

# Leadership Statement

## Dean of Arts and Sciences

### Washington State University

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#### WASHINGTON STATE UNIVERSITY OVERVIEW

Washington State University is a public research university committed to its land-grant heritage and tradition of service to society. The University's mission is threefold:

- To advance knowledge through creative research and scholarship across a wide range of academic disciplines.
- To extend knowledge through innovative educational programs in which emerging scholars are mentored to realize their highest potential and assume roles of leadership, responsibility, and service to society.
- To apply knowledge through local and global engagement that will improve quality of life and enhance the economy of the state, nation, and world.

Washington State University conducts transformational research and provides world-class education to over 30,000 undergraduate, graduate, and professional students. Founded in 1890 in Pullman, it is Washington's original land-grant university, with a mission of improving quality of life.

One of the nation's top public research institutions, WSU stands among 96 U.S. public and private universities with very high research activity, according to The Carnegie Foundation for the Advancement of Teaching. Many academic programs win recognition for excellence. University President Kirk Schulz has set the ambitious goal of WSU becoming one of the Nation's top-25 public research universities by 2030. In 2017, WSU welcomed its first class of students into the Nation's newest school of medicine within the Elson S. Floyd College of Medicine.

In addition to the Pullman campus, WSU has campuses in Spokane, the Tri-Cities, Vancouver, and Everett, Extension offices in every county, and an award-winning Global Campus with online degree programs accessible worldwide. The University's annual operating budget expenditures exceed \$1 billion.

*University Strategic Plan:* <http://strategicplan.wsu.edu>

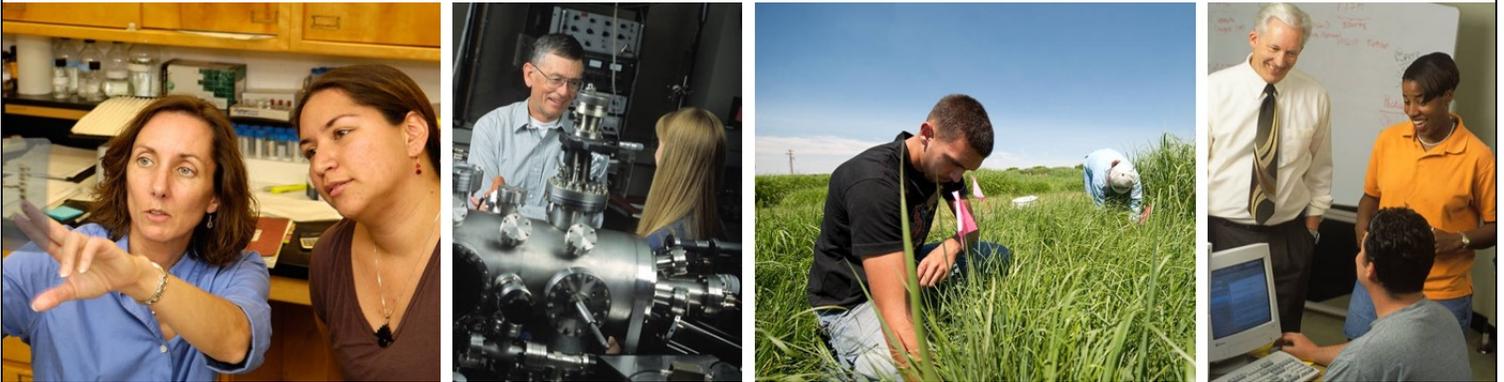
#### THE COLLEGE OF ARTS AND SCIENCES

The College of Arts and Sciences (CAS) represents the educational heart of the university, and offers degrees at the baccalaureate, masters, and doctoral levels. In addition to its Pullman location, the College operates at each of the University's campuses in Vancouver, Spokane, Tri-Cities and Everett, as well as online programs through WSU's Global Campus.



As a research, scholarly, and creative enterprise, the College includes more than 550 faculty who, with the aid of staff, provide more than 50% of the educational instruction for the five-campus WSU system. Across its 4 schools, 12 departments and 3 programs, the College offers more than two dozen undergraduate degrees with more than 70 specialization options, as well as more than 40 Master's and Doctoral degrees. The College's current undergraduate enrollment (across the five-campus) exceeds 8,300 in addition to a postgraduate enrollment of over 750.

Additional information about CAS can be found at [www.cas.wsu.edu](http://www.cas.wsu.edu), and the College's strategic plan can be found at <https://cas.wsu.edu/documents/2016/02/strategic-plan-cas-strategic-plan-5-13.pdf>.



### Mission

The College of Arts and Sciences fosters excellence in the arts, humanities, and social and natural sciences and provides a foundation for intellectual and creative experiences across Washington State University. The College applies diverse perspectives to understand and transform the world, enrich lives, and meet societal needs.

Inquiry is central to the College's work, addressing fundamental questions through research, scholarship, and creative activity. Its efforts advance the frontiers of knowledge and artistic expression, as well as the mission and strategic goals of the University.

The College of Arts and Sciences is uniquely positioned to pursue liberal, broad-based learning, in which inquiry and teaching proceed in tandem. Students, faculty and staff are challenged to think rationally, critically, and creatively for lifelong engagement in our human and natural worlds.

The College is a hub for interdisciplinary activity at WSU and partners with every college in the WSU system on activities such as interdisciplinary research, degree programs, and centers of excellence.

In addition to its educational goals, the College is committed to outreach that promotes the common good and that empowers local, state, national, and global communities.

## **Vision**

A comprehensive vision statement can be found at <https://cas.wsu.edu/welcome/vision/>, but the CAS vision is succinctly captured as follows: Our purpose is to occupy the horizons of knowledge, to extend them, and to ask bold questions that drive exploration forward. We strive to practice and teach learning and discovery as ways of being that enrich lives, solve problems, extend opportunity, and create a better world.

## **Goals**

- *Enhance disciplinary excellence throughout the College and across all campuses.* Strengthening research and creative activity in CAS disciplines is the foundation for WSU's achievements as a research university. Furthermore, our disciplinary excellence is fundamental to the spirit of inquiry that informs our instructional mission, a mission that is essential to every student of the university.
- *Connect faculty and students across disciplines and campuses to enable them to address problems that transcend disciplinary boundaries.* Disciplinary tools provide essential elements for inquiry and problem solving, but many contemporary challenges require teamwork and contributions from diverse perspectives. Our college will promote efforts by students and faculty to cross traditional boundaries and combine skills in meaningful ways.
- *Promote and deepen our engagement with alumni, and with local and global partners, in order to better serve our students and to play a leading role in the university's effort to address grand challenges.* To fulfill our mission to promote the common good and empower communities from local to global, we will not only cross traditional boundaries within the academy, but also engage partners outside WSU from the perspective that CAS has much to contribute, and much to learn, when we partner with others.

## **THE OPPORTUNITY**

Since merging the College of Liberal Arts and the College of Sciences 5 years ago, CAS has grown increasingly integrated as a unit. The college seeks to continue this integration, while also expanding its outreach to constituents beyond the walls of the University.

Over the summer, Provost Dan Bernardo appointed a Search Advisory Committee to lead the recruitment of the new Dean. The Chair of the Search Committee is Dr. Ron Mittelhammer, Dean of the College of Agricultural, Human, and Natural Resource Sciences. Other members of the Search Committee are listed at: [www.provost.wsu.edu/cas](http://www.provost.wsu.edu/cas).

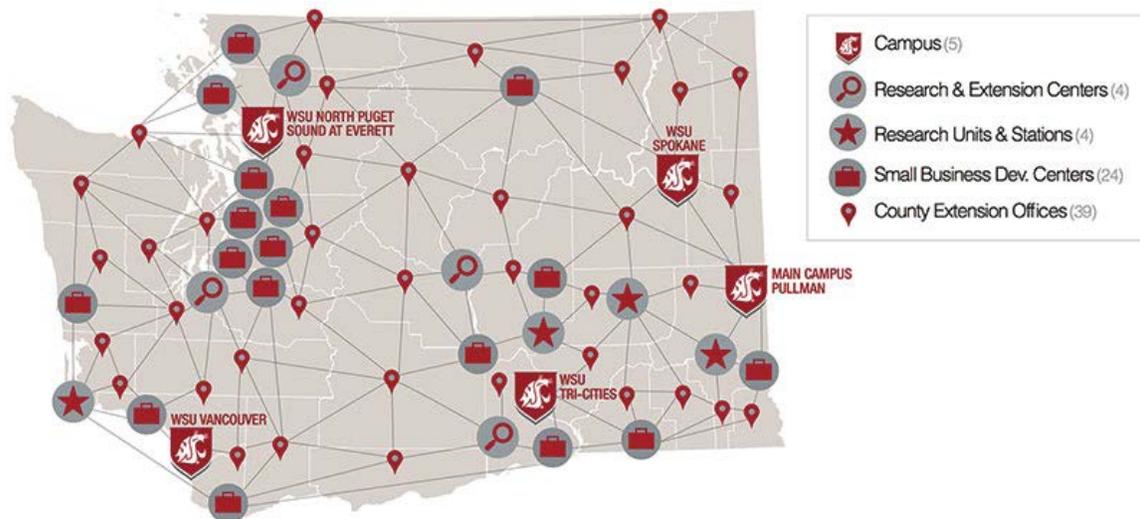
In addition, the University has retained the executive search firm of R. William Funk & Associates to assist in the recruitment of a new Dean for the College. The Funk Firm is one of higher education's leading search firms and has placed presidents, provosts, vice presidents and deans at many of the nation's most respected institutions.

## **THE DEAN POSITION**

The Dean of the College of Arts and Sciences is responsible for the academic and administrative oversight of the College and reports directly to the Provost and Executive

Vice President. The Dean provides leadership and vision in strategic planning and implementation of programs and leads College development activities. Among the responsibilities and challenges for the Dean are the following:

- Attract and retain a highly qualified and diverse faculty; collaborate with, and motivate faculty in their primary roles as scholars and educators.
- Develop, implement, and manage programs that recruit and retain an excellent and diverse student body and academic staff.
- Support research, creative activity and academic programs across the campuses to achieve the strategic goals of the College, and engage faculty and staff in maintaining a vital and relevant vision and strategy.
- Develop budgetary priorities for the College and ensure fiscal responsibility for decisions regarding expenditures.
- Advocate for the College, act as counsel to University leadership with respect to the advancement of teaching, research and creative activity in communication fields, and collaborate with other deans and areas of the University to build interdisciplinary and cross-disciplinary programs and activities.
- Lead a work environment in which participation, respect, transparency and excellence are fostered; establish and promote professional relationships and open communication.
- Provide leadership and foster relationships with alumni and other natural constituents of the University to advance the mission of the College and University and expand resources for the College.
- Raise the visibility, stature, and influence of the College locally, nationally, and internationally through active involvement with leaders in communication education, and in the corporate, government, and not-for-profit sectors.
- Participate as appropriate and requested in University-level service through committee work and related activities.



## PREFERRED CHARACTERISTICS AND QUALIFICATIONS

It is expected that the best candidates for the position will have demonstrated an ability to lead and manage a complex academic organization and will possess an outstanding record as an accomplished scholar and educator who merits tenure at the rank of full professor. The Dean is expected to be a champion of both teaching and research and be devoted to excellence and shared governance. The next Dean should possess exemplary interpersonal and communication skills; impeccable integrity; a collegial and approachable demeanor; a team orientation; and a student-centered approach to academic leadership.

It is understood that it is likely that no candidate will possess all of the following attributes, but it is expected that the selected candidate will possess a majority of the following characteristics:

- An appreciation of the mission and milieu of Washington State University and a willingness to immerse oneself into the fabric of the entire WSU system.
- A record of scholarship and/or experience sufficient to merit appointment with tenure at the rank of full professor.
- Able to cultivate, solicit, and steward significant contributions from individuals, corporations and foundations.
- Able to lead a complex organization that is located across multiple campuses while articulating the vision and goals for the future, and deploying resources organized to achieve strategic ends.
- Able to envision and execute agreed upon strategies, including the use of measurable goals and outcomes.
- Exemplary cross-cultural skills and understanding, and a strong commitment to diversity in all of its varied manifestations.
- Experience in advancing all of the primary activities of the College – undergraduate education, graduate education, research, creative activity and engagement.
- Commitment to innovative education and scholarship.



- Able to engage and collaborate with corporate, education, government, and other communities.
- Strong presence and initiative, politically savvy, and collaborative within the WSU system.
- Collegial in style and approach; a consummate listener and learner; demonstrating transparency, fairness, and respect for others.
- Able to understand, embrace and contribute to the culture, values and principles of the College of Arts and Sciences.
- Contemporary knowledge of trends, challenges, and opportunities facing the many and various fields encompassed by the College of Arts and Sciences

### **APPLICATION AND NOMINATION PROCESS**

While applications and nominations will be accepted until a new Dean is selected, interested parties are encouraged to submit their materials as soon as possible. President Schulz and Provost Bernardo are eager to move the process forward. Interested parties are encouraged to send materials to our consultant at the address below by December 1 to assure optimal consideration.

**WSU Arts and Sciences Dean Search**  
**R. William Funk & Associates**  
**2911 Turtle Creek Boulevard, Suite 300**  
**Dallas, Texas 75219**  
**Email: [krisha.creal@rwilliamfunk.com](mailto:krisha.creal@rwilliamfunk.com)**  
**Fax: 214-523-9067**

*Washington State University is an Equal Opportunity/Affirmative Action educator and employer. Members of ethnic minorities, women, disabled veterans, veterans of the Vietnam-era, recently-separated veterans, and other protected veterans, persons of disability, and/or persons age 40 and over are encouraged to apply. WSU employs only U.S. citizens and lawfully authorized non-U.S. citizens. All new employees must show employment eligibility*

