



Search for the Dean
Chadwick A. Boseman College of Fine Arts
Washington, D.C.

THE SEARCH

Howard University seeks a seasoned visionary, innovative, and nationally or internationally recognized academic scholar or creative artist with demonstrated leadership, substantial academic and administrative experience, and a strong scholarly and artistic background to serve as Dean of The Chadwick A. Boseman College of Fine Arts (CAB CoFA). The CAB CoFA is home to an energetic and productive community of artists, scholars, teachers, and cultural activists who create and influence national and international artistic movements. The College's comprehensive contemporary curricula and robust programs are led by a celebrated roster of faculty that help develop renowned artists, performers, art historians, and playwrights. The Dean will join the CAB CoFA's rich legacy at a time of substantial change.

Initially founded in 1961 as the College of Fine Arts from the merger of Howard University's School of Music, Department of Art, and Department of Theater Arts, The Chadwick A. Boseman College of Fine Arts continues the legacy of national and international prominence in music, performance, and visual arts. The CAB CoFA offers 31 specialized programs that feature 21 undergraduate study areas and 11 graduate study areas in three disciplines: art, music, and theater arts and enrolls over 400 students. Since its inception, the programs offered by the faculty have produced major artists, scholars, and performers who have gained national and international acclaim. In addition, the University Choir, the University's Marching Band, and the Howard University Gallery of Art, have achieved renowned status and enhanced the reputation of Howard University globally. Over the decades, Howard University, and its College of Fine Arts have graduated some of the nation's most celebrated artists, performers, and cultural scholars who continue to shape the fabric of the visual and performing arts across the globe.

The Chadwick A. Boseman College of Fine Arts has ambitious plans for its future as it continues its establishment and aims to expand the College's national and global reach and impact. The Dean will be a vital part of the University's leadership team working to amplify and redefine arts education and practice for the 21st century. Reporting to the Provost and Chief Academic Officer, the ideal candidate will be a dynamic, visionary leader with a distinguished record of scholarly accomplishments and a demonstrated

commitment to excellence in the College's trifold mission: teaching, research, and service. The Dean will collaborate with stakeholders across campus to build successful internal and external partnerships and establish a strategic vision to lead the College in providing a high-quality teaching, learning, research, and performance environment.

Howard University has retained the executive search firm Isaacson, Miller, to assist with this important search. As indicated at the end of this document, inquiries, nominations, and applications may be directed to the search firm in confidence.

HOWARD UNIVERSITY

Howard University, a culturally diverse, comprehensive, research-intensive, and historically Black private University, provides an educational experience of exceptional quality at the undergraduate, graduate, and professional levels to students of high academic standing and potential, emphasizing educational opportunities for Black students. Moreover, the University is dedicated to attracting and sustaining a cadre of faculty who are, through their teaching, research, and service, committed to the development of distinguished, historically aware, and compassionate graduates and seek the discovery of solutions to human problems in the United States and throughout the world. With an abiding interest in domestic and international affairs, the University is committed to producing leaders for national and global communities.

HISTORY AND OVERVIEW

For over 150 years, Howard University has been committed to the context of its founding – an unwavering quest to balance the scales for the disenfranchised and promote an America devoid of inequalities. Howard was founded in 1867, in the immediate aftermath of the Civil War, when Congress and President Andrew Johnson approved its charter, creating a university to serve free Blacks and newly freed slaves. It was supported initially by the Freedmen's Bureau and subsequently, as is the case now, by a special appropriation from Congress. It became a scholarly home for America's Black middle class and has produced more Black engineers, physicians, lawyers, ministers, business leaders, educators, and community leaders than any other institution. There is no other university like Howard.

Howard University's profile is distinctive in higher education, combining excellence, leadership, service, truth, and access. The University's motto, *Veritas et Utilitas, Truth and Service*, represents a key part of its identity. This principle is woven throughout its academic, student, faculty, and research fabric. Students, faculty, and staff are involved in community, local, national, and global service efforts to create awareness and provide solutions to improve the quality of life in communities. Howard prepares its students to advance social justice and preserve human liberty. The University has an active alumni base and a distinguished reputation among its many local and national constituencies. Today, alumni hold prominent positions in Fortune 500 companies, the U.S. government, Hollywood studios, and fields and industries in all major sectors, leading the nation through private enterprise and public service.

Howard's central role in developing the civil rights movement is reflected in the education of many outstanding contributors, such as alumni Andrew Young, Thurgood Marshall, Pauli Murray, and Vernon Jordan, cemented its place in the country's history. It is the "Mecca" the destination for young, ambitious, and intellectually disciplined students and for the faculty who inspired them, as highlighted in Ta-Nehisi Coates's award-winning book *Between the World and Me*. Its success in educating members of the African Diaspora is unparalleled. The National Science Foundation has ranked Howard as the top producer of African American undergraduates who later earned science and engineering doctoral degrees, and the University is the leading producer of African American students entering medical schools in the U.S. Howard also houses nationally ranked programs in various fields of study, including English, History, Social Work, Economics, Business, and Communications.

With its many accolades, Howard University is prestigious and impactful. Howard's professional and graduate programs are critical. It has trained national leaders in every field. In virtually every major hospital and every community of color in the country, Howard physicians, nurses, dentists, pharmacists, and allied health professionals are essential to the health care system. Howard has produced crucial professional leadership in education, the professoriate, the legal profession, divinity, social work, business, humanities and the social sciences, communications, engineering, computer science, and the fine arts. With a commitment to service, Howard students dedicate hundreds of hours each year to service in nearby LeDroit Park, around the nation, and throughout the world. Howard University's Alternative Spring Break has offered its students service-learning opportunities in marginalized communities worldwide for the past 28 years. This program has involved meaningful service projects to develop the next generation of servant leaders. Over the U.S. Peace Corps' 50-year history, more than 200 Howard graduates have served as volunteers around the globe, the highest number among historically Black colleges.

CHADWICK A. BOSEMAN COLLEGE OF FINE ARTS

The Fine Arts have been integral to Howard University since its inception. In November of 1960, after more than half a century of separate progressive development, the School of Music, the Department of Art, and the Department of Theater Arts were merged into the College of Fine Arts. The College of Fine Arts establishment was a significant event in American education and further enriched Howard's mission, educational resources, and influence in creative fields.

Between 1997 and 2021, the Fine Arts programs were incorporated as part of the College of Arts & Sciences. In 2021, the Fine Arts programs were reestablished as an independent College of Fine Arts and named after alumnus Chadwick A. Boseman in 2022. Boseman graduated from Howard in 2000 with a Bachelor of Arts in directing. During his time at the University, Boseman led a student protest against the absorption of the College of Fine Arts into the larger College of Arts & Sciences. In 2018, at the pinnacle of an illustrious career as a performer, Boseman rocketed to international fame as King T'Challa, the Black Panther. He also played iconic roles as Thurgood Marshall, James Brown, Jackie Robinson, and other great performances until his untimely death in 2020.

As one of the few Historically Black College and University (HBCU) with a college dedicated to the arts, Howard serves as a critical space. It provides a supportive environment for artists from historically excluded communities to find their voice and give a voice to the voiceless. The Chadwick A. Boseman College of Fine Arts generates global leadership in the arts and creative economies, giving new shape to cross sections of our society and serving as a hub for national and international dialogue about arts and culture. As part of Howard University, CAB CoFA has the unique advantage and responsibility to reflect, affirm, and perpetuate the visual expression of the African American and African Diaspora experience. By focusing on various disciplines, students can explore the full breadth of their talents while identifying their unique purpose in life and their distinctive duty to their communities.

In 2023, the College was named one of the best HBCU fine and performing arts colleges in the world to study Art. In the 2024-2025 academic year, the College enrolled over 400 students and employed 60 full-time and 54 part-time faculty members. With more than 30 programs of study in Art, Music, Theater Arts, and a full range of undergraduate and graduate options, the Chadwick A. Boseman College of Fine Arts educates and trains administrators, artists, musicians, performers, scholars, and educators at all stages of their professional careers.

Department of Art

Established in 1921, the Department of Art offers exemplary instruction in the practice, history, and criticism of the visual arts and design. The department develops skilled and knowledgeable graduates who are prepared to compete for professional positions and engage in entrepreneurial endeavors as artists and designers. The Department of Art has a unique advantage and responsibility to reflect, affirm, and perpetuate the visual expression of the African American and African Diaspora experience.

The Department of Art offers eight major areas of concentrated study that lead to Bachelor of Fine Arts (B.F.A.) and Master of Fine Arts (M.F.A.).

Department of Music

The Department of Music has a rich history at Howard University that dates to 1892, when the program was organized as a department of the Normal School. In 1914 it was established as an independent conservatory. Today, the Department of Music provides a scholarly environment and music experience of exceptional quality in performance, research, pedagogy, technology, therapy, and composition, with a particular focus on the global education and musical contributions of the African Diaspora. The Department of Music offers seven undergraduate programs that lead to the Bachelor of Music (B.M.) and three graduate programs in Music Education, Jazz Studies, and Performance that lead to the Master of Music (M.M.)

Department of Theater Arts

The Department of Theater Arts started in 1950 and has developed into a world-renowned department. It is a hub for the Black dramatic narrative intelligence, a haven for Black theatrical narrative legacy, and

a preeminent training ground for the professional Black dramatic narrative imagination. The Department is committed to fostering an environment that encourages research and experimentation in performance, thereby pioneering innovative forms of drama and dance that best enable African American artists to speak in their distinctive cultural voice. The Bachelor of Fine Arts (B.F.A.) programs are professional programs designed for students interested in seriously pursuing a career in the performing arts. The Department of Theater Arts offers five study concentrations and several apprenticeships, performance, and internship programs.

All departments in the CAB CoFA are nationally accredited. The Department of Art is an accredited institutional member of the National Association of Schools of Art and Design. The Department of Music is an accredited institutional member of the National Association of Schools of Music. The Department of Theatre Arts is an accredited institutional member of the National Association of Schools of Theatre.

SELECTED PROGRAMS

Howard University Gallery

Dating from 1870 in its original form as the Historical Picture Gallery, the Howard University Gallery of Art was officially established in 1928 by action of the Board of Trustees to "make revolving exhibitions of contemporary arts and crafts available for visitation and study." The gallery formally opened on April 7, 1930, with a traveling exhibition of oil paintings, watercolors, and drawings assembled and circulated by the College Art Association of America. After the success of this exhibition, a policy and program leading to the development of a permanent collection was adopted. James V. Herring, founder of the Department of Art, and James A. Porter, internationally renowned art historian and critic, were the earliest directors. [To learn more about the gallery, please visit their website.](#)

Howard University Choir and Marching Band

The Howard University Choir and Marching Band are recognized by many as national treasures. They perform for many of the University's major convocations and ceremonies. The Choir has performed in 17 countries and on five continents. The Marching Band has performed in music videos, at NFL halftime shows, at the Macy's Thanksgiving Day Parade, and at the inaugural parade for President Barack Obama's swearing in ceremony. [To learn more about Howard University Bands visit their website.](#)

STUDENTS AND FACULTY

The Chadwick A. Boseman College of Fine Arts attracts talented students from across the United States and around the world. With an enrollment of over 400, the College offers 21 undergraduate and 11 graduate programs that provide rigorous academic and creative training to prepare students for distinguished careers in visual arts, performance, and scholarly pursuits. Guided by a dedicated and accomplished 60 full-time faculty and 54 part-time faculty, CAB CoFA fosters a vibrant learning environment that emphasizes artistic excellence, innovation, and professional development.

Faculty members at CAB CoFA are exceptional teacher-scholars who are deeply committed to the success of their students and to advancing the fields of Art, Music, and Theater Arts. The College maintains a strong focus on producing innovative work, and its community of faculty, students, and staff has earned significant recognition through national and international exhibitions, performances, and scholarly publications. To learn more about CAB CoFA faculty, visit their [website](#).

CAB CoFA LEADERSHIP

Howard alumna and internationally renowned actress Phylicia Rashad served with distinction as the Inaugural Dean of the reestablished Chadwick A. Boseman College of Fine Arts until 2024. Dean Rashad played a pivotal role throughout her tenure in revitalizing the prominence of the fine arts college, including attracting noted scholars, artists, and creatives to the institution. Under Dean Rashad's leadership, the University expanded external partnerships to bolster the College's resources and scope. The University also received a \$5.4 million contribution from Netflix to develop the Chadwick A. Boseman Memorial Scholarship program to support incoming students enrolled in the Department of Theater Arts with a four-year scholarship.

Currently, Dr. Gwendolyn Everett is serving as Interim Dean, and she is a distinguished art historian, museum educator, curator, and children's book author with more than 30 years of teaching and administration experience at the collegiate level. Dr. Everett previously served as Associate Dean for Faculty Affairs at Howard and is a renowned expert in 19th and 20th-century American and African American art, as well as museum and curatorial leadership. In addition to her academic experience, Dr. Everett has served as a research consultant with the National Museum of African American History and Culture Plan for Action Presidential Commission. She has been a panelist for various organizations, including the National Endowment for the Humanities and the National Arts Education Association. Currently, she serves on the board of directors for Virginians for the Arts. She has also served on the Arena Stage Board of Directors, the Arts Council of Fairfax County, and the Virginia Commission for the Arts. Dr. Everett received her bachelor's degree in studio art from Spelman College, a master's degree in art history from Howard University, and her doctorate in education from George Mason University.

THE ROLE

As the College's chief academic and administrative officer, the Dean will bring an articulated passion for the many forms of creativity found in the Chadwick A. Boseman College of Fine Arts. The Dean will serve as a tireless advocate for the College, its constituent divisions, and programmatic vision both internally to the University and externally to the local and global community. This is a remarkable opportunity to build on a rich legacy of impact and lead a dedicated team in shaping the reestablished Chadwick A. Boseman College of Fine Arts. Through cultivating and maintaining internal and external partnerships and raising critical funds, the Dean will ensure CAB CoFA continues to be a creative academic environment through contemporary curricula, professional affiliations, and interdisciplinary collaboration.

The Dean oversees a budget of \$14 million and three academic units: the Department of Art, the Department of Music, the Department of Theater Arts, as well as the Howard University Gallery of Art, the Office of University Choir and Bands, and the Associate Deans for Faculty Affairs, Student Affairs, and Research and Creative Endeavors.

KEY OPPORTUNITIES AND CHALLENGES

The next Dean of the Chadwick A. Boseman College of Fine Arts will have the unique opportunity to continue the re-establishment of a historic college with a trailblazing legacy in the arts. Building upon a strong foundation, the Dean will address the following challenges and use them as opportunities to advance the College's national and global impact.

Craft a compelling vision and growth strategy for the Chadwick A. Boseman College of Fine Arts that articulates the value of a fine arts education that centers Black and African diasporic cultures in its mission.

On the Chadwick A. Boseman College of Fine Arts campus, academic leaders are keen to bring the perspectives of the arts to the University's strategic vision, and the Dean will be an essential partner in that venture. To do so, the Dean will serve as an advocate and a champion, raising the visibility of the CAB CoFA and illuminating Howard University's historical impact in the visual and performing arts. Central to this goal will be an ability to be bold and to celebrate Howard University and the CAB CoFA as a 21st-century leader in contemporary art, film, theater, performance, and curatorial practice. The Dean will embrace the College's culture of excellence and innovation. In collaboration with faculty, students, and staff, the Dean will craft a vision for the College that supports the constellation of individual departmental identities and engages the emerging strengths of the College as a unified whole.

Mobilize resources and expand funding opportunities for the College.

The Chadwick A. Boseman College of Fine Arts is committed to continuing to lead in its role as a Fine and Performing Arts College by meeting students' academic, creative, and financial needs. The Dean will play a pivotal role in advancing this vision through strategic budget management and resource allocation across the College. This includes strengthening existing programs by securing internal and external resources, generating additional research funding and grants, fostering interdisciplinary partnerships, and cultivating philanthropic support.

Central to the Dean's role will be the ability to effectively articulate the vision and achievements of the Chadwick A. Boseman College of Fine Arts to diverse stakeholders within the University and beyond. The Dean will also work to expand the College's reach and impact by building meaningful connections with individuals, organizations, and institutions on the national and global stage.

Promote inclusive teaching, learning, and inquiry models that further the narratives of the arts in African diasporic cultures.

By recognizing its civic responsibilities while maintaining an awareness of global realities, the CAB CoFA is committed to raising social, environmental, and cultural consciousness through the arts, focusing on advancing the creative history of the Black and African diaspora. The incoming Dean will find an atmosphere of vibrant, innovative, and intellectual energy and spirit of experimentation that drives a desire to tackle complex questions pertaining to the arts, cultural activism, creative research, and scholarship. The Dean will promote the assessment of student outcomes in order to determine the effectiveness of student learning and student development programs within the College. Working with University and departmental leadership, the Dean will ensure the College offers counseling and mental health services and other important student affairs functions.

The Dean will also play an integral role in promoting a culture of equity and inclusion, paying particular attention to systematic inequity and its implications in research, service, teaching, access, recruitment, and retention for students, faculty, and staff. The Dean will coordinate with all three Fine Arts departments around hiring best practices, ensuring support systems to retain talent, and engaging with and building on programs and initiatives that create professional and academic development pathways for students, faculty, and staff. As a knowledgeable and inspirational champion for an expansive fine arts education, the Dean will lead the development and implementation of a comprehensive, progressive vision for CAB CoFA that celebrates and builds upon Howard University's artistic legacy.

Propel the College forward through innovation and distinction.

Howard University's leadership embraces an ambitious vision for the Chadwick A. Boseman College of Fine Arts and seeks a Dean to inspire creative thinking. To succeed, the Dean will bring an innovative mindset and proven track record of creating distinctive, interdisciplinary, forward-thinking programs, performances, and exhibits. The Dean will help foster a culture of multidisciplinary research and encourage faculty scholarship and original creative endeavors. Actively seeking partners across the University, in the region, and internationally, the Dean will carry on the College's distinguished reputation and pursue uncharted paths that will uncover new and inventive methods of program creation and delivery to serve the needs of the CAB CoFA undergraduate and graduate students, and the Howard community. The Dean promotes the accreditation standards and practices to maintain the long-established national accreditation and institutional membership of the three departments in the College. The Dean will partner with University officials to champion these efforts, paying particular attention to institutional support for accreditation site visits, reports, and findings.

Build, support, and strengthen the College's internationally renowned faculty.

Building on Howard University and the CAB CoFA tradition of excellence, the Dean will promote the recruitment, promotion, and retention of a diverse, highly qualified faculty committed to the College's educational, research, and artistic mission. Working closely with department leadership, the Dean will focus on finding opportunities—through development and collaborations with other academic units—to attract top faculty to the College while mentoring, supporting, and partnering with current faculty. The Dean will manage the final approval of courses and curricular development and ensure that faculty,

departmental leadership, staff, and other administrative leadership receive appropriate evaluations. The Dean will partner with faculty, staff, and students to maintain a climate of civility and collegiality through effective communication and a strong commitment to enhancing the quality and diversity of the campus population. The Dean will implement and uphold academic rules and regulations and promote academic integrity. The Dean will be familiar with the broad range of cutting-edge research and creative work in CAB CoFA and will be committed to nurturing such work and supporting grant and fellowship applications within and across disciplines. The Dean is expected to be an effective role model and leader, embracing and skillfully navigating Howard University's long-established culture of shared governance and collaboration with the Faculty Senate.

QUALIFICATIONS AND CHARACTERISTICS

The Chadwick A. Boseman College of Fine Arts seeks an engaging, inventive, and collaborative leader who can catalyze its creative and technically strong community to address present and future global challenges at the transformational intersection of art, performance, technology, humanity, and society. This individual will bring ambition, enthusiasm, and a passion for interdisciplinary work that engages all College constituents and inspires them to achieve even higher levels of excellence and distinction.

Howard University invites candidates with a distinguished national and/or international reputation as an academic scholar or artist with a record of distinguished accomplishment in academic research and/or creative activity who will possess many, if not all, of the following qualifications and characteristics:

EDUCATION

A terminal degree in one of the disciplines represented in the College is preferred.

- Tenured in a faculty position at the rank of Associate Professor or higher and substantive and progressively responsible leadership experience as a higher education administrator for a minimum of seven (7) years, including any combination of service as a program coordinator, department chair, or associate dean, is preferred.
- A distinguished record of scholarly, artistic, and professional accomplishments.
- A demonstrated track record of progressively responsible administrative experience and/or academic leadership and a portfolio of professional successes.
- Demonstrated record in teaching, service, and research and/or creative activity at the level of Associate Professor or above is preferred.
- Demonstrated intellectual breadth and curiosity necessary to engage units across the spectrum of diverse disciplines represented in the College.
- Proven track record of successful experience with fundraising.
- Demonstrated experience advancing diversity, equity, and inclusion and ability to articulate the value of diversity.
- A track record of demonstrated success in recruiting, retaining, and developing faculty and nurturing staff career growth is preferred.

- Demonstrated commitment to enhancing student experience and a track record of ensuring student success is preferred.
- Demonstrated experience in hiring, mentoring, and supporting tenure-track faculty to prepare for the promotion and tenure process is preferred.
- Proven ability to work effectively with people and sensitivity to the unique needs of a diverse community of practicing professionals.
- The administrative and management style is goal-oriented but flexible and innovative. It respects the capabilities, independence, and diversity of fine arts faculty and staff in accomplishing organizational objectives and provides them with a clear sense of direction and equity.
- Proven management, planning, negotiation, and financial skills that confirm capability to lead an enterprise commensurate with the scale and complexity of Howard University and the College of Fine Arts.
- Significant and successful experience in administration, including building efficient, effective, and transparent organizational structures; delegating responsibilities; setting priorities; overseeing budgets; ensuring education and research program quality; making difficult decisions; and allocating resources with careful consideration of the incentives associated with allocations.
- Demonstrable experience applying sound judgment and an ability to manage change, resolve conflict, and build consensus.
- Creativity, flexibility, tenacity, optimism, high energy level, and a sense of humor.

APPLICATIONS AND NOMINATION

Howard University has retained Isaacson, Miller, a national executive search firm, to assist in this important recruitment. Review of applications, nominations, and inquiries will begin immediately and continue on a confidential basis until an appointment is made. Howard University is committed to equity and inclusion and strongly encourages applications from historically marginalized and underrepresented backgrounds. All inquiries, nominations/referrals, and applications (including curriculum vitae and letters of interest responding to the position priorities outlined above) should be submitted via Isaacson, Miller's website to:

Karen Avery, Partner

Ernest Brooks, Partner

Quizayra Gonzalez, Senior Associate

<https://www.imsearch.com/open-searches/howard-university-chadwick-boseman-college-fine-arts/dean>

Howard University considers applicants for employment without regard to and does not discriminate based on gender, race, protected veteran status, disability, or any other legally protected status.