



**University of Denver
Dean, University College**

The University of Denver (DU), a private institution dedicated to the public good, invites nominations and applications for the Dean, University College.

University College: An Overview

University College, the college of professional and continuing studies at the University of Denver, provides a fully accredited educational experience for working adults through challenging and career-relevant classes online, on campus, or in a convenient combination of both. University College offers master's degrees, graduate certificate programs, a bachelor's completion program, and non-credit personal, professional, and workforce development programs. For more information, please refer to the University College website: <http://universitycollege.du.edu/>.

As one of ten colleges at the University of Denver, University College has been a leader in adult education since 1938. Our mission as a college within a private institution dedicated to the public good is to deliver enduring professional growth and personal development by providing adult learners access to the University of Denver through alternative educational pathways. University College is the largest graduate school at the University of Denver, offering over 100 fully accredited, affordable, and impactful academic degree and certificate programs specifically designed for working adults, including online, hybrid, and campus-based formats. Nearly 3,000 students from around the world are enrolled in these programs, and over 7,000 learners participate each year in University College's non-credit programs. University College employs 50 staff, 10 full-time faculty, and over 300 adjunct faculty across 16 academic programs. Included in the portfolio of non-credit programs within University College:

- Enrichment Program
- Osher Lifelong Learning Institute
- Institute for Leaders in Development
- Center for Professional Development

Collective impact and providing workforce development solutions has been an integral part of our strategic vision for continuing education and professional development through University College's Center for Professional Development. We offer skills-based programs in our portfolio and collaborate with workforce development partners, to support the training, growth, and, ultimately, economic mobility of learners and earners in the Denver metro area and beyond.

The most recent strategic plan for University College (2018 – 2022) can be found here: <https://impact.du.edu/unit-strategic-plans/>

The University of Denver: An Overview

Founded in 1864, the University of Denver is an independent, Research 1 level doctoral-granting university with high research activity and robust undergraduate and graduate educational programs. [U.S. News and World Report](#) lists the University of Denver among the nation's top 120 universities. The University of Denver ranks in the top 15 for happiest and friendliest students according to the [Princeton Review](#), recognizing their relationships with dedicated and passionate faculty members. The University of Denver was awarded the 2024 First Generation-Serving Campus Designation by the Colorado Department of Higher Education (CDHE). For its creative, 21st-century approaches to problem-based scholarship, its holistic, student-centered approach to learning, and its dedication to the public good through local, national and international partnerships, the university has been recognized with a Carnegie Classification for community engagement. Both its library and its study abroad programs are ranked in the top 3 in the U.S. by Princeton Review, with 70 percent of undergraduate students participating in study abroad programs.

Student Profile

In fall 2019, there were 5,774 undergraduates and 7,157 graduate students at DU. Six percent of students are international, 60 percent of students are female, and a quarter identify as a domestic minority. University College caters to a unique subset of the broader population of students at DU. 90% of the students who enroll with University College have full-time jobs. Our students work at top organizations throughout the country which makes our courses laboratories to discuss and share best practices, generate ideas, and learn from each other. To meet learners where they are, maximize flexibility, and meet accessibility needs of today's working adults, a large majority of our programming is offered online. We believe online coursework allows us to better meet the mission of University College to provide access to education at the University of Denver.

University Finances and Facilities

The University has total endowment assets that exceed \$1B. The University of Denver's current capital campaign, [The Denver Difference](#), builds on the University of Denver's [DU IMPACT 2025](#), a ten-year plan that has maintained a bold and courageous vision for higher education in the 21st century. Under the leadership of Chancellor Jeremy Haefner, the university has created a unique [4D \(four-dimensional\) student experience](#) that provides students with opportunities to advance intellectual growth, pursue careers and lives of purpose, promote well-being, and explore their character. Many 4D activities as well as nature-oriented interdisciplinary programs take place at the university's [James C. Kennedy Mountain campus](#).

Over the past 20 years, DU has invested more than \$852 million in renovating, modernizing, and growing its campus, with construction completed on three buildings in 2020: The Burwell Center for Career Achievement, the Dimond Family Residential Village, and the Community Commons. These three new buildings represent the first phase of the [Denver Advantage Campus Framework Plan](#), an ambitious and innovative vision for the physical future of DU. Through the Denver Advantage, the University aims to integrate the campus and its surrounding neighborhood, open the doors of campus to the city of Denver, and foster a great sense of belonging for the DU community. The beautiful campus, with sweeping views of the Denver skyline and the Rocky Mountains, is also designated as an arboretum.

Other architecturally noteworthy campus buildings include the Newman Center for the Performing Arts where the Lamont School of Music is housed, the Daniel Felix Ritchie School of Engineering and Computer Science, the Anna & John J. Sie International Relations Complex, and the Ritchie Center for Sports and Wellness, which houses the university's 10-time Division 1 national championship men's hockey team and its award-winning skiing and gymnastics teams.

The university plays an integral role in the cultural, social, economic, and educational vibrancy of the fast-growing city and region it calls home. The 125-acre campus is less than 30 minutes from downtown. The neighborhood surrounding the University of Denver, known as the University Park neighborhood, boasts an abundance of amenities including parks, farmers markets, restaurants, coffee shops, public transportation, convenient shopping, and a multitude of recreational opportunities.

Denver, Colorado

Both the city of Denver and the state of Colorado are attractive destinations for business and industry. Denver ranks fourth among the best cities in the U.S. for business and careers ([Forbes](#)). [Business Insider](#) ranked Denver second in its "50 Best Places to Live in America Right Now," and [U.S. News and World Report](#) rated Colorado as the nation's fourth best economy. Denver is the 19th most populous city in the U.S. and the fifth most populous state capitol, and is a magnet for young professionals, with a median population age at just 34 years old ([U.S. Census Bureau](#)). Colorado ranks as the fifth most educated state in America ([WalletHub](#)) and is the second-best state to find a job ([U.S. News & World Report](#)).

With 300 days of sunshine a year, there are plenty of reasons to get outside. Not only is Colorado the country's most popular ski and snowboarding destination, but it is also home to [four national parks](#) and [nine national monuments](#), [43 state parks](#) and many outdoor recreation areas for boating, hiking, camping, swimming, snowmobiling, bird watching, picnicking, world-class fishing, hunting, and biking. DU students, faculty and staff enjoy countless adventures in the great outdoors of the vast Rocky Mountains and can explore the diverse cultural attractions, art galleries, concerts, sporting events, and vibrant city scene of Colorado's Mile High City.

Leadership

Jeremy Haefner, Chancellor

Dr. Jeremy Haefner is the University of Denver's 19th chancellor. Named chancellor by the Board of Trustees in 2019, Haefner has launched The Denver Difference campaign to accelerate the momentum of the DU community. He strongly believes that DU is an institution uniquely able to serve students as they prepare for lives of purpose and careers for fulfillment – all while serving the public good. Prior to his work with the University of Denver, Haefner has served in leadership positions such as provost and senior vice president for academic affairs at Rochester Institute of Technology (RIT) and at the University of Colorado Colorado Springs, as dean of engineering and applied science, associate vice chancellor for research, and dean of the graduate school. He has also held fellowships with the American Council on Education, the National Learning Infrastructure Institute, and the University of Murcia in Spain.

As a mathematician, Chancellor Haefner studies integral representation and module theory, and his research has been supported by the National Security Agency, the National Science Foundation, the Air Force Office of Scientific Research, and the government of Spain. He graduated from the University of Iowa with a BA in mathematics and has a Ph.D. and an M.A. in mathematics from the University of Wisconsin.

Mary Clark, Provost and Executive Vice Chancellor

Provost Mary Clark began her tenure as Provost and Executive Vice Chancellor at the University of Denver in 2020. With expertise in the areas of higher education law, women's legal history, legal ethics, judicial politics, and property, Provost Clark also holds an appointment as professor in the Sturm College of Law and teaches an undergraduate course in free expression. Prior to being named Provost at DU, Provost Clark served as interim provost, deputy provost, and dean of faculty at American University, associate dean for faculty & academic affairs at AU's law school, director of its doctor of juridical science program, and acting director of its Law and Government Program. Before joining American University, Provost Clark was a visiting lecturer and research scholar at Yale Law School, a Supreme Court fellow with the Federal Judicial Center, a teaching fellow and adjunct professor at Georgetown University Law Center, and an appellate attorney with the U.S. Equal Employment Opportunity Commission in Washington, D.C. She clerked for the U.S. Court of Appeals for the Eleventh Circuit in Montgomery, Alabama, following graduation from law school. She is a graduate of Bryn Mawr College (magna cum laude) and Harvard Law School and publishes in the fields of women's legal history and judicial politics.

Diversity, Equity, and Inclusion

DU shows a demonstrated commitment to diversity, equity, and inclusion (DEI). The [DEI Action Plan](#) will serve as a guide to DU's abiding commitment to truly embody a forward-looking institution and community where all can belong, contribute, and thrive. Three senior administrators in the chancellor's cabinet have direct accountability in areas of inclusive excellence: the vice chancellor for campus life and inclusive excellence, the vice chancellor for

human resources and inclusive community and the vice chancellor for diversity, equity and inclusion, who provides overarching thought leadership for diversity, equity and inclusion on campus.

DU is fully committed to recruiting and retaining a diverse community and promotes the full participation and prosperity of all of its members. The University embraces a distinctive philosophy that employs senior leadership as catalysts in a concerted effort to recruit all members of the University community—students, staff, faculty and administrators—in the implementation of comprehensive plans for diversity and inclusion.

Since 2010, DU has seen a 55 percent increase in domestic students of color, from 18 to 25 percent of the student body. An additional six percent are international students from over 80 countries around the globe. Twenty percent of appointed faculty members are domestic persons of color, and two percent are international. New hiring guidelines and retention efforts are designed to support an increasingly diverse set of faculty and staff members.

Role of the Dean

The Dean of University College provides academic, intellectual, and administrative leadership for the college. The dean works with key constituents to articulate the college's strategic direction, consistent with the University's vision, values, mission, and goals. The dean is responsible for all aspects of the college's operations, including articulating and implementing the college's mission, representing the college to internal and external partners, and ensuring the college is fiscally well-managed. The dean is appointed by and serves at the pleasure of the provost.

Key Responsibilities

Strategic Leadership

- Develop a strategic vision for the college, provide direction, and empower faculty and staff to implement the strategy in alignment with the mission of the university and college.
- Navigate the inherent and ever-present challenges facing higher education, especially as they relate to fiscal management and the need to balance innovation and stability.
- Demonstrate resilience, adaptability, and the entrepreneurial spirit necessary to develop and champion initiatives that will advance the mission of the college.
- Promote participatory innovation by encouraging staff and faculty to co-construct new initiatives and be actively involved in supporting the strategic direction of the college.
- Build cohesion among constituents by aligning diverse teams and ensuring all members are working towards common strategic goals.

Academic and Program Leadership

- Provide leadership for the academic mission of the college by ensuring that academic offerings are innovative and align with the evolving needs of the professional and continuing education market.
- Ensure the excellence of the college's curriculum, content delivery, and student experience.
- Manage a portfolio of graduate, undergraduate, and non-credit programs, identifying new opportunities in the professional and continuing education market to expand offerings, cultivate resources, and maintain employer and workforce partnerships.
- Ensure rigorous alignment of program offerings with market demands and workforce needs, leading program development with a market-responsive approach.

Faculty and Staff Development

- Recruit and develop faculty and staff committed to delivering high-quality programs and engaging with the DU and Denver communities.
- Empower faculty and staff by supporting autonomy, encouraging participation in decision-making, and fostering an environment that values individual expertise.
- Foster a collaborative and inclusive work environment that promotes professional growth, values individual contributions, and cultivates meaningful relationships through open dialogue and a growth mindset.

Operational and Financial Management

- Oversee all college activities within the framework of approved university policies, procedures, and strategies.
- Collaborate with the office of the provost to develop the annual budget for the college; manage expenditures, achieve revenue expectations, and work closely with the associate dean of finance, business operations, and continuing education.
- Facilitate an annual planning process with staff and faculty to set expectations, allocate resources, and establish policies that will support the college's strategic direction.
- Collaborate with the associate dean for enrollment, marketing, and partnerships to develop and manage enrollment goals effectively, ensuring alignment with strategic priorities.
- Oversee development initiatives for the college.

Partnerships and Community Engagement

- Establish effective and transparent communication pathways to senior administration and university leadership while actively participating in university-level leadership initiatives.
- Develop interdisciplinary and collaborative partnerships across campus to integrate the college's programs within the broader university ecosystem.
- Build and maintain partnerships beyond DU to extend the college's influence and relevance, including public-private partnerships that enhance workforce connections.
- Stay proactive in adopting emerging technologies, integrating AI, and evaluating market trends to keep the college at the forefront of professional and continuing education.

Opportunities and Challenges for the Next Dean

Lead Strategic Innovation in Adult Learning

The Dean will guide University College's transformative educational strategy, positioning the college at the forefront of adult learning innovation. This leadership role demands a visionary approach to educational design that anticipates and responds to the complex needs of modern learners, workforce dynamics, and technological disruption. The Dean will help University College teams develop and implement adaptive, flexible learning models that integrate cutting-edge instructional methodologies with practical, career-focused outcomes. By leveraging continuous market research, data-informed program development, and holistic student support systems, the Dean will ensure that University College delivers high-value, accessible education that creates meaningful career pathways and demonstrates clear return on investment. This strategic leadership, in partnership with existing multifunctional teams, will bolster our approach to adult education, creating inclusive, technology-enabled learning experiences that honor the diverse motivations and professional aspirations of our student populations while maintaining the highest standards of educational excellence.

Advance Diversity, Equity, and Inclusion

The Dean, in collaboration with the college's senior leadership, will play a central role in leading the University College community in its continuing efforts to diversify its student body, faculty, staff, and curriculum aimed to develop a culture in which diverse members of the University College community are not only welcomed but viewed as essential in the development of academic excellence. The Dean will place a high priority on expanding diversity by supporting the hiring, retention, and development of faculty and staff from historically underrepresented groups.

Build Strategic Partnerships and Enhance University College's Impact

The Dean will leverage the college's position within the larger university to ensure resources are allocated to support the work and efforts of University College. In addition, they will work to secure the college's financial future by engaging and inspiring alumni and partners in fundraising, while also solidifying and stewarding new relationships to support the larger efforts of University College. The next Dean must be thoughtful and strategic in managing and allocating the college's resources and stewarding a sustainable financial model that will support the mission and vision well into the future. The Dean will be central to the development of new funding priorities and strategies supporting University College for the next DU campaign and engage in increased fundraising to meet the goals of that campaign.

Facilitate and Reward Excellence in Teaching

At DU, faculty embrace the scholar-teacher model. The Dean will engage with faculty as

partners committed to the mission and vision of DU and uphold the shared-governance commitments, while directly understanding how best to support this essential constituency in their work as teachers and mentors. The Dean will create space for excellence in teaching, scholarly pursuits, creative work, and collaborations, while ensuring equity and reducing obstacles that inhibit their advancement. The Dean will support and retain talented individuals committed to the public good through timely, continuous, and multi-faceted opportunities for professional development and engage in recognition and appreciation for the investment in excellence made by faculty in the college.

Foster a Culture that Values and Engages All Internal and External Partners

The Dean will move the college forward by seeking input and valuing contributions from all constituents within and outside University College. The Dean will communicate a clear sense of direction for the college; advocate for the biggest asset of the college, its people; and empower the community to move forward in achieving the larger vision and goals of the college. The Dean will work to support shared governance and implement policies that have received input from the various stakeholders within the college, building consensus and trust in policy decisions. With a focus on talent development and retention, the Dean will lay the foundation for a stable yet flexible environment where value is placed on commitment and contribution. The Dean will work to create a culture that values the expertise and contributions of students, staff, alumni, and faculty.

Experience and Qualifications

Knowledge, Skills, and Abilities

Required:

- Master's degree
- Demonstrated experience and success in a leadership and management role, preferably in higher education or a related field.
- Thorough knowledge of trends in higher education, especially regarding continuing and professional education.
- Proven ability to serve as a change agent and thought leader.
- Ability to balance strategic innovation with stability, ensuring thoughtful adoption of new technologies and trends.
- Ability to lead during challenging times with resilience, strategic thinking, and a commitment to the mission and goals.
- Strong working knowledge of strategic change management, particularly in technology integration and market responsiveness.
- Strong analytical abilities, including the use of data to support strategic decision-making.
- Ability to work effectively with diverse groups, build strong, trusting relationships and foster an inclusive and growth-oriented environment.

- Experience in fostering participatory innovation and promoting a culture of collaboration and shared ownership.
- Ability to align constituents and build cohesion around strategic initiatives, ensuring effective communication and collaboration.
- Excellent written, oral, and interpersonal communication skills.
- Ability to interpret and extrapolate relevant ideas and trends from industry literature, professional journals, technical procedures, and government regulations.
- Ability to develop and manage a multimillion-dollar operating budget.
- Demonstrated entrepreneurial spirit and success in cultivating strategic partnerships.
- Experience designing and implementing growth and revenue initiatives aligned with market opportunities and institutional strengths.
- Success in fundraising and cultivating donor relationships.

Preferred:

- Terminal degree
- Experience with the operational functions of a college, including marketing, recruitment, student services, assessment, and quality control.
- Knowledge of student recruitment, retention issues, and support programs.
- Ability to create and execute strategies for enrollment growth.
- Experience overseeing the development and management of academic programs, including those delivered by part-time adjunct faculty across multiple delivery modalities, including online synchronous, asynchronous, and hybrid formats.
- Understanding of post-traditional adult learners and their motivations across credit and non-credit programs.
- Experience navigating public-private partnerships and leveraging these relationships to enhance educational offerings.

Information for Candidates

The salary range for this position is \$250,000 – 275,000 annually. The start date is negotiable with the expectation that the Dean will begin by June 1, 2025.

The position is open until filled. For best consideration, please apply by February 25, 2025. Please send all nominations, inquiries, and expressions of interest, in confidence and electronically, to:

Cati Mitchell-Crossley, Leslie Lemus, and Thea Kosmack
Isaacson, Miller

<https://www.imsearch.com/open-searches/university-denver-university-college/dean>

The University of Denver is committed to enhancing the diversity of its faculty and staff and encourages applications from women, minorities, members of the LBGT community, people with disabilities and veterans. The University is an equal opportunity/affirmative action employer.