



Vice President for Academic Affairs and Dean of the College  
Occidental College  
Los Angeles, California

## THE SEARCH

Occidental College (or Oxy), a nationally recognized liberal arts institution, seeks a highly collaborative and strategic leader to be their next Vice President for Academic Affairs and Dean of the College (Dean). The Dean will be joining an institution poised for evolution with a new, innovative President; passionate faculty, staff, and students; and senior leadership committed to Occidental's excellence and their students' success. As the chief academic officer, the Dean will provide leadership for the academic program to advance the College's mission and strategic priorities and continue Oxy on its impressive trajectory. This is a compelling opportunity to join a vibrant, values-driven institution at a moment of institutional strength, transition, and renewed momentum.

Founded in 1887, Occidental is one of the few liberal arts colleges located in a major metropolitan area, and the only such institution based in Los Angeles. The College offers a distinctive educational experience that integrates rigorous academic inquiry with the cultural, civic, and professional resources of Los Angeles. With nearly 2,000 students and a student-faculty ratio of 9:1, the College is known for its interdisciplinary curriculum and commitment to its mission as a liberal arts college anchored by four cornerstones: excellence, equity, community, and service.

The Dean will join Occidental under the leadership of President Tom Stritikus, whose arrival in 2024 has energized the campus community around a shared commitment to excellence and planning for a vibrant future. With the successful completion of the \$252 million [Oxy Campaign for Good](#) and the launch of [The Occidental Promise](#), the College is poised to build on its core strengths while adapting to the evolving landscape of higher education. The Dean will play a central role in this work, rallying the intellectual energy and thoughtfulness of the Oxy faculty to evolve and refine academic and co-curricular programming and priorities, support faculty development and retention, strengthen systems and processes through shared governance, and continue its high-touch culture of care to ensure Occidental's distinctive liberal arts programs and mission continue to thrive in a dynamic urban context.

Occidental's location in Los Angeles remains one of its greatest assets, offering unparalleled opportunities for community-engaged learning, interdisciplinary scholarship, and strategic partnerships. The faculty has built many innovative programs which advance the liberal arts within this uniquely urban, global setting. The Dean will help the College further leverage its ideal setting to expand experiential learning, develop

new academic programs, and elevate Occidental's visibility locally, nationally, and globally. At the same time, the Dean will be expected to foster a collaborative and inclusive academic culture, steward resources thoughtfully, and lead with courage within a culture of care in a rapidly changing environment. Occidental is ready to enter its next chapter with purpose and ambition. The Dean will be instrumental in helping the College build upon its existing successes through continued implementation of the Occidental Promise. In doing so, the Dean will partner with the faculty to best position the institution in the contemporary academic landscape by embracing innovation, growing enrollment, and co-creating a sustainable and exciting future for the academic enterprise that prepares their diverse and talented student body for the modern world. This is a compelling opportunity to join a vibrant, values-driven institution at a moment of institutional strength, transition, and renewed momentum—where faculty across ranks, including a robust and engaged non-tenure track cohort, are deeply invested in the College's mission and student success. The Dean will work to address the following key opportunities and challenges:

- Expand the great work of the Oxy Promise and build upon the strength of the faculty to evolve for the current moment
- Build trust while inspiring and uniting a passionate community through shared governance and a high level of communication
- Thoughtfully lead the Dean's team, strengthen systems, and steward resources to ensure the success of the College and its students
- Champion the liberal arts while encouraging innovation and evolution
- Tell Occidental's distinctive academic story broadly

A list of the desired qualifications and characteristics of the position can be found at the conclusion of this document, which was prepared by the Search Advisory Committee at the College with the support of Isaacson, Miller, a national executive search firm, to provide background information and detail the key opportunities and challenges related to the position. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

## ABOUT OCCIDENTAL COLLEGE

Founded by a group of Presbyterian ministers and laypeople, Occidental College has been nonsectarian since 1910, and co-educational from its inception. In 1914, Occidental moved to its present site about seven miles northeast of downtown Los Angeles, nestled between the city's Highland Park and Eagle Rock neighborhoods, where it occupies a 120-acre hillside campus originally designed by the noted Beaux Arts architect Myron Hunt. One of very few liberal arts colleges located in a major metropolitan area, Occidental today takes full advantage of being situated in a major urban setting and considers its location to be one of its signature assets. Across the academic disciplines – the humanities, the performing and creative arts, and the social and natural sciences – the curriculum connects to Los Angeles and its remarkable array of educational and cultural institutions, its natural and built environments, its professional expertise, and even its vexing problems.

Faculty oversee the academic program under the leadership of the Dean, participating actively in governance through elected councils and committees. Process is important to the faculty, and they are currently focused on strengthening systems for decision making. Students also play a significant role in governance via the Associated Students of Occidental College (ASOC), whose elected and appointed branches contribute to Board committees, ensuring student perspectives are represented. Occidental is governed by a Board of Trustees, the majority of whom are alumni, with the College President and the President of the Alumni Board serving ex officio. In the absence of the President being able to discharge their duties, the Vice President for Academic Affairs and Dean of the College serves as the Acting President of the College.

There is an Academic Affairs and Technology (AATC) Standing Committee of the Board of Trustees that is responsible for providing trustee oversight and support on matters related to academic affairs in support of the College's mission and vision. The Dean serves as liaison to this committee. As emerging technologies like artificial intelligence reshape teaching, learning, and scholarship, the Dean will guide the College in addressing the associated curricular and ethical challenges, working in partnership with the faculty and the AATC to provide insight and support. The Dean also serves as a co-chair, along with the Vice President for Finance, Planning, and Operations, of the Budget and Strategic Advisory Committee (BSAC) for the College. BSAC was established to provide analysis, assessment, and recommendations around the strategic issues facing the College both in the short and long term. This group is charged with the monitoring and analysis of institutional performance through key performance indicators, peer benchmarking, and external rankings in an effort to ensure institutional health and continue excellence.

The Occidental community is supported and served by over 700 talented and diverse staff members, including full-time, temporary, exempt, non-exempt and represented employees who are deeply committed to the College, working to improve and enhance the student experience and to support the faculty in their research and instructional roles. Staff employees across Oxy are passionate about and dedicated to ensuring the Oxy experience transcends to the entire student body.

President Tom Stritikus assumed office as Occidental College's 17th president in July 2024, bringing more than three decades of experience in higher education, philanthropy, and public service. His career has been defined by a deep commitment to inclusive excellence, equity, and student success—values that align closely with Occidental's mission. Prior to joining Oxy, Dr. Stritikus served as president of Fort Lewis College, where he led record fundraising efforts, doubled the institution's endowment, and strengthened partnerships with Tribal Nations. He also held leadership roles at the Bill & Melinda Gates Foundation and the University of Washington. At Occidental, President Stritikus has worked to build trust across the community, striving to foster a culture of transparency, shared governance, and optimism. His leadership is helping to position the College for long-term sustainability and impact, while championing the liberal arts and the transformative power of education in our contemporary context.

## The Mission of Occidental College

Occidental College's mission is to provide a gifted and diverse group of students with a total educational experience of the highest quality in the liberal arts – one that prepares them for leadership in an increasingly complex, interdependent, and pluralistic world. The distinctive interdisciplinary and multicultural focus of the College's academic program seeks to foster both the fulfillment of individual aspirations and a deeply-rooted commitment to the public good. Over the past two decades, the mission has energized and shaped the development of the College's programs and curriculum and its approach to access and opportunity. Its ongoing articulation has allowed Occidental to develop a number of institutional goals, including commitments to academic and intellectual excellence, to the practice of equity in all forms, to the creation of vital community, and to the valuing of service for the public good. These four building blocks have long been the basis for the College's commitment to providing responsible leaders and citizens for a democratic society and for helping to ensure that the College remains true to its mission while adapting to a changing world.

A potent example of the College living its mission is the creation of the Obama Scholars Program, established in 2017, which empowers the next generation of leaders to actively pursue the public good. The program provides a comprehensive experience for exceptional students of all backgrounds who seek the opportunity to create lasting and meaningful change. Obama Scholars benefit from the same educational mission — excellence, equity, community, and service — that President Obama, perhaps the College's most renowned alumnus, has cited as crucial to his own development.

## Academics

The academic program is the core of the Occidental experience, and unquestionably the most important aspect of its institutional identity. The College provides a transformational liberal arts education with a distinct approach that is anchored by exceptional faculty and the resources of one of the world's great urban centers. The curriculum is animated by the following principles:

- The educational virtues of community and equity;
- The mastery of disciplinary knowledge and methodologies;
- Complex problems can best be solved by employing interdisciplinary and multidisciplinary approaches;
- Connecting the curriculum to Los Angeles and the world;
- The value of undergraduate research in advancing the goals of a liberal arts education.

These principles ensure that the academic program develops students as critical thinkers who are steeped in disciplinary knowledge and skills, yet also flexible thinkers able to call upon multiple disciplines to construct sophisticated and nuanced views, to solve complex problems, prepare for numerous career pathways, and advance the public good.

Occidental successfully completed the process for reaffirmation of accreditation by its institutional accrediting agency, the WASC Senior College and University Commission (WSCUC), in 2022 through participation in the Thematic Pathways for Reaffirmation (TPR) streamlined process. Oxy is a member of two dozen national and regional organizations of higher education.

## The Curriculum

Occidental's approach to the liberal arts is embodied in its Core Program, a set of courses required of all students. Core courses provide an intellectual foundation that prepares students to tackle complex problems from a variety of perspectives and methodologies, and prepares them to serve as leading voices and agents of change in our increasingly complex, interdependent, and pluralistic world. The Core curriculum – with courses in writing, math, science, the arts, foreign language, pre-modern societies, U.S. diversity, regional focus, and global connections – encourages students to develop cultural competencies, to understand how the past continues to shape the present, to employ evidence and data-driven reasoning, to communicate effectively, and to leverage these skills both in service of the public good and in collaboration with community partners.

Students develop disciplinary mastery of knowledge and methods by choosing from among 46 majors, minors, and programs across the arts, humanities, social sciences, and sciences. Each student's education culminates in a capstone senior comprehensive project or an exam. Both within and between departments, the curriculum regularly crosses disciplinary boundaries and draws on multiple types of expertise. A wide range of team-taught courses introduce students to the benefits of exploring common questions from different disciplinary perspectives. The College offers programs of study that are intentionally interdisciplinary, with curricula that draw on faculty from various disciplines.

For a complete list of academic programs, visit: <https://www.oxy.edu/academics/areas-study>.

## The Faculty

The Occidental faculty are nationally and internationally recognized scholars, dedicated to the liberal arts enterprise. They include Fulbright Scholars, Guggenheim Fellows, Woodrow Wilson Fellows, elected members of the American Association for the Advancement of Science and the National Academy of Sciences, winners of grants from the National Endowment for the Humanities, National Institute of Health, and the National Science Foundation, an Emmy winner, and a former US ambassador. Scholarly and creative inquiry shapes the curriculum in ways that advance the educational values of the liberal arts as well as Occidental's mission. The strength of the faculty arises from hiring processes, comprehensive mentoring for untenured faculty, commitment to shared governance, and a tenure/promotion process that emphasizes reflection, growth, and excellence in teaching and scholarship.

The faculty-student relationship is a hallmark of the Occidental academic experience. Oxy faculty serve as mentors, advisors, and guides to students and alumni. As a residential liberal arts college, students expect to interact informally and serendipitously with faculty. Faculty consistently maintain relationships with

students beyond their college years, whether as formal recommenders, informal professional advisors, or lifelong friends.

The College recently developed course equivalencies that will provide additional teaching credit (towards the nominal 5-course load) for certain types of time-consuming pedagogical approaches, such as faculty-led study abroad courses and directed research mentorship, that are so valued by faculty and students and that create an immersive and experiential educational experience. The initiative also includes course reassignment time provided for faculty governance activities and other faculty work. Contrary to nationwide trends, Oxy has been actively increasing the number of tenured and tenure-track faculty.

Some of Occidental's staff and faculty are represented by unions. Occidental's non-tenure track (NTT) faculty are a vital part of the academic community, comprising over 100 members of the teaching faculty and contributing meaningfully to student learning and institutional life. The College has developed a distinctive and collaborative relationship with its NTT faculty, including a unionized structure that has fostered creative and productive partnerships with the Dean. Currently, the College's NTT faculty are represented by SEIU Local 721.

### High-Impact Student Learning Experiences

The recently launched strategic plan, [The Occidental Promise](#), proposes to enhance the already rich curricular and co-curricular experience of an Occidental education by further infusing the high-impact practices that are known to advance student learning and success. Occidental students learn through doing both in and out of the classroom and on or off campus in their vibrant local community. This form of "immersive" education takes many forms and is the foundation on which Oxy continues to develop the Occidental curriculum to serve students today and in the future. This immersive education is made possible through close collaboration between faculty and staff, whose programs—from academic support to career development—are equal partners in delivering transformative learning experiences. Some examples of hands-on learning are described here:

- *Learning in the Local Community:* The Center for Community Based Learning (CCBL) supports students and faculty engaging Los Angeles directly in academic work, and community-based learning is broadly integrated across the curriculum. Gaining experience through internships is a great way to build valuable skills and learn about the world of work. In addition to valuable work experience, Oxy students can earn academic credit towards their degree when completing a fall, spring, or summer internship.
- *Learning in the Global Community:* Over two-thirds of Oxy students pursue one of Occidental's various routes to global citizenship: traditional study abroad, faculty-led courses abroad, or international research, fellowships, and internships.
- *Learning through Research:* Undergraduate research is a hallmark of an Occidental education. Students take research-rich courses that provide them with hands-on experience in the lab, archives, community organizations, and out in the field. Many students also participate in the

Summer Undergraduate Research Program, where they work closely with faculty mentors on original research that is presented to the campus community as well as at regional and national conferences. It is not uncommon for students to earn co-authorship on research conducted in collaboration with Occidental's faculty.

## Student Body and Campus Life

Occidental fosters students' intellectual independence and personal growth, encouraging them to shape their own educational journeys both inside and outside the classroom. The College is deeply committed to supporting the whole student through an inclusive environment that promotes self-discovery, leadership, and community engagement. Oxy students participate in a wide range of experiential opportunities, including internships, service projects, and programming. They regularly earn prestigious fellowships such as Fulbright, Rhodes, and Truman, and 94 percent of graduates are employed or enrolled in graduate school within a year of graduation. The student body represents 47 states and 29 countries, with 15 percent as first-generation college students.

Student leadership and civic engagement are hallmarks of the Oxy experience. Students are active in organizing, advocacy, and service, supported by numerous student-led organizations. Athletics also play a vital role, with 40 percent of students participating in varsity, club, or intramural sports, contributing to a strong sense of community and alumni connection. Health and wellness are supported through the Emmons Wellness Center, which provides integrated medical and psychological care. Campus Safety operates 24/7, and the College's Culture of Care initiative ensures that students receive proactive support from faculty, staff, and peers, creating a campus-wide network dedicated to student well-being.

## CURRENT CONTEXT

Occidental College is entering a pivotal moment in its history, marked by institutional strength, renewed momentum, and a shared commitment to shaping a sustainable and forward-looking academic future. The College recently completed its first comprehensive fundraising campaign in more than two decades, raising \$252 million through the [Oxy Campaign for Good](#). This effort catalyzed transformative investments in student support, faculty excellence, academic facilities, and immersive learning experiences. The endowment has nearly doubled over the past decade. However, the College is facing nationwide enrollment pressures entering Fall 2025, with the undergraduate headcount totaling approximately 1,850.

Occidental's strategic plan, [The Occidental Promise](#), articulates three interdependent goals: ensuring academic excellence, forging a dynamic partnership with Los Angeles, and educating the whole student within a vibrant and inclusive campus community. While the Oxy Promise provides a valuable framework, the College recognizes the need to optimize its strategic direction, encourage innovation, grow enrollment, and increase revenue to meet the needs of the current moment and thrive.

Occidental's senior leadership team has recently welcomed new voices, including the Vice President for Community and Equity and the Vice President for Marketing and Communications, contributing to a

refreshed and collaborative administrative culture. Within this context, the Dean will join a team that values thoughtful reflection on organizational structure and cross-unit collaboration. The Academic Affairs portfolio is broad, encompassing a range of academic and co-curricular units that advance immersive learning and student success. While the current structure reflects the College's commitment to integrated education, the next Dean will have the opportunity to bring fresh perspective to how the division is organized, working in partnership with colleagues to assess and, where appropriate, refine the setup in service of institutional priorities and operational effectiveness.

Occidental's location in Los Angeles remains one of its greatest assets, offering unparalleled opportunities for community-engaged learning, interdisciplinary scholarship, and strategic partnerships. Creativity will be encouraged to continue leveraging their urban context to develop new academic programs, institutional partnerships that take advantage of their location and academic strengths, community partnerships that advance the public good, new collaborations to increase student internships and ensure career placement, and opportunities to deepen experiential learning for all students.

## ROLE OF THE VICE PRESIDENT FOR ACADEMIC AFFAIRS AND DEAN OF THE COLLEGE

The Vice President for Academic Affairs and Dean of the College reports to the President as a member of the senior staff and is responsible for the academic program and the mission of the College. The Dean will be a strong spokesperson for the liberal arts guided by the interdisciplinary traditions of the College. The Dean is responsible for the hiring, development, and evaluation of faculty and staff, supporting faculty in the evolution of academic programming and excellence, and implementing an impactful educational program that ensures student enrollment and success. In the absence of the President being able to discharge their duties, the Vice President for Academic Affairs and Dean of the College serves as the Acting President of the College.

The Dean is a critical senior leader supporting the President in the general leadership of the campus and playing a leadership role in decision-making regarding the strategic direction of the College, resource-allocation, and academic personnel. The Dean will collaborate closely with the Vice President for Finance, Planning, and Operations to thoughtfully execute the College's fiscal priorities that best support the College's academic mission and values. They will also work closely with the Academic Affairs and Technology (AATC) Standing Committee of the Board of Trustees as the liaison to the Vice Presidents. The Dean convenes the Academic Planning Committee (APC) around curriculum, academic policies, periodic review of departments and programs, and the allocation of faculty lines of new faculty, along with other decisions. APC oversees all matters that pertain to faculty wellbeing and development, in cooperation with the President and the Advisory Council, which is chaired by the Dean. The Dean will also serve as the College's lead negotiator with the union representing the non-tenure track faculty.

The Dean oversees the division of Academic Affairs, with the following units reporting in: three Associate Deans, an Assistant Dean, the Registrar, College Librarian, Executive Director of the Hameetman Career Center, Executive Director of the International Programs Office, Executive Director of the Center for Community-Based Learning, Director of Oxy Arts, Director of Sponsored Research, Director of Academic

Support Services, and the Dean's Executive Assistant. The Dean is further supported in advancing the work of the College by various Faculty Directors, including those for Partnerships with Los Angeles, Equity and Justice, and Assessment. For more detailed information on the Academic Affairs unit, please visit: <https://www.oxy.edu/academics/dean-college>.

In addition to overseeing the academic program and faculty, the Dean plays a critical role in championing the co-curricular units that support immersive learning and student success. Career services, academic support, library instruction, writing programs, and global education are not only operational units—they are integral to the application of the liberal arts and the development of the whole student. The Dean will be expected to foster collaboration between academic and co-curricular areas, ensuring that Occidental's educational experience remains deeply integrated and transformative.

## KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

In carrying out their responsibilities in stewarding the academic program, the Dean will address the following key opportunities and challenges:

### **Expand the great work of the Oxy Promise and build upon the strengths of the faculty to evolve for the current moment**

The Dean will join a campus community ready for continued innovation and evolution that seeks to build upon the strengths articulated in the Occidental Promise and position the institution for future success. The current moment demands that, as with all strategic planning, the Occidental Promise evolve to best address the context of uncertainty facing higher education and advance the tradition of the liberal arts. The Dean will have the opportunity to work closely with the campus community to find new ways to optimize the strengths of the institution while fully addressing current realities to ensure a sustainable future. Central to this effort will be the ability to leverage and build upon the strength of Occidental's faculty whose intellectual energy, disciplinary leadership, and commitment to the mission are foundational to the College's success.

The Dean will lead conversations around how to best address current academic priorities, including enrollment, faculty retention, new academic programming, partnerships, and strategic alignment with institutional goals. As Oxy remains primarily tuition-driven, the Dean will collaborate closely with the Vice President for Enrollment Management and other senior leaders to ensure that academic offerings, student satisfaction, and retention efforts contribute meaningfully to institutional sustainability. This work will require thoughtful engagement with faculty, staff, senior administration, trustees, and alumni to coalesce around new ambitions and innovation to co-create and chart a sustainable path forward.

The Dean will play a central role in ensuring that Occidental remains responsive, resilient, and mission-driven. The current moment calls for courageous and caring leadership while honoring Oxy's history and impressive trajectory. The Dean will need to listen deeply to faculty, staff, students, alumni, and trustees, and help the community navigate change with optimism and clarity. The work ahead will involve solution-

oriented thinking, proactive communication, and a commitment to shared governance. The Dean will help Occidental move from strategic aspiration to operational alignment, ensuring that academic priorities are supported by the data, systems, structures, and resources needed to thrive.

**Build trust while inspiring and uniting a passionate community through shared governance and a high level of communication**

Occidental is home to a dedicated and hardworking faculty and staff who care deeply about students and the College's future. Building trust, active listening, and understanding the relationships of the College will be the key to the Dean's success. The Dean must navigate complex dynamics with clarity and compassion, balancing institutional needs with individual concerns. The Dean will be expected to continue to support their great work while cultivating new ideas, building bridges, ensuring inclusive decision-making, effective processes, and proactive and regular communication to continue to foster a collaborative culture rooted in shared governance and transparency. The Dean will have the fine balance of being of the administration and of the faculty, serving as a convener, listener, and advocate in various spaces while also ensuring the progress of the collective whole. The Dean will ensure all voices are heard and the wellbeing of a highly talented and passionate campus community is tended to while sustaining momentum in co-creating and executing an exciting and sustainable future for Occidental. This will involve working closely with committees for decision making, proactive crisis management, and the ability to engage in constructive dialogue across constituencies. The Dean's leadership will be critical in moments of uncertainty, helping the College navigate complexity with integrity and care while embracing and channeling energy and passion in productive ways.

**Thoughtfully lead the Dean's team, strengthen systems, and steward resources to ensure the success of the College and its students**

The College is ready for leadership that will inspire the confidence and creativity to cultivate a highly cohesive and collaborative Academic Affairs team that can continue to provide a high level of service with limited resources. Upon arrival, the Dean will work closely with their team and campus constituents to evaluate current operations and services and co-create solutions for future success. This will include ensuring the physical and technological environment supports the success of students, faculty, and staff. This further includes a renewed focus on student success and outcomes, ensuring that all efforts within Academic Affairs are aligned with improving retention, graduation rates, and post-graduate readiness.

When proposing a possible change, the Dean will be expected to lead with empathy and clarity to cultivate collaborative decision-making for faculty and staff to remain engaged, supported, and aligned around a shared purpose: the success of their students. The Dean will ensure their history is respected, relationships cultivated, and that faculty and staff feel valued in their work. The Dean will also make strategic investments, when possible, in the recruitment, equity, and retention of faculty and staff. This work will require courage, a strategic mindset, a collaborative spirit, a high level of transparency, and a commitment to continuous improvement.

### **Champion the liberal arts while encouraging innovation and evolution**

Occidental's liberal arts foundation is central to its identity, and the Dean will be charged with maintaining its integrity while supporting curricular innovation. Student success and outcomes are central to the liberal arts, reflecting the transformative impact of a holistic education that prepares students to thrive beyond college. The Dean will find new ways to support the mission and values of the institution while ensuring Oxy's vibrant future. This will include working with faculty to explore new academic programs and partnerships that leverage the College's location in Los Angeles, possibly expanding global and community-engaged initiatives, and opportunities to enhance the career readiness of students. The Dean will work closely with the campus community to cultivate ideas that promote interdisciplinary collaboration, holistic education, and intellectual exploration will prepare students for the complexities of the world. The Dean will support cooperative endeavors across departments and programs, and seamless educational experiences that connect classroom learning with real-world engagement.

### **Tell Occidental's distinctive academic story broadly**

Occidental's faculty, staff, and students are doing extraordinary work that deserves broader recognition. The Dean will serve as a compelling spokesperson for the College to increase exposure locally, nationally, and internationally by highlighting the College's distinctive strengths—its intersectional, values-driven approach to education, its commitment to equity and service, and its vibrant intellectual community—to further distinguish Occidental in the national landscape. This visibility will also support enrollment efforts and reinforce the College's reputation as a leader in liberal arts education. The Dean will partner with Advancement, Admissions, and Marketing and Communications to serve as a compelling spokesperson for the academic enterprise to amplify the incredible work of the community and elevate Oxy's high-impact practices and academic strengths that may attract enrollment and philanthropic support. The Dean will continue to position the College as a thought leader in preparing students to lead and serve in an increasingly complex world. In doing so, the Dean will play a strategic role in helping the College articulate the value of its academic programs to prospective students, funders, and partners, ensuring that Occidental's story resonates with those who can help sustain and grow its mission.

## **QUALIFICATIONS AND CHARACTERISTICS**

The next Dean will be an experienced and collaborative academic leader with an earned PhD and a demonstrated record of academic achievement meriting the rank of full professor in an academic department at Occidental. They will also bring substantial administrative and leadership experience, and have many, if not all, of the following characteristics and capabilities:

- A record of excellence in teaching and scholarship, consistent with the expectations of a residential liberal arts institution.
- A commitment to the liberal arts, with a deep appreciation for Occidental's mission and values, and the ability to champion its distinctive academic identity in a rapidly evolving higher education landscape.

- A demonstrated record of academic leadership, including the successful development, implementation, and evaluation of academic initiatives that advance institutional priorities and support student success.
- A demonstrated commitment to equity and inclusive excellence, with the ability to infuse these values across all areas of academic leadership, decision-making, and institutional strategy in support of a pluralistic and globally engaged community.
- Exceptional communication and listening skills, with the ability to build trust, navigate complex dynamics, and engage in transparent and proactive dialogue and partnership with faculty, staff, students, and trustees.
- Demonstrated ability to lead through change with courage, empathy, and strategic clarity, especially in response to national pressures on higher education and/or liberal arts institutions.
- Experience leading within a shared governance environment, with a proven ability to build consensus, delegate responsibility, and foster inclusive decision-making across diverse constituencies. Includes the ability to engage faculty in collaborative decision-making and honor institutional history and process.
- A track record of advancing student success through initiatives that promote holistic educational outcomes, including retention, graduation, and post-graduate readiness.
- Strong operational and strategic management skills, including experience in personnel evaluation, academic planning, assessment, and effective budget oversight and reallocation.
- A track record of cultivating high-performing teams, mentoring faculty and staff, and supporting professional development and retention.
- Ability to work productively with labor unions in support of collaborative and respectful labor-management relationships.
- Experience as a compelling spokesperson for the liberal arts, capable of articulating Occidental's academic vision and distinctive education to internal and external audiences and enhancing the College's visibility and reputation.

## COMPENSATION AND LOCATION

The anticipated salary range for the position is \$295,000-\$310,000. The position will include a house within walking distance to campus. Occidental is centrally located within the neighborhoods of Eagle Rock and Highland Park in Los Angeles, just a short distance from Pasadena. These neighborhoods of northeast Los Angeles are known for their vibrant and diverse history and culture, where some of L.A.'s best restaurants, cozy coffeehouses, and vintage boutiques keep company with longstanding family-owned businesses, cultural sites, and historical buildings. The area is known for its deep connections to both the civic life of the city and its creative industries. L.A. County has the largest population of any county in the United States and is one of the most populous and diverse metropolitan areas in the world. Its nearly 10 million residents represent more than 140 cultures and speak over 200 languages. With an average of 292 sunny days per year and home to the largest city park in the country, countless hiking trails, cycling paths and some of the nation's best museums, restaurants, and music, Los Angeles is internationally recognized as one of the most vibrant and livable cities in the world. For a virtual tour of Oxy, use the following link: <https://www.oxy.edu/virtual-tour>.

## 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: <https://www.imsearch.com/open-searches/occidental-college/vice-president-academic-affairs-and-dean-college>. Electronic submission of materials is required.

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*This document has been prepared based on the information provided by Occidental College. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Occidental College would supersede any conflicting information in this document.*