



**Search for the Dean of the College of the Arts  
The University of Florida  
Gainesville, Florida**

**THE SEARCH**

The University of Florida (UF) seeks a passionate, transformative, and strategic leader to serve as the next Dean of the College of the Arts (COTA). The University of Florida is a leading public, land-grant, R1 research university spanning agriculture to the arts. COTA is a dynamic college that comprises the School of Art and Art History, School of Music, School of Theatre and Dance, Center for the Arts in Medicine, Center for Arts, Migration, and Entrepreneurship, and Digital Worlds Institute. COTA is comprised of 148 faculty members, 63 staff members, and 1,600 students (roughly 75% undergraduate and 25% graduate). UF is ranked 7th among the nation's top public universities in the 2025 U.S. News Best Colleges rankings and is one of only two public universities in Florida belonging to the Association of American Universities (comprising 71 leading public and private research universities in the U.S. and Canada). The UF community is comprised of over 60,000 students, 32,000 employees, a \$10 billion annual budget, and more than 140 mission-focused units across Florida, including statewide healthcare and agricultural enterprises. UF has more than 6,600 faculty members with distinguished records in teaching, research, and service, including 22 Eminent Scholar Chairs, 38 elected members of the National Academies, 20 elected members of the American Academy of Arts and Sciences, and 91 elected members of the American Association for the Advancement of Science. In 2024, UF research expenditures topped \$1.26 billion.

COTA is a thriving college that achieves its mission by training professionals and educating students as artists, designers, and scholars while developing their capacities for critical study and creative practice. Degrees are offered on campus and online and feature a wide range of disciplines as well as opportunities for students to integrate arts and design study with other programs across the university. The College hosts more than 400 performances, exhibitions, and events each year, most free to the public. Faculty and students also present, exhibit, and perform at other local, national, and international venues. COTA is an accredited institutional member of the National Association of Schools of Art and Design (NASAD), National Association of Schools of Dance (NASD), National Association of Schools of Music (NASM), University/ Resident Theatre Association (U/RTA), and the National Association of Schools of Theatre (NAST).

As the College's chief academic and administrative officer, the Dean will play a key leadership role in demonstrating interdisciplinary progress at the confluence of the arts, and the ability to navigate the complexities of a leading American research university. COTA plays an essential role in concert with the educational mission of the broader University, and the Dean will further elevate the College as an engine

of the intellectual life on campus in new and creative ways, deeply integrating COTA into the fabric of UF across disciplines. Working with the leadership team, the Dean will set a bold and innovative vision, establish new opportunities for the College within the University's strategic plan, and direct the growth and development of the College through shared governance. The Dean will participate in campus-wide planning and will be responsible for the College's teaching quality, accreditation, budget management, allocation of resources, administration of academic and research programs, alumni relations, and extension of its local, state, national, and international outreach. The Dean will also lead fundraising efforts and ensure that the College meets its goals as it looks towards the next capital campaign.

The University has retained the services of Isaacson, Miller, a national executive search firm, to assist in conducting this important search. All inquiries, applications, and nominations should be directed in confidence to the search firm, as indicated at the end of this document.

## **THE UNIVERSITY OF FLORIDA**

The University of Florida (UF) is the flagship university for the state of Florida, the nation's third most populous state. Located in Gainesville, UF has 16 colleges, a major academic health center, championship-winning athletics, and, in keeping with its land-grant mission, one of the nation's most comprehensive agriculture and natural resources programs. The university's 2,000-acre campus joins a historic core with advanced research and classroom facilities and preserved natural areas, all connecting to adjacent innovation, commercial, and residential districts. UF is ranked 7th among the nation's top public universities in the 2025 U.S. News Best Colleges rankings.

UF has over 60,000 students, 32,000 employees, a \$10 billion annual budget, and more than 140 mission-focused units across Florida, including statewide healthcare and agricultural enterprises. It is one of only two public universities in Florida belonging to the Association of American Universities (comprising 71 leading public and private research universities in the U.S. and Canada). UF has more than 6,600 faculty members with distinguished records in teaching, research, and service, including 22 Eminent Scholar Chairs, 38 elected members of the National Academies, 20 elected members of the American Academy of Arts and Sciences and 91 elected members of the American Association for the Advancement of Science. In 2024, UF research expenditures topped \$1.26 billion.

As an example of a continuing focus on campuswide innovation, UF was the nation's first university to implement artificial intelligence across the curriculum, with 350 faculty teaching more than 12,000 students enrolled in more than 200 AI classes. In 2023, UF opened the multidisciplinary Malachowsky Hall for Data Science & Information Technology, which leverages HiPerGator, a more-than 70,000-core massive computer cluster ranked as the most powerful university-owned supercomputer in the U.S.

Several additional qualities distinguish UF among today's leading public research universities. The first is its comprehensive breadth on a single campus, facilitating interdisciplinary collaboration. The second is its traditionally strong support from the state of Florida, which has consistently funded UF's drive to

become one of the nation's best public research universities. UF's third exceptional quality is its dynamism. UF is undergoing rapid transformation as it pursues its overarching aspiration "to be a premier university that the state, nation, and world look to for leadership." For more information, visit [www.ufl.edu/](http://www.ufl.edu/).

## LOCATION

UF's 2,000-acre campus is located in Gainesville, a vibrant college city located in North Florida. With a population of approximately 285,000 residents, the Gainesville metropolitan area offers a rich history, short commuting times, and a temperate climate. The city is known for its diversity of cultural events, restaurants, year-round outdoor recreational activities, social opportunities, and abundant natural resources, including forests, lakes, springs, rivers, and wetlands. For 37 years, Gainesville has been a Tree City Community and is known for its extensive tree canopy. Situated in the central part of the Florida peninsula with both Atlantic and Gulf coasts in easy driving distance, Gainesville area residents have ready access to state and regional attractions and international travel. UF plays an integral role in both the city of Gainesville and Florida as a whole.

## THE COLLEGE OF THE ARTS

The mission of the [College of the Arts \(COTA\)](#) is to be a transformative community, responding to and generating paradigmatic shifts in the arts and beyond. COTA achieves the university's mission by training professionals and educating students as artists, designers, and scholars while developing their capacities for critical study and creative practice.

Established in 1975, the College of the Arts offers bachelor's, master's, and doctoral degree programs in its three fully accredited schools: [School of Art + Art History](#), [School of Music](#), and [School of Theatre + Dance](#), and centers and institutes: [Digital Worlds Institute](#), [Center for Arts in Medicine](#), and [Center for Arts, Migration, and Entrepreneurship](#). The college also includes the [University Galleries](#), and the [New World School of the Arts](#) in Miami. The College is in the final year of its strategic plan, known as the [meta-strategy](#), that has worked to position COTA as a creative catalyst, able to respond to, and drive, society's rapidly changing contexts. As a vital component of this AAU research university, COTA is comprised of more than 148 faculty members, 63 staff members, and three deans (dean and two associate deans). These faculty and staff work with around 1,600 students (roughly 75% undergraduate and 25% graduate) to engage, inspire, and create. Degrees are offered on campus and online and feature a wide range of disciplines as well as opportunities for students to integrate arts and design study with other programs across the university. The College hosts more than 400 performances, exhibitions, and events each year, most free to the public. Faculty and students also present, exhibit, and perform at other local, national, and international venues.

COTA recognizes the impact of creative activities, practice-led and performance-based research, publication, presentation, community-engaged practice, and interdisciplinary research collaborations.

The college values the multitude of ways in which its faculty conduct and disseminate their research, significantly transforming their fields and disciplines and elevating national and global discussions. In FY 2024, research expenditures for COTA reached about \$1.25 million.

COTA is an accredited institutional member of the National Association of Schools of Art and Design (NASAD), National Association of Schools of Dance (NASD), National Association of Schools of Music (NASM), University/ Resident Theatre Association (U/RTA), and the National Association of Schools of Theatre (NAST).

The College of the Arts operates on a budget of approximately \$42.6 million, which is made up of state allocation, UF Foundation funding, and other revenue. The majority of the college's funding is supplied by state allocation. The College has a strong fundraising arm, with approximately \$4.2 million raised in FY 2024. The funds support scholarships, fellowships, research funding, programmatic spending, and more.

### **Academic and Research Units**

**SCHOOL OF ART + ART HISTORY:** The School of Art + Art History (SAAH) nurtures a culture of critical inquiry in their scholarly and creative work. The educational mission of SAAH is to empower each student with knowledge, skills, and insight to engage thoughtfully and courageously with the changing world. SAAH believes art, design, and scholarship are critical to the local, university, regional, national, and international communities. They pursue positive transformation and impact through local and global education, research, and creative works. Their community asks challenging questions, takes risks, and strives for excellence. School of Art + Art History faculty publish, curate, and exhibit widely and internationally. They bring their scholarship and creative work into their teaching, offering innovative, engaged learning experiences to their students. The School fosters a diverse and inclusive community through mutual respect and acceptance, assuming the best in others to enable a culture where everyone can flourish. Degree programs include the BA, BFA, MA, MFA, and PhD. Areas of study include art education, art history, design, museum studies, and studio art. The school has 360 undergraduate students enrolled in their majors and around 150 graduate students in their residential programs and online art education MA. The 4Most Gallery and the University Galleries—Gary R. Libby University Gallery, the Gary R. Libby Focus Gallery, and Constance and Linton Grinter Gallery — provide exhibition space for international contemporary art and student work. The University of Florida is accredited by the Southern Association of Colleges and Schools Commission on Colleges and the National Association of Schools of Art and Design. The art education program is accredited by NCATE.

The School of Art + Art History has 38 full-time (including 1 Director) and 11 part-time faculty, plus 9 staff members in addition to advisors. SAAH's programs focus on socially engaged, global research. Studio programs in art and design view production as an expanded practice - one that is interdisciplinary, inclusive, and often collaborative. The School's innovative and growing design program has a distinguishing focus on social design, and the MFA in Design and Visual Communications aims to use the

state of Florida as a laboratory to develop solutions to some of the most pressing, real-world problems of our time. For more information, visit [www.arts.ufl.edu/academics/art-and-art-history/](http://www.arts.ufl.edu/academics/art-and-art-history/).

**SCHOOL OF MUSIC:** The School of Music (SOM) plays an important role in the academic and cultural life of the university and the community, serving 150 graduate and 250 undergraduate music majors. The school offers BA, BM, BS, MM, DMA, and PhD degree programs, and students can pursue studies in performance, music education, theory, composition, music history and literature, ethnomusicology, historical musicology, conducting, sacred music, and music business and entrepreneurship. The School of Music fully embraces and supports scholarly research, creative activity, and interdisciplinary studies across all degree programs. It's also home to the UF Bands program, which includes "The Pride of the Sunshine" Gator Marching Band. The School of Music facilities include the School of Music building and Steinbrenner Band Hall, among others. The University of Florida is accredited by the Southern Association of Colleges and Schools Commission on Colleges and is an accredited institutional member of the National Association of Schools of Music.

Recognizing the value of music to culture, society, and individual experience, the School of Music is committed to offering talented students the training to prepare them for careers in music performance, composition, scholarship, music education, music business and entrepreneurship, and related areas of professional activity. The commitment to interdisciplinary studies is evidenced by the opportunity for academically and musically advanced students to simultaneously pursue a Bachelor of Music degree and either a Bachelor of Arts or Bachelor of Science degree through the BM in Combination with an Outside Field degree, and the DMA degree with as many as twenty-one hours of coursework in a complimentary non-music cognate field. The new BS in Music Business and Entrepreneurship (launched in the fall of 2024) is distinguished by a unique curriculum balanced in music business/entrepreneurial studies and performance and welcomes applicants from a broad range of musical backgrounds. The School of Music has 43 full-time (including 1 Director) and 9 part-time faculty members, 2 professional advisors, and 4 full-time staff members. Faculty have performed with and had compositions played by the world's most prestigious orchestras, national and international festivals, and at venues like the Metropolitan Opera and the Kennedy Center. The School of Music is committed to the development of musicians and the musical enrichment of the community through the presentation of roughly 300 free concerts annually. \$60M has been secured for a substantial renovation and addition to School of Music facilities, and the successful completion of this project is a critical college priority. For more information, visit [www.arts.ufl.edu/music](http://www.arts.ufl.edu/music).

**SCHOOL OF THEATRE + DANCE:** The School of Theatre + Dance (SOTD) comprises 35 full-time faculty, 8 staff, as well as adjunct and guest faculty and artists. The school offers MFA curricula in acting and in design for live entertainment, which includes scene design, lighting design, and costume design; BFA programs in theatrical performance with concentrations in acting, musical theatre, and theatrical production with concentrations in costume, digital media, lighting, scenic, and sound; and a BA with concentrations in general theatre, stage management, and theatre management. The school features two degree programs in dance designed to develop the individual voice of the dance artist, a BFA and a BA. Approximately 200 students major in the artistically diverse curricula of the School of Theatre + Dance.

Through its production program, outreach, and innovative programming, the School of Theatre + Dance provides multiple cultural opportunities annually to thousands of members of the University and the greater community. The University of Florida is accredited by the Southern Association of Colleges and Schools Commission on Colleges and is an accredited institutional member of the National Association of Schools of Dance and the National Association of Schools of Theatre.

The School of Theatre + Dance champions the performing arts and production as vital research. Its programs seek to cultivate a welcoming space for the school's interdisciplinary community of creatives, practitioners, scholars, and researchers through human-centered, experiential learning. They foster students' readiness to thrive in and transform their artistic fields and broader communities by:

- Offering multidisciplinary and innovative training opportunities that promote student development and embrace many different career paths.
- Connecting students with faculty research and other nationally and internationally recognized artists and scholars to foster active learning through participation in practical application.
- Cultivating students' entrepreneurial capacities through curricula and external opportunities.

The School of Theatre + Dance delivers robust curricula that elevate the critical and cultural significance of the arts. With the completion of a degree from the School of Theatre + Dance, students are positioned for multi-faceted and impactful careers in their respective and outside fields. For more information, visit [www.arts.ufl.edu/theatreanddance](http://www.arts.ufl.edu/theatreanddance)

**DIGITAL WORLDS INSTITUTE:** The Digital Worlds Institute (DW) is a dynamic interdisciplinary institute that offers academic and research programs, equipping students to analyze complex problems, design creative solutions, and drive innovation at the convergence of arts, communications, engineering, and technology. DW provides both a graduate and undergraduate degree in Digital Arts & Sciences, serving over 200 students. With an emphasis on game design and development, animation, experience design, production, and emerging technologies, DW's academic programs foster creative inquiry and interdisciplinary collaboration, equipping students with the critical thinking and hands-on experience needed to tackle 21st-century challenges. The Institute endeavors to offer students educational experiences that transcend the classroom, facilitating lasting connections with industry and community partners to enhance student success. By bringing together the unique talents of UF faculty, students, and staff in a multifaceted collaborative environment, the Institute serves as a platform for interdisciplinary research and teaching that would not have occurred within the confines of any one college or department. They are committed to excellence, inclusion, and interdisciplinary collaboration, empowering the community to push the boundaries of digital arts, communications, and technology through innovation, discovery, and impactful community engagement.

The Digital Worlds Institute is comprised of 14 faculty members (including 1 Director), 10 adjunct faculty, and 5 staff members, all contributing to its vibrant academic and research environment. Industry partnerships provide students with educational opportunities that extend beyond the classroom, offering

applied experiences that enhance both their academic success and professional development. Graduates of the Institute have gone on to work at companies such as DreamWorks, Microsoft, EA Sports, and create their own successful startups. The faculty's diverse research in artificial intelligence, extended reality (VR/AR), computer vision, digital storytelling, education, and digital art production drives interdisciplinary collaborations with partners in medicine, dentistry, education, business, engineering, computer science, and journalism. For more information, [www.digitalworlds.ufl.edu](http://www.digitalworlds.ufl.edu).

**CENTER FOR ARTS IN MEDICINE:** The Center for Arts in Medicine (CAM) is committed to advancing research, education, and practice in the arts in health, locally and globally. Using the arts to enhance health in healthcare and public health contexts, the Center facilitates research, education, and training. CAM provides a framework for interdisciplinary collaboration among University of Florida faculty and students, healthcare providers, clinical artists, and local and global communities. The Center develops and effects interdisciplinary research studies and educational curricula through its two research labs. It offers certificate and degree programs, including MA and graduate certificates in Arts in Medicine and Arts in Public Health, and undergraduate certificates across disciplines. As a leader in the field, the Center serves as a national model for arts in health research, education, and training continuing to innovate and expand its impact.

The Center for Arts in Medicine is comprised of 7 faculty members (including 1 Director) and 4 staff members. For more information, visit [www.arts.ufl.edu/cam](http://www.arts.ufl.edu/cam).

**THE CENTER FOR ARTS, MIGRATION AND ENTREPRENEURSHIP:** The Center for Arts, Migration, and Entrepreneurship (CAME) connects networks of scholars, artists, creatives, entrepreneurs, and advocates to the engines of creative and cultural economics at the heart of migration. Defining the *arts* as all forms of cultural production, the center seeks to effectively create new models and power alignments that return value—*entrepreneurship*—to cultural producers to build more just global futures. Through community-responsive programming, research, and creative production, the center facilitates and extends the innovation, resilience, and ingenuity of diasporic and *migratory* communities. CAME takes an intentionally broad approach to its disciplines, recognizing both the challenges and opportunities each term carries. Through community-responsive programming, faculty-driven research, creative production, and the Maker in Residence program, the center facilitates and extends the innovation, resilience, and ingenuity of diasporic and migratory communities. For more information, visit [www.arts.ufl.edu/came](http://www.arts.ufl.edu/came).

**THE NEW WORLD SCHOOL OF THE ARTS:** The New World School of the Arts was created by the Florida Legislature in 1984 as a center of excellence in the performing and visual arts. It is an educational partnership of Miami-Dade County Public Schools, Miami Dade College, and the University of Florida. It provides a comprehensive educational program of artistic training, academic and creative development, and preparation for professional careers in the arts. In May 1993, New World School of the Arts was named a National School of Excellence by the U.S. Department of Education's Blue Ribbon Schools Program. NWSA was selected as a National Demonstration School and issued National Certification by Magnet Schools of America in 2017. The high school has a graduation rate of 100%, and nearly every



student goes on to college. The high school is ranked as the #65 magnet high school in the United States by US News and World Report, and boasts an impressive list of alumni including 22 Presidential Scholars in the Arts. New World School of the Arts confers the Bachelor of Fine Arts and Bachelor of Music through UF, the Associate of Arts, and the high school diploma through its other institutional partners. For more information, visit [nwsa.mdc.edu/](https://nwsa.mdc.edu/).

**THE CULTURAL PLAZA AT UF:** Although not part of the College, three landmark institutions on campus comprise UF's Cultural Plaza and are active collaborators with COTA. The Samuel P. Harn Museum of Art brings the joy of experiencing great works of art to diverse audiences through relevant and enlightening art collections, exhibitions, and learning opportunities, which are offered free of an admissions charge. The Harn's collection totals more than 11,000 objects including distinctive strength in African, Asian, modern and contemporary art, and photography, as well as significant representations of Ancient American and Oceanic art and a growing collection of works on paper.

The Florida Museum of Natural History, which is both UF's oldest museum and the State of Florida's natural history museum, is recognized as a leading authority in biodiversity and cultural heritage, using its expertise to advance knowledge, solve real world problems, and impact public policy and perception. The Florida Museum, with over 40 million specimens and objects, is one of the largest natural history museums in the nation. An engaging hub for teaching and learning science, the Museum has been particularly successful at utilizing research collections and making them accessible to diverse audiences, demonstrating relevance in their daily lives.

The University of Florida Performing Arts (UFPA) was formed in September 2000 when the Phillips Center and the newly dedicated Baughman Center united. In April 2001, University Auditorium became part of the program as well. Today, UFPA presents programs in the Phillips Center, University Auditorium, the Baughman Center, Squitieri Studio Theatre, as well as the Stephen C. O'Connell Center. UFPA is dedicated to bringing to the campus and the community world-class performers that reflect the diversity of Gainesville and its surrounding areas. UFPA also works with academic units by making visiting performing artists available for master classes and educational outreach. For more information, visit [culturalplaza.ufl.edu/](https://culturalplaza.ufl.edu/).

## UNIVERSITY LEADERSHIP

Dr. Kent Fuchs returned to serve the University of Florida as Interim President on August 1, 2024. A Professor in the UF department of electrical and computer engineering, he served as the university's 12th president from 2015 to 2023. During his tenure, Dr. Fuchs led UF into the ranks of the nation's best public universities, with the university's stature increasing more than any other research university in the nation. Among other advancements, UF topped \$1 billion in annual research, surpassed \$4.6 billion in philanthropy, and created and filled more than 600 new faculty positions, establishing national prominence in artificial intelligence and other areas of strategic importance. Previous to the UF presidency, Dr. Fuchs was provost of Cornell University. He also served in academic leadership positions



and as a faculty member of electrical and computer engineering at Cornell, Purdue and the University of Illinois.

Dr. Joseph Glover was named Interim Provost in September 2024, resuming his 15-year career as UF's chief academic officer after a brief period as provost of the University of Arizona. Glover served as UF Provost from 2008 to 2023. Prior to that appointment, his academic leadership positions at UF included interim provost, associate provost for academic affairs, and interim dean and associate dean of the College of Liberal Arts and Sciences. As provost, Glover conceptualized and spearheaded UF's embrace of artificial intelligence in education, a university wide initiative launched in 2020 that has since won the university recognition as the nation's leading university in AI across the curriculum. He led administrators in planning and implementing the UF Preeminence Plan, a multiyear effort to recruit all-star faculty in key fields that helped drive UF's rise into the Top Ten in 2017 in the U.S. News Best Colleges rankings and subsequent ascent into the Top 5. UF launched UF Online, the Pathway to Campus Enrollment, or PaCE program, and the UF Innovation Academy under his leadership. Glover's priorities include continuing to guide UF's ascent as the nation's AI University, contributing to developing the academic programs at a new graduate education campus in Jacksonville and a renewed focus on UF's climb in the national and international rankings. Dr. Glover has been a strong supporter of and donor to the College of the Arts.

## **ROLE OF THE DEAN**

As the College's chief academic and administrative officer, the Dean reports directly to the University Provost. The Dean will demonstrate interdisciplinary progress at the confluence of the arts, and the ability to navigate the complexities of a leading American research university. COTA plays an essential role in concert with the educational mission of the broader University, and the Dean should further elevate the College as an engine of the intellectual life on campus in new and creative ways, deeply integrating COTA into the fabric of UF across disciplines.

The position requires an innovative and imaginative leader strongly committed to the teaching/learning process, the highest standards of scholarly and artistic achievement, and the welfare of students, faculty, and staff. The person who holds the position must show evidence of skill in designing and facilitating work that advances curiosity, inclusion, open intellectual discourse, and the well-being of all in an environment of complex diversities.

In collaboration with the leadership team, the Dean sets the vision, establishes new opportunities for the College within the University's strategic plan, and directs the growth and development of the College through shared governance. The Dean participates in campus-wide planning and is responsible for the College's teaching quality, accreditation, budget management, allocation of resources, administration of academic and research programs, alumni relations, and extension of its local, state, national, and international outreach. The Dean leads fundraising efforts and ensures that the College meets its goals as it looks toward the next capital campaign. Direct reports of the Dean include the Associate Dean for Academic and Student Affairs, the Associate Dean for Research and Strategic Initiatives, the Senior

Director of Advancement, the IT Director, the Director of Human Resources, the Director of Finance, the Director of the School of Art + Art History, the Director of the School of Music, the Director of the School of Theater + Dance, the Director of the Digital Worlds Institute, the Director of the Center for Arts in Medicine, the Director of the Center for Arts, Migration, and Entrepreneurship, an Executive Assistant, a Marketing Manager, and a Lead Web Developer & Manager.

### **KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN**

To ensure the continued growth, impact, and distinction in an area of increasing competition, the Dean will be empowered to address several key opportunities and challenges:

#### ***Develop, communicate, and execute a vision and plan for the strategic growth of the College of the Arts.***

Building on the momentum of the successes and accomplishments of the College of the Arts over the last five years under the college's [meta-strategy](#), the Dean will work with faculty, staff, and students to develop a forward-thinking vision and strategic plan for the future of the college, bringing it into its next chapter and aligning its work with the University's strategic plan. The faculty, staff and students of COTA have a strong and positive culture that provides animating energy for the College. It has been forward looking- embracing technology and drawing on the strengths of a top research university. With the College of the Arts community consisting of artists and creators who are world class researchers and world-wide collaborators that work to identify how art and creativity impact human existence, health and well-being, the Dean will chart an inspiring and exciting path forward for the college. In developing this vision, it will be essential for the Dean to identify how to work to advance existing initiatives while collaborating with internal and external stakeholders to develop strategic priorities for COTA to raise its profile and strengthen its reach and impact, especially in its work to integrate artificial intelligence and STEM into the arts. The successful Dean will capitalize on COTA's central location in the third largest and fastest growing state in the country and between the cities of Orlando (the center for innovation) and Tampa (#3 in game design) in establishing Gainesville and the University for Florida as a prominent location for the integration of arts and technology in the state.

#### ***Invest in the retention, development, and recognition of staff members in the COTA community.***

The committed staff members within the College of the Arts are indispensable to its mission and work. As the College continues to grow in its reach, profile, and prominence, the Dean will work to create an environment in which the work and contributions of all members of the COTA community, faculty and staff alike, are valued, encouraged, and supported. The Dean will not only oversee the recruitment of talent committed to advancing COTA's reach and impact but retention efforts and professional development opportunities for staff. The incoming Dean will display exceptional interpersonal and management skills and will be an accessible and visible leader. They will inspire loyalty and dedication to COTA's mission and will further boost and enhance morale at all levels. This individual will be committed

to ensuring a healthy workplace environment and will have experience mentoring, managing conflict, and recognizing and rewarding employees for outstanding performance.

***Continue to grow the research profile of the college.***

In recent years, the College of the Arts faculty have made significant strides with undertaking groundbreaking multi-disciplinary research and experiencing growth in securing high level external funding opportunities. The Center for Arts and Medicine, for instance, which has worked to showcase how the arts can help heal through trauma has achieved national prominence and the college is actively working with the College of Engineering in developing a training for individuals who are on the autism spectrum and neurodivergent to integrate into an engineering workforce. As COTA seeks to reach even higher levels of impact and visibility both inside and outside of the university, continued investment in research will be essential, given the university's R1 status. The Dean must possess an entrepreneurial mindset to pursue large-scale opportunities and should have a savvy and nuanced understanding of the current landscape of the arts to identify gaps where the college can have a significant impact. The Dean should inspire a culture that champions faculty and staff in writing scholarly publications, developing creative works, and pursuing and applying for grants while assessing workloads to ensure that time is allotted to pursue and engage in research opportunities. The Dean will place emphasis on continuing to strengthen the college's infrastructure by supporting pre- and post-award management and assessing the systems in place to allow the college to manage its research effectively. The college has several successful established centers, and the Dean must possess a strong understanding and curiosity of how the centers encourage interdisciplinary and cross-disciplinary work in the arts to ensure that the college is positioned to continue and extend its leadership in this domain.

***Ensure the success of the College of the Arts through fiscal management and active fundraising efforts.***

Working with the College of the Arts leadership, the next Dean will ensure the college's financial health by effectively deploying resources (including state funding), creatively addressing programming finances and financial constraints, and serving as an effective money manager, with demonstrated experience in skillfully allocating and utilizing resources efficiently. The Dean will need to address strategic investments while diligently managing complex fiscal challenges. To ensure the success of the College of the Arts in the future, the Dean, serving as the external face of the college must be an active and vocal spokesperson to its external audiences and proactively share the successes and accomplishments of the COTA community, as well as its aspirations for the future. The Dean, working closely with the advancement staff, should be an active and enthusiastic participant and provide leadership around [fundraising efforts](#) to those who can help serve the needs of the College's artistic community. The Dean must be willing to travel and meet with donors and alumni as needed; identify opportunities for engagement and partnership with the college; and generate the necessary philanthropic support for future capital campaigns, research, and the expansion of the college working with their advisory board.

***Modernize and improve the College of the Arts' physical infrastructure and facilities.***

The Dean will serve an integral role in advocating with senior university leadership to ensure continued attention is given to improving all aspects of the College of the Arts physical infrastructure. The new Dean will actively participate in securing funds for the current renovations of the Constans Theatre, an active teaching place for COTA, and plans towards the creation of a new School of Music building. The Dean will work with COTA faculty and staff to optimize space allocation within the College and ensure faculty, staff, and students have the space necessary for teaching, learning, research, and their artistry. Working to assess the needs of the COTA community, the Dean will develop a plan to advocate for ongoing enhancements and improvements to existing college infrastructure and plans for future additions. The Dean will work with University of Florida leadership, the state, and other federal funding sources to spearhead efforts to secure fiscal resources and support to ensure that the College of the Arts facilities instill a sense of pride, admiration and overall enhancement of the college experience. The State of Florida has invested heavily in its universities at a time when many other states are experiencing significant cuts. As the state's flagship university, UF has enjoyed particularly strong support.

***Champion COTA's innovative spirit including utilization of artificial intelligence and its integration with the arts.***

The University of Florida is proud to be one of the institutions at the forefront of conversations around artificial intelligence (AI) and bringing it into the university setting. COTA has worked to adopt AI across the curriculum within the college and has hired dedicated individuals who are doing interesting work around AI and the arts. The college is proud to have developed an [AI and the Arts certificate](#), which enables students to combine their creative practice with the latest tools and techniques in artificial intelligence (AI), and has an AI and the Arts working group that is actively exploring the possibilities of building a center in the future. The work of the [Digital Worlds Institute](#) has been influential in providing opportunities for faculty, staff, and students to collaborate with engineers, scientists, artists and designers from across UF as well as industry partners and preparing students for 21<sup>st</sup> century careers at the vanguard of interactive digital media design and production. The next Dean will have extensive interest in how artificial intelligence is changing the disciplines within the College of the Arts and higher education as a whole. While they need not be an expert, the Dean will utilize emerging knowledge about AI and emerging technology as well as their own research and experience to inform the work of the college and contribute towards COTA becoming a frontrunner in work around AI and arts integration.

**THE IDEAL CANDIDATE**

The College seeks a leader who will further foster an environment that empowers students to engage authentically and creatively with an ever-changing world. The Dean will support and position emerging and established faculty artists and researchers to grow their artistic careers. The Dean will be a capable manager able to draw on a strong and empowered staff to continue to drive COTA forward.

The performance and personal competencies required for the position include the following:

- **Leadership:** An established record of effective and collaborative leadership that also provides evidence of skill in designing and facilitating work that advances curiosity, inclusion, open intellectual discourse, and the well-being of all in an environment of complex diversities.
  - The capacity to successfully engage and partner with the diverse stakeholders at a public, land-grant, R1 research university, ranging from upper administration to faculty, staff, and alumni to the local and national communities. A proven ability to strategically formulate and articulate a shared vision for the College of the Arts with a collaborative management style, and to actively engage others in the implementation of said vision. The ability to recruit outstanding new faculty and staff as well as retain, support, and promote the College's employees. A deep understanding and appreciation of shared governance. The ability to recognize, foster, and support the full spectrum of research and teaching in arts and design. A strong record of growing interdisciplinary collaborations, and experience with strategic planning and program development.
- **Academic Credentials:** Demonstrated experience in teaching, research, and service appropriate to appointment to the rank of a tenured full professor in one of the units of the College. A terminal degree related to one of the College's disciplines. Candidates from a wide range of backgrounds are encouraged.
- **Demonstrated Commitment to the Arts:** A deep and clearly demonstrated commitment to arts or design in any area of the research spectrum of the college, and/or to interdisciplinary engagement. A commitment to the importance of arts and design broadly, beyond the candidate's own area of expertise.
- **Financial Management and Administrative Experience:** Experience and demonstrated success in academic administration, including budget and personnel management. Evidence that the applicant will provide effective representation of the college on the UF campus, and to the state of Florida. Proven success in managing a leadership team within a complex organization. Proven ability to manage resources strategically.
- **Capacity for Fundraising:** The ability to lead strategic, large-scale fundraising initiatives, including capital campaigns, that align with the short and long-term goals of the College and University. The ideal candidate will have extensive experience building and nurturing relationships with alumni, friends, foundations, corporate partners, and key stakeholders to secure principal and leadership gifts to advance arts education and research.
- **Focus on Students:** Demonstrated understanding of the teaching mission and of a commitment to student success.
- **Personal Qualities:** A commitment to the mission of a global public research university. Strong interpersonal, oral, and written communication skills. Innovative and creative problem-solving, along with a willingness to take risks. Ability to foster a collegial, collaborative, inclusive, and respectful work and educational environment.

The position is a 12-month appointment with a competitive salary commensurate with qualifications and experience.

**APPLICATIONS, INQUIRIES, AND NOMINATIONS**

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/university-florida-college-arts/dean>.

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