee comprises faculty representatives from all ten schools and colleges, students, and representatives from the administration and Board of Trustees. Isaacson Miller, a national executive search firm, has been engaged to assist with this important search. The search committee will recommend a small number of highly qualified candidates to the Provost. Inquiries, nominations, and applications should be directed in confidence as indicated at the end of this document.

## **THE UNIVERSITY**

The George Washington University is one of the preeminent urban research universities in the nation and the world. It is recognized for its excellence and programmatic strengths in teaching, externally-funded research across the disciplines, and student engagement. Competing with the finest public and private research universities nationally, GW is a comprehensive university with broad responsibility for education at the undergraduate and graduate levels. The link between teaching, research, and public engagement is reinforced throughout the University and is a crucial element in the statement of the mission of GW.

With approximately 10,000 undergraduates and 14,000 graduate students and a fulltime faculty of 1,576, the University is the largest institution of higher education in Washington, D.C. The University has three campuses – the main campus at Foggy Bottom in downtown Washington, four blocks from the White House, the Mount Vernon Campus in Northwest D.C. and the GW Virginia Science and Technology Campus in Ashburn, Virginia.

The University has a proud and long tradition. In 1821, President James Monroe signed the Act of Congress that created the George Washington University, then known as Columbian College, as a private nonsectarian institution of higher education.. The

University was to become the fulfillment of President George Washington's vision, for which he left a bequest, of a great national university in the capital. The school of medicine was added in 1825 and the law school in 1826. Renamed the George Washington University in 1904, GW has grown into a major urban university and center for intellectual inquiry and research. Its ten schools and colleges, listed in order of their founding, are: the Columbian College of Arts and Sciences (which includes the School of Media and Public Affairs and the Trachtenberg School of Public Policy and Public Administration); the School of Medicine and Health Sciences; the Law School; the School of Engineering and Applied Sciences; the Graduate School of Education and Human Development; the School of Business; the Elliott School of International Affairs; the School of Public Health and Human Services; the College of Professional Studies (which includes the Graduate School of Political Management), and the School of Nursing. In contrast to many large urban universities, GW's several schools and colleges are located in close proximity to each other, facilitating interaction among programs, faculty, and students.

The depth and breadth of GW's academic programs and the exceptional qualifications of its faculty as well as the strengths of its research initiatives allow the University to prepare the next generation of global leaders. By virtue of its educational philosophy, mission and location, GW is well suited to develop and support the Global Women's Institute.

## **THE INSTITUTE**

In December 2009, President Knapp, with the support and encouragement of GW leadership and community members from across the University campuses, convened a 24-member Task Force to develop a strategic plan for the establishment of the Global Women's Institute. Led by Barbara Miller, Associate Dean of Faculty Affairs and Professor of Anthropology and International Affairs in the Elliott School, the Task Force investigated, analyzed and researched the challenges and opportunities that the creation of the Institute would entail. The resulting Task Force Report was submitted to President Knapp in April 2010. It defined the Institute's vision, mission and objectives. The Report described the comparative advantages of the University in establishing the Institute and charted a strategic plan for the Institute.

### **Vision, Mission and Objectives of the Institute**

The vision of the Global Women's Institute is to enhance the lives of women and girls worldwide through teaching, research, and service/engagement.

Through teaching, research, and service, the mission of the Global Women's Institute is to connect all elements of the George Washington University to:

- Assess and respond to the challenges that women and girls face, both in the United States and the world;
- Recognize and reinforce women's and girls' strengths, opportunities for empowerment, and pivotal roles in improving the world; and

- Promote and advance equal access to HERS for all women and girls.

The Global Women's Institute links the George Washington University's commitment to celebrating public service, preparing global citizen-leaders, engaging in policy, and informing the global conversation. To pursue its vision and achieve its mission, the Global Women's Institute will launch, over time, several activities in the areas of teaching, research, and service/engagement.

The Institute will stimulate and support faculty and student research and publications on global women's issues through a variety of activities which may include, for example, providing a focus for faculty from the ten schools and colleges to increase the number and breadth of large multidisciplinary grant proposals on issues related to women and girls; supporting post-doctoral fellows and pre-doctoral scholars who can pursue their research projects, organize symposia and teach undergraduate courses; organize informal meetings among faculty and fellows to discuss their research and explore synergies; publicize faculty and student research findings and reports; and organize conferences on important global topics affecting women and girls, which would convene scholars from across the world to help translate research into policy and practice.

The Institute will collaborate with GW's schools and colleges to expand their curricula in terms of new courses, concentrations and degree programs in areas related to global women's issues and will strengthen faculty numbers and capacity to teach about global women's issues. Institute activities may include summer faculty development workshops, support for post-doctoral fellows who can take on teaching assignments, and developing international partnerships for study abroad opportunities related to global women's and girls' issues.

The Institute will connect scholarship on women's and girls' issues to service and civic engagement opportunities in numerous ways. Many of these will focus on developing the knowledge base and leadership capacity of government, corporate and NGO leaders who are working on particular aspects of the HERS agenda. The Institute will be a central resource to raise awareness of GW's many existing training programs for women both on and off campus and will convene workshops and lecture series for practitioners engaged in advancing the HERS agenda from across the globe. The Institute will explore ways for GW alumnae to connect with service/engagement and philanthropic opportunities that advance the HERS agenda.

### **The Director**

The Director will be the Institute's public face and voice. The Director will collaborate with organizations across the University, the city, the nation, and the globe to advance Institute initiatives; facilitate campus research collaborations and curriculum development; develop financial support through grants and donations; and oversee the Institute's operations.

Several initiatives already exist within GW's various schools and colleges, providing a solid foundation for the Institute's objectives. For example, the Women's Studies Program in the Columbian College of Arts and Sciences offers a B.A. and M.A. degree in Women's Studies, and a Ph.D. in Public Policy and Women's Studies. The M.A. in Women's Studies is the oldest of its kind in the United States. The Women's Leadership Program for freshman women, located on the Mount Vernon Campus, has a distinguished record in educating women students. The Elliott School's Global Gender Initiative has a speaker's program and ongoing research involving students on women, peace, and security. Other notable research includes ongoing projects in the Law School on women's rights in the U.S. and abroad; in the Graduate School of Education and Human Development on women's glass ceiling challenges; on women's and girls' health issues in the School of Public Health, the Medical School, and the School of Nursing; and on women in the STEM fields (science, technology, education and math) in the School of Engineering. Cross-cutting issues that build in current research strengths include: trafficking of women and girls, violence against women and girls, women and girls in fragile states, women's reproductive health, and leadership training for women and girls.

The Director will coordinate, assist and promote the Institute's fundraising efforts by working closely with the GW President, Provost, Deans, the Office for Research, the Office for Development, and Alumni Affairs. The Institute Director will be expected to generate and strengthen cross-school grants, contracts and other revenue sources. The Director will explore new sources of support from the government, foundations, and individuals, and bring these opportunities back to the schools and colleges for development and implementation. The Director will build external relationships with public and private organizations in the United States and abroad to support the Institute's long-term financial sustainability.

## **CHALLENGES AND OPPORTUNITIES FOR THE DIRECTOR**

The University seeks an outstanding leader with a deep understanding of the challenges and opportunities facing women and girls worldwide who is internationally recognized with substantial experience in global women's issues as broadly related to health, education, rights and security. Candidates must be widely known and respected within their profession, both nationally and internationally.

The following four challenges and opportunities are among the most critical that the inaugural Director can expect to encounter:

**Communicate internally and externally the purpose, purview, promise and programmatic content of the Global Women's Institute.** The Director has the singular and exciting opportunity to bring the April 2010 Task Force Strategic Plan for the Institute to fruition both within the University and beyond the campus to the Washington, D.C. intellectual and political community and its counterparts throughout the world. In order to

do so, the Director will need to consult with many stakeholders including University leadership, faculty, staff and students, encouraging every stakeholder to find ways to contribute to the mission of the Institute. The Director will leverage University resources already in place to focus on the Institute's agenda for women and girls. Success will be measured to the extent that the Institute becomes visible and recognized as a significant center for teaching, research and engaged service addressing the issues facing women and girls across the globe. Five years from now, the Global Women's Institute at the George Washington University should be the intellectual destination – the “go-to place” - for those seeking knowledge and solutions in the areas of health, education, rights and security for women and girls worldwide.

**Gather the resources to develop the Global Women's Institute into a substantial University center.** The Director will work with all units within GW as well as beyond GW in the academic, corporate, philanthropic, NGO, and international communities to assemble the intellectual, staff, financial, and other resources to give GWI the means with which it can achieve its aspirations. The Institute Director will assess and augment existing resources at GW, focusing on collaborative projects that cross the ten schools and colleges.

**Build the infrastructure of the Institute.** In order to accomplish the goals of the Institute, the Director will be the “institutional architect” and an energetic institution builder.

**With deliberate speed, engage the Institute in initial, visible and important projects.** The launch of one or more initial projects in the first year or two of the Institute will provide tangible evidence to GW stakeholders and potential external funders of what the GWI can achieve. The inaugural Director will be challenged to address some of the most important global issues involving women and girls by bringing together cross-school GW faculty and student resources. These early activities may include a high visibility speaker series, a collaborative research project, or student research initiatives.

## **QUALIFICATIONS AND EXPERIENCE**

While the successful candidate may not possess all of the qualities enumerated below, the ideal candidate would have the following professional and personal characteristics:

- An outstanding leader with a compelling vision for understanding and addressing the multidimensional and complex challenges and opportunities facing women and girls worldwide;
- Internationally recognized experience in global women's and girls' issues as broadly related to health, education, rights, and security, with interests crossing two or more of these areas, as evidenced by leadership positions, publications, and international invitations, or a combination thereof;

- An advanced academic degree or substantial, senior-level, executive experience in academia or other professional settings or a combination thereof;
- Strong interpersonal skills as evidenced by, for example, experience in collaborating with diverse stakeholder groups, strategic planning and program assessment, or managing financial and human resources;
- Commitment to and experience with successful fundraising and philanthropy;
- Vision for building effective partnerships within and beyond the University;
- High standard of professional integrity and strong sense of professional ethics with a commitment to inclusion and diversity; and
- Exemplary oral and written communication skills.

## **APPLICATION PROCESS**

Applicants should send a cover letter describing their interest in and qualifications for the position and *curriculum vitae* to:

Tim McFeeley, Lisa Fisher or Jackie Mildner  
Isaacson, Miller  
Email: 4393@IMsearch.com  
1875 Connecticut Ave NW Suite 710  
Washington, DC 20009  
Phone: (202) 216-2278  
Fax: (202) 682-1272

***The University seeks to attract a diverse faculty of the highest caliber; women and people of color are particularly encouraged to apply. The George Washington University is an Equal Opportunity/Affirmative Action Employer.***

