



DEAN, COLLEGE OF ARTS AND HUMANITIES

EXECUTIVE SEARCH PROFILE

**Greenwood
Asher &
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DEAN, COLLEGE OF ARTS AND HUMANITIES

The Opportunity

West Chester University seeks an innovative, knowledgeable, and collaborative leader to serve as its next Dean of the College of Arts and Humanities. This leader will build upon the University's solid foundation of overall excellence and lead the College of Arts and Humanities to new heights in shared governance and exciting new strategic directions.

The Position

Responsibilities

The Dean is the principal spokesperson and advocate for the College and sits on the Dean's Council to formulate and implement University policies and strategic plans. The Dean is responsible for the review of curricula and programs, staffing, budgeting, oversight of all operational functions of the College, alumni cultivation, and fundraising. Additionally, the Dean of the College of Arts and Humanities also functions in various University-wide roles and in the external community. Reporting to the Provost, the Dean must be committed to collaborative, ethical leadership and skilled in human and financial resource management, as well as strategic planning.



As chief academic officer of the College, the Dean provides leadership to advance the educational and scholarly missions of programs in the College and fosters an inclusive environment that encourages an academic climate that is responsive, student-centered, innovative, entrepreneurial, and values diversity. Additional duties include:

- Developing budgets and managing the College's fiscal affairs. At WCU, Deans have flexibility regarding the budget and resource deployment as these roles are not managed centrally at the Provost's Office;
- Developing, leading, and encouraging philanthropic outreach and public service efforts for the College; cultivating relationships to increase fundraising success and serving as the lead on fundraising efforts;
- Supervising, evaluating, and supporting departments in a manner that promotes excellence in instruction and research and service to the college and university while also recognizing diversity in program sizes and needs and deploying resources in light of those needs;
- Evaluating overall departmental productivity in instruction, research and service responsibilities;
- Leading and coordinating the governance of the College;
- Maintaining the investment of resources; and
- Leading and coordinating the College's strategic planning and curriculum development.

Qualifications and Desired Characteristics

The dean will possess an earned doctorate or terminal degree in a field that is represented in the College of Arts and Humanities and have the qualifications necessary for appointment to full professor within the College; a record of quality teaching, scholarship, and administrative experience at the college level in programs reflected in Arts and Humanities; proven expertise and experience with specialized accreditation processes; effective interpersonal skills, and highly proficient oral and written communication skills. Preferred qualifications include experience as a chair or program director in a large department or institution and university-level experience with budget and personnel within a collective bargaining environment.



It is highly desired that the candidate:

- Is a person of high integrity; models civility and ethical leadership;
- Is a team player, able to work collaboratively with other deans to collectively advance the overall goals and objectives of the University;
- Possesses a demonstrated commitment to cross-disciplinary programs and interdisciplinarity;
- Enjoys interacting with all stakeholders; values and encourages student interaction;
- Possesses an entrepreneurial, innovative, and global orientation;
- Understands the differing challenges and needs associated with the various disciplines within the College;
- Is committed to shared governance and supports faculty and staff professional development;
- Possesses a demonstrated record of achieving accessibility, compliance, and engagement objectives;
- Demonstrates a strong understanding of managing financial resources, especially surrounding the cost of instruction;
- Possesses an appreciation for the role of the arts and humanities in preparing humanity for the future;
- Is a leader dedicated to continuous improvement, and has respect and enthusiasm for students, faculty, and staff;
- Demonstrates excellent communication skills in speaking, listening, and writing; and
- Empowers others through a collaborative, inclusive leadership and management style.

The College of Arts & Humanities

This position provides an opportunity for an innovative leader to continue to build the College and realize its vision as a leader in the region. <https://www.wcupa.edu/arts-humanities/vpa.aspx>

West Chester University's College of Arts and Humanities offers academic programs that feature small classes, excellent internship opportunities, and highly qualified faculty who are committed to teaching excellence and a wide range of research interests. Currently, the College consists of a total of 145 tenured and tenure-track faculty members, 77 temporary faculty members, and 13 staff members organized into eight departments: Art + Design, Communication and Media, English, History, Languages and Cultures, Philosophy, Theatre and Dance, and Women's and Gender Studies. The College offers a variety of accredited programs to WCU's 17,400 students enrolled in undergraduate and graduate degree programs. WCU's College of Arts and Humanities also offers interdisciplinary degrees in Linguistics and Community Change. Graduate degrees, including accelerated programs for advanced undergraduates, can be sought in Communication, English, History, Languages, and Philosophy.



About West Chester University

Located on 409 beautiful acres in historic and charming West Chester, West Chester University is home to 14,300+ undergraduate and 2,800+ graduate students. This diverse and welcoming student body studies in one of seven colleges: College of Arts and Humanities, College of Health Sciences, College of the Sciences and Mathematics, College of Business and Public Management, College of Education and Social Work, University College, and the Wells School of Music. WCU currently offers 118 baccalaureates, 103 master's, and 4 doctoral degree programs taught by 710 full-time and 294 part-time faculty.

In addition to the main campus in Chester County, West Chester University has a location in Center City, Philadelphia. This location offers bachelor's programs in social work and business Management and a BSN for the registered nurse program. Three master's programs are offered in social work, public administration, and transformative education and social change. West Chester University is committed to promoting access and to cultivating a campus environment that welcomes all. This commitment reflects the diversity theme and supports initiatives in the Division for Access, Compliance, and Engagement. Additionally, in 2021, WCU joined EAB's Moon Shot for Equity Mission. This initiative is designed to support faculty, students, and staff in closing the equity gaps at the institution within the next 10 years.

WCU also serves its students and local community with speech/hearing, autism, reading clinics, and through a mental health clinic associated with the Psy.D. program; a planetarium; the library; and an extensive music library. The University provides unrivaled cultural opportunities to the

residents of Chester County and beyond. The performing and visual arts programs are among the best in the country.

West Chester University has enjoyed great stability in enrollment, the budget, leadership, and its position as the flagship university for the PASSHE system. The university is consistently recognized for its affordability and the return students receive on their investment in higher education.



In the most recent update of the Carnegie Classification of Institutions of Higher Education, West Chester University was classified as a Professions-focused Undergraduate/Graduate-Doctorate Medium Institution with a Research Classification of Research 2: High Research Spending and Doctorate Production. WCU is accredited by the Middle States Commission on Higher Education (MSCHE), and its programs by

20 accrediting bodies. The University's professional education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP) and approved by the Pennsylvania Department of Education. Recognized education programs are accredited by an additional nine organizations.

The Borough of West Chester

West Chester University is in West Chester borough, which is the county seat of Chester County, PA. Chester County is ranked #1 Tech Hub in the state of Pennsylvania. West Chester is located 25 miles west of Philadelphia and 17 miles north of Wilmington, Delaware. Chester County residents are ranked as the wealthiest, healthiest, and best educated in the State of Pennsylvania. 94% of Chester County residents graduate from high school, and 48% of all residents have a bachelor's degree or better.

Chester County is conveniently located close to several major metropolitan areas, including Philadelphia (32 miles), Baltimore (66 miles), Washington, DC (101 miles), and New York City (105 miles). The proximity to West Chester University creates many opportunities for travel, research, and conference attendance.

Pennsylvania's State System of Higher Education

West Chester University is a proud member of Pennsylvania's State System of Higher Education—a university system that values collaboration and coordination in the delivery of high-quality educational opportunities across the Commonwealth. The State System is Pennsylvania's largest provider of higher education, serving more than 100,000 students through 14 universities.



Nomination and Application Process

Compensation

Salary will be competitive and commensurate with qualifications and experience.

How To Apply

Greenwood Asher & Associates is assisting West Chester University in this search. Applications and nominations are now being accepted. For a full application package, please submit a cover letter and CV to WCUAHDDean@greenwoodsearch.com.

Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment to confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made. Nominations and inquiries should be directed to:

Julie Holley, Search Manager and Associate Vice President of Executive Search
Email: julieholley@greenwoodsearch.com

Ann Bailey, Senior Executive Search Consultant
Email: annbailey@greenwoodsearch.com

West Chester University is committed to providing leadership in extending equal opportunities to all individuals and prohibits any form of discrimination and harassment on the basis of sex, race, color, age, religion, national or ethnic origin, sexual orientation, gender identity or expression, pregnancy, marital or family status, medical condition, genetic information, veteran status, or disability in any decision making regarding admissions, employment, or participation in a University program or activity in accordance with the letter and spirit of federal, state, and local non-discrimination and equal opportunity laws, such as Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments Act of 1972, The Age Discrimination in Employment Act, The Americans with Disabilities and ADA Amendments Act, The Equal Pay Act, and the Pennsylvania Human Relations Act. Questions or complaints regarding this policy statement should be directed to Tracey Robinson, Vice President for Access, Compliance and Engagement, located at 114 W. Rosedale Avenue, West Chester, PA 19382; email: TRobinson@wcupa.edu; phone: (610) 436-2433.

WCU offers of employment are subject to and contingent upon satisfactory completion of all pre-employment background checks.

Appointments to this position are subject to institutional funding limitations.

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 West Chester University 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.