

Executive Director, Organizational Transformation
(5602U), Centers for Educational Justice and Community
Engagement
University of California, Berkeley

Direct Link: <https://www.AcademicKeys.com/r?job=269219>

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Posted Dec. 8, 2025, set to expire Jun. 30, 2026

Job Title Executive Director, Organizational Transformation
(5602U), Centers for Educational Justice and
Community Engagement

Department Centers for Educational Justice and Community
Engagement

Institution University of California, Berkeley
Berkeley, California

Date Posted Dec. 8, 2025

Application Deadline Open until filled

Position Start Date Available immediately

Job Categories Director/Manager

Academic Field(s) Multicultural Affairs/Diversity

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Job Description

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**Executive Director, Organizational Transformation (5602U), Centers for Educational Justice and
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About Berkeley

At the University of California, Berkeley, we are dedicated to fostering a community where everyone feels welcome and can thrive. Our culture of openness, freedom and belonging make it a special place for students, faculty and staff.

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As a world-leading institution, Berkeley is known for its academic and research excellence, public mission, diverse student body, and commitment to equity and social justice. Since our founding in 1868, we have driven innovation, creating global intellectual, economic and social value.

We are looking for applicants who reflect California's diversity and want to be part of an inclusive, equity-focused community that views education as a matter of social justice. Please consider whether your values align with our [Guiding Values and Principles](#), [Principles of Community](#), and [Strategic Plan](#).

At UC Berkeley, we believe that learning is a fundamental part of working, and provide space for [supportive colleague communities via numerous employee resource groups](#) (staff organizations). Our goal is for everyone on the Berkeley campus to feel supported and equipped to realize their full potential. We actively support this by providing all of our full-time staff employees with at least 80 hours (10 days) of paid time per year to engage in professional development activities. Find out more about how you can [grow your career](#) at UC Berkeley.

Departmental Overview

Under the executive sponsorship of the Vice Chancellor of Equity & Inclusion, and in close coordination with the offices of the Chancellor and Executive Vice Chancellor and Provost, the Thriving Initiatives provide leadership and consultation on policies, projects, and programs across campus. With a focus on broadening opportunities and amplifying navigability of resources, the Thriving Initiatives work to drive intentional and sustainable action to ensure every member (students, staff, faculty, administrators) of the Cal community thrives. The AA & PI Thriving Initiatives (AAPITI) specifically facilitate engagement and collaboration with Pacific Islander and Asian American constituent communities on campus to determine key issues and priorities and work to amplify, connect, and bridge efforts to broader campus priorities.

The Asian Pacific American Student Development (APASD) Office works to support undergraduate and graduate student needs, creates academic community, and social opportunities to foster understanding of Asian American, Pacific Islander, and intersectional identities; fosters critical dialogue; works to create a sense of inclusion for students and communities at UC Berkeley; educates, advocates and builds community across differences; and develops student leaders for a multicultural world. APASD is part of a collaborative, the Centers for Educational Justice and Community Engagement (EJCE).

The Centers for Educational Justice and Community Engagement (EJCE) is collaborative charged with developing programs, activities, and strategies that promote students' academic progress and success

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by engaging them through intersectional and multicultural practices that acknowledge and celebrate their individual and collective experiences. The EJCE collaborative coordinates a series of academic courses and educational and multicultural activities through its centers & offices (African American Student Development, Fannie Lou Hamer Black Resource Center, Asian Pacific American Student Development, Chicana Latinx Student Development, Latinx Student Resource Center, the Gender Equity Resource Center, Multicultural Community Center, Native American Student Development and the Native Community Center, and South Asian, Southwest Asian, and North African Student Development. The collaborative is a key campus partner in helping the campus create an inclusive environment for campus populations through intersectional and transformative practices and approaches focused on mitigating harm and promoting connections among and across diverse communities. Each partner space is steeped in rich and vibrant legacies and established community-centered praxes of educational justice: leadership development, access, activism, academic excellence and social justice. Our work reflects interconnected identities and experiences through our collective and individual commitments to support and advance future global leaders.

Position Summary

Involves assessing organizational and strategic issues regarding the Asian American & Pacific Islander Thriving Initiatives (AAPITI) and provides guidance through organizational development solutions such as facilitating assessments, strategic planning, and culture-change and process-oriented, sustainable approaches to enhance institutional performance to advance Thriving goals and milestones. Consults with leaders, departments, and committees to address root causes of organizational effectiveness issues using a systematic approach. Analyzes current organizational purpose, structure, relationships, policies, systems, and data. Recommends and facilitates improvements ensuring alignment with organizational strategy.

Directs and supervises Asian Pacific Student Development (APASD) and its constituent programs for undergraduate and graduate students.

Application Review Date

The First Review Date for this job is: 12/19/2025.

Responsibilities

Program Design, Management, Supervision

- Provides leadership and vision for all APASD and AAPITI initiatives. Designs, develops,

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oversees, and evaluates major initiatives and complex programs to address systemic barriers that impede students' curricular and co-curricular success. Works in partnership with campus administration and constituent groups to establish and fulfill program vision, mission, and goals.

- Designs, develops, oversees, and evaluates major initiatives and complex programs to address systemic barriers that impede students' academic success and enhance their ability to graduate from Berkeley.
- Develops a multi-year strategic plan and budget. Manages APASD and AAPITI budgets as well as active external grants, including administering of the Asian American and Native American Pacific Islander (AANAPISI grant(s)); monitors spending, conducts periodic evaluation of all programs and services to determine effectiveness, and makes necessary budget modifications.
- Oversees the management and cultivation of Pacific Islander and Asian American community offices, centers, and spaces.
- Collaborates with Centers for Educational Justice & Community Engagement (EJCE) team members and other Division of Equity & Inclusion staff to develop innovative strategies that address issues such as racism, xenophobia, sexism, homophobia/heterosexism, and other systematic forms of exclusion and oppression in higher education; engages the entire campus community in cross-cultural and multicultural understanding and dialogue.
- Establishes and maintains collaborative relationships with other campus offices and entities (such as Residential & Student Services Program, Ethnic Studies, American Cultures, University Health Services, Financial Aid Office, Office of the Registrar, and others). Develops and teaches courses for credit in partnership with Ethnic Studies or other academic departments.
- Working in collaboration and partnership with Ethnic Studies, the Asian American Research Center, and affiliated faculty, develops strategic initiatives and joint academic initiatives and sponsors field study courses and orientation seminars that explore histories, identities and contemporary issues for AA & PI communities; introduces students to campus services and resources and helps them make a successful adjustment to academic life.
- Establishes and maintains collaborative relationships with off-campus community organizations as they relate to the programs and services of APASD and AAPITI. Develops shared programs that connect students to the broader AA & PI communities in the Bay Area and increases resources, internship/volunteer opportunities, and professional development opportunities for students.
- Supervises all APASD & AAPITI career staff positions, including the APASD Assistant Director, Assistant Director of the PI Initiative, as well as provides and/or assigns supervision responsibilities for student interns and volunteers. Leads recruitment, selection, and training of all staffing positions. Makes assignments and gives direction. Provides timely feedback to employees.

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Campus, UC, and Community Leadership & Consultation

- Provides comprehensive expert guidance to Associate Vice Chancellor of Campus Engagement & Transformative Care, the Vice Chancellor of Equity & Inclusion, campus administration, campus departments, and other colleges and universities on a variety of academic, student development, and campus climate issues.
- Provides intellectual leadership and vision for a spectrum of Asian American and Pacific Islander services and activities. Serves as subject matter expert on cross-cultural, intersectional and multicultural programs and initiatives.
- Serves as principal advisor on Asian American and Pacific Islander related issues. Advises senior administrators (e.g., Chancellor, Vice Chancellors, Associate Vice Chancellors, Assistant Vice Chancellors, Deans) on strategic planning and implementation issues related to the AA & PI Thriving Initiatives. Provides insight and experience in addressing challenges experienced by intersectional Asian American and Pacific Islander populations, especially but not limited to Southeast Asian, Pilipinx, Pacific Islander, LGBTQ+, immigrant, undocumented, disabled, first generation, low-income, and multiracial/ethnic issues.
- Responds to inquiries from students, staff, faculty, administrators, alumni, community members, and counterparts at other UCs and across the nation, including providing resource and information assistance as necessary.
- Participates in the development of policy and strategies for recruitment and retention of students through outreach, recruitment, and financial aid programs.
- Informs the campus leadership of current and emerging state and federal law, policies or events, and student trends that might impact communities at Berkeley.
- Engages in reasonable and informed practices that enhance the campus experience; balances the needs of students and the realities of the campus, and limits liability exposure of the institution.
- Demonstrates integrity, accountability and efficient stewardship of University resources in a manner consistent with UC policies including the UC Standards of Ethical Conduct and Safety Policies.
- May lead cross-functional teams to solve highly complex organizational issues.
- Participates in the development of strategic policy initiatives to mitigate trends.
- Convenes activity and ensures coordination and communication across
- various campus entities to align and optimize the impact of campus transformation.

Development & External Partnerships

- Participates in planning and utilization of federal, state, University, and agency funds to

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determine the most effective distribution of funds, given availability, government awarding parameters, and University goals.

- Collaborates with UDAR on strategies to sustain and grow funding for the holistic AA & PI Thriving Initiatives, and constitutive programs
- Coordinates annual efforts to prepare data and waivers to substantiate campus eligibility for Titles III and V Programs with the U.S. Department of Education. Consults on Titles III and V programs grant proposals, which includes serving as a reviewer for all MSII-related limited submission proposals.
- Directs and maintains liaison and communications in support of planning, programming, grant, and resource development across the institution and with applicable agencies, non-profit organizations, professional organizations, other 2- and 4-year colleges, universities, and community groups.
- Participates in local, regional, and national professional organizations that support grant and research development efforts

Other duties as assigned, including

- Special projects; membership in divisional and campus committees and work teams, and so forth.
- Professional development: keeps abreast of changing and evolving trends regarding equity practices, multicultural education/counseling, multicultural education, identity development, higher education policy and practice, conflict transformation, etc.

Required Qualifications

- Expert level skills required to gather, organize and perform analysis on diverse Access and Engagement/accessibility programs and initiatives as well as present findings and make recommendations that have campus wide impact, verbally and in writing.
- Advanced verbal, written communication and presentation skills.
- Demonstrates expert level of political and organizational acumen.
- Expert knowledge of and/can quickly learn campus policies and procedures; knowledge of functional area and how work may impact other areas.
- Demonstrates expert ability to communicate and interact effectively with all levels in the Access and Engagement environment of the campus.
- Demonstrated skill consulting to managers and groups at all levels.
- Ability to coach, facilitate and influence people at all levels.
- Expert consultative skills and ability to maintain effective relationships with campus managers.
- Experience in working with historically underrepresented and underserved communities including

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first-generation-college students, particularly mediating, managing and resolving conflicts; convening and developing community/collective identity; facilitating group work; and training students and staff.

- Extensive experience in multicultural competencies, and personal and academic crisis intervention.
- Advanced experience in group dynamics, solidarity building, facilitation, and training in leadership skills.
- Demonstrated skills to effectively lead, motivate and influence staff at all levels.
- Advanced experience in managing and analyzing complex organizations.
- Demonstrated skills in problem identification, sound judgment and open and transparent decision-making, critical thinking, and creative problem solving.
- Excellent interpersonal and communication skills and demonstrated ability to work effectively with a broad range of students, faculty, staff, and external individuals across all levels of the organization.
- Excellent organizational skills.
- Experience in building successful collaborative relationships across unit boundaries.
- Familiarity with personnel policies and practices.
- Skills in resource management: understanding and managing financial, information, technology and space resources.
- Ability to use discretion and maintain confidentiality in accordance with University, state and federal privacy laws and policies.
- Bachelor's degree in related area and/or equivalent experience/training.

Preferred Qualifications

- Advanced degree (Master's or Doctorate) in related area and/or equivalent experience/training.

Salary & Benefits

For information on the comprehensive benefits package offered by the University, please visit the University of California's [Compensation & Benefits](#) website.

Under California law, the University of California, Berkeley is required to provide a reasonable estimate of the compensation range for this role and should not offer a salary outside of the range posted in this job announcement. This range takes into account the wide range of factors that are considered in making compensation decisions including but not limited to experience, skills, knowledge, abilities, education, licensure and certifications, analysis of internal equity, and other business and

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organizational needs. It is not typical for an individual to be offered a salary at or near the top of the range for a position. Salary offers are determined based on final candidate qualifications and experience.

The budgeted annual salary range that the University reasonably expects to pay for this position is \$145,000.00 - \$165,000.00.

- This is an exempt monthly-paid position.

How to Apply

- To apply, please submit your resume and cover letter.

Other Information

- This is not a visa opportunity. This position does not include sponsorship of a new consular H-1B visa petition that would require payment of the \$100,000 supplemental fee.

Conviction History Background

This is a designated position requiring fingerprinting and a background check due to the nature of the job responsibilities. Berkeley does hire people with conviction histories and reviews information received in the context of the job responsibilities. The University reserves the right to make employment contingent upon successful completion of the background check.

Mandated Reporter

This position has been identified as a Mandated Reporter required to report the observed or suspected abuse or neglect of children, dependent adults, or elders to designated law enforcement or social service agencies. We reserve the right to make employment contingent upon completion of signed statements acknowledging the responsibilities of a Mandated Reporter.

SB 791 and AB 810 Misconduct Disclosure Requirement: As a condition of employment, the final candidate who accepts a conditional offer of employment will be required to disclose if they have been subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct; received notice of any allegations or are currently the subject of any administrative or disciplinary proceedings involving misconduct; have left a position after receiving notice of allegations or while under investigation in an administrative or disciplinary proceeding involving misconduct; or have filed an appeal of a finding of misconduct with a previous employer.

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"Misconduct" means any violation of the policies or laws governing conduct at the applicant's previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment, discrimination, dishonesty, or unethical conduct, as defined by the employer. For reference, below are UC's policies addressing some forms of misconduct:

[UC Sexual Violence and Sexual Harassment Policy](#)

[UC Anti-Discrimination Policy](#)

[Abusive Conduct in the Workplace](#)

Equal Employment Opportunity

The University of California is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected status under state or federal law.

To apply, visit

https://careerspub.universityofcalifornia.edu/psc/ucb/EMPLOYEE/HRMS/c/HRS_HRAM_FL.HRS.CG_S

Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact

N/A

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