Vilna Bashi
Statement of Consulting

My goals as a consultant are to see the big picture in any institutional environment, and work to improve what needs fixing while preserving and celebrating what works well. I first seek to learn from others and then hope to work together with everyone to bring about a plan for positive change that acknowledges good works as much as it problem-solves.

I care deeply about eradicating toxicity and easing stress in work settings and increasing the presence of and success rates for students, faculty, and staff from underrepresented groups.

One of my favorite parts of my job is mentoring junior faculty and graduate students. I seek to elevate the positive contributions of staff and adjunct faculty, and improve curriculum and student-faculty engagement for undergraduates and graduate students. I believe that academic pipeline issues are key, and work to improve the way graduate students move into ladder rank positions and junior faculty into tenured positions that have clear paths to the highest ranks. At the same time, I support the right of anyone who earns a PhDs to choose their career path, be it academic or not, and we should find better ways to acknowledge departments’ contributions to a variety of career successes for their graduates.

In my 25 post-graduate years in the academy, I taught both at private universities, and in public institutions within large state university systems. I have held postdocs and ladder rank posts in Departments of Sociology and in ethnic studies departments and I served as Chair for two academic departments. My scholarship has won awards, but one I am most proud of is receiving in 2020 the ASA’s Cox-Johnson-Frazier Award for scholarship in service to social justice.

These priorities and experiences shape my approach to working as a consultant in academic environments.