



Dean, School of Arts and Sciences
University of Rochester
Rochester, NY

The University of Rochester seeks an experienced, innovative, strategic leader and active scholar to serve as Dean of the School of Arts and Sciences (SAS). This is an exceptional opportunity to lead the second-largest academic unit at a highly-ranked institution with an established reputation for combining excellence in teaching with world-class research and service to the state, nation, and globe. Reporting directly to the Provost, the Dean will provide visionary leadership to propel SAS forward and will be responsible for faculty, academic, budget, personnel, general administration and management, and development functions. This is an exceptional opportunity for a creative and collaborative leader to articulate a vision for the School while building on Rochester's position as one of the nation's leading private, comprehensive, research universities with a historical commitment to impactful teaching, research, and technological leadership.

The University of Rochester's historical foundation as an institution committed to research, teaching, and solving problems in science, industry, business, and the arts has established the University as a global leader in higher education. Since its founding, Rochester has been committed to preparing its students for a rapidly changing workforce, and the quality of the student experience has been a central value. Located along the banks of the Genesee River, the University of Rochester is a member of the prestigious Association of American Universities for its excellence in research productivity (one of only 28 private universities in the U.S. to earn the distinction). Rochester is consistently ranked among the top 40 national research universities in the United States by notable publications such as *U.S. News and World Report*, *The Wall Street Journal*, and *Times Higher Education* U.S. College Rankings.

This is a particularly exciting moment and an inflection point for Rochester. Sarah Mangelsdorf, a nationally recognized psychologist and higher education leader, assumed the presidency in July 2019. President Mangelsdorf's vision for Rochester builds on the University's distinctive strengths and broad excellence while encouraging greater collaboration across schools and promoting key values of diversity, equity, and inclusion. David Figlio, a leading economist specializing in K-12 and higher education research, became provost in July 2022 and is collaborating with President Mangelsdorf and other University leaders to launch an ambitious and distinctive strategic plan in February 2023. The Dean of the School of Arts and Sciences, reporting to Provost Figlio, will play a centrally important role in cementing the University of Rochester as one of the world's leading research universities in its areas of distinction spanning the

humanities, social sciences, and natural sciences. Additionally, the SAS and Hajim School of Engineering are undertaking a reorganization effort, which provides additional autonomy for the Dean of SAS to focus on improving existing infrastructure within the SAS, while simultaneously strengthening current interdisciplinary relationships and services between both Schools. The Dean will use that momentum to build new partnerships that improve teaching and research outcomes. This is a time of enormous energy and anticipation, across the campus and within the School of Arts and Sciences.

The next Dean will be a highly productive scholar and deeply collaborative leader, building bridges both within the School and across the University to advance the aspirations that undergird the upcoming strategic plan. The successful candidate will amplify the excellence of all SAS departments and be a staunch champion of the faculty, staff, and students. This position will require a leader who proactively and positively engages external constituencies and stakeholders to develop philanthropic and research funding support for the School. An unwavering and demonstrated commitment to furthering diversity, equity, inclusion, and belonging is an absolute requisite, as is a passion for the combined commitments to student success, path-breaking research, and community engagement that animate the University of Rochester.

Isaacson, Miller, the national executive recruiting firm, has been retained to support the search committee. Confidential inquiries, nominations, and applications can be directed to the firm as indicated at the end of this document.

ABOUT THE UNIVERSITY OF ROCHESTER

Founded in 1850, the University of Rochester is one of the nation's leading research universities and is the cultural, artistic, healthcare, and educational leader for the region. The University is a member of the prestigious Association of American Universities and is a founding member of the Consortium of Financing Higher Education (COFHE), a group of 35 leading private colleges and universities in the United States. The University is home to nearly 12,000 students and 3,900 full- and part-time faculty, who serve the University's teaching, research, and clinical missions in eight schools and colleges and its renowned medical center. The faculty currently includes 16 members of the National Academies, and the University boasts 13 Nobel laureates among its alumni and faculty.

Rochester is ranked 36th among national universities according to *U.S. News & World Report* and is the fifth largest private employer in New York State. In addition to the School of Arts and Sciences, the University's academic units include the Hajim School of Engineering and Applied Sciences; the Eastman School of Music; the Simon Business School; the Warner School of Education; the School of Medicine and Dentistry; the School of Nursing; and the Eastman Institute of Oral Health. Arts and Sciences are collocated with Engineering, Business, and Education on the River Campus, immediately adjacent to the Medical Center. The Eastman School of Music, Memorial Art Gallery, and NextCorps, a University-affiliated business incubator, are located in downtown Rochester, a short shuttle ride away, while the Laboratory for Laser Energetics, the world's largest university-based laser facility, is a few minutes' drive from central

campus. Taken together, the University has major areas of excellence in the arts, music, and the humanities; social sciences; natural science and engineering; and medical research, and this physical proximity works to foster interdisciplinary collaborations across schools.

The University of Rochester is in the heart of a metropolitan area of 1.1 million people that routinely ranks among the most livable in the United States and as one of the best places in the country for families, with outstanding schools, housing, and cultural life. Rochester offers its residents the amenities of a large metropolitan area with a quality of life not available in many areas of comparable or larger size. The City of Rochester is rich with cultural amenities and is closely proximate to many beautiful natural areas, such as the Finger Lakes and Lake Ontario. Once home to Frederick Douglass and Susan B. Anthony, Rochester is a community rich in history and promise.

Vision and Values

As a community, the University of Rochester is defined by a deep commitment to its motto of *Meliora*, which means “ever better”. Embedded in that ideal are the university-wide shared values of equity, leadership, integrity, openness, respect, and accountability. Together, these values frame the highest standards for how all members of the Rochester community treat each other to ensure the university is welcoming and a place where all can thrive.

Vision

The University of Rochester will continue to frame and solve the greatest challenges of the future. It is a community in which all who work, teach, create, and provide care are welcome and respected, and where all can pursue and achieve their highest objectives for themselves, their community, and the world.

Steeped in Rochester’s rich history of social justice and entrepreneurial spirit, the University will always be an inclusive, equitable, sustainable, and responsive organization at every level.

Values

The Rochester Community states its university-wide values as follows:

We will hold ourselves accountable to these values in the design of our programs, the development and delivery of our services, the evaluation of performance, and the ways in which we interact as a community.

- *Meliora*: We strive to be ever better, for everyone.
- *Equity*: We commit to diversity, inclusion, and access.
- *Leadership*: We take initiative and share responsibility for exemplifying excellence.
- *Integrity*: We conduct ourselves with honesty, dedication, and fairness.

- Openness: We embrace freedom of ideas, inquiry, and expression.
- Respect: We value our differences, our environment, and our individual and collective contributions.
- Accountability: We are responsible for making our community ever better, through our actions, our words, and our dealings with others.

University Faculty, Staff, and Students

The University of Rochester's 3,900 outstanding full- and part-time faculty are active scholars, researchers, healers, and creators who have made significant contributions to the advancement of knowledge and culture for the betterment of society. Many are distinguished by their efforts to combine research and teaching with community engagement. The current faculty boasts numerous members of the National Academies of Sciences, Medicine, Engineering, and Education and the American Academy of Arts and Sciences. Rochester alumni and faculty have to date received a total of 13 Nobel Prizes, across a range of categories that includes physics, medicine or physiology, and economics.

The University of Rochester's nearly 12,000 students hail from all 50 states and from over 141 countries around the world. With over 6,500 undergraduate students and nearly 5,000 graduate students, 12% of Rochester's students identify as underrepresented students of color, and 30% are international students. Undergraduate student enrollment has increased by 7% over the last five years, and roughly 18% of Rochester's undergraduate students are Pell-eligible.

Diversity, Equity, and Inclusion

As a top priority for President Mangelsdorf's tenure, the University of Rochester works toward being a community in which all who work, teach, create, and provide care are welcome and respected, and where all can pursue and achieve their highest objectives for themselves, their communities, and the world. Steeped in the city of Rochester's rich history of social justice, the University strives to be an inclusive, equitable, sustainable, and responsive organization at every level.

The University believes that a diverse workforce and an equitable, respectful, and inclusive workplace culture enhance the performance of the organization and is the responsibility of every leader. The University's Vice President for Equity and Inclusion is a key partner to the entire leadership team in ensuring equity across the institution; fostering a culture of respect and inclusion for all; and advocating for the role that diversity and equity initiatives play in achieving institutional excellence.

The University of Rochester is committed to fostering a culture of diversity, equity, inclusion, and belonging and to supporting employees regardless of their race, ethnicity, national origin, gender, sexual orientation, socio-economic status, marital status, age, physical abilities, political affiliation, religious

beliefs, and any other factors irrelevant to a person's ability to successfully perform the responsibilities of the office, so that all employees feel valued and supported.

More general information about the University may be found at www.rochester.edu.

ABOUT THE SCHOOL OF ARTS AND SCIENCES

[The School of Arts and Sciences](#) is home to major areas of excellence across a wide range of scholarly and creative domains, organized into 19 departments. Departments in the School include Anthropology; Art and Art History; Biology; Brain and Cognitive Science; Chemistry; Earth and Environmental Sciences; Economics; English; History; Linguistics; Mathematics; Modern Languages and Cultures; Music; Philosophy; Physics and Astronomy; Political Science; Psychology; and Religion and Classics. The School of Arts and Sciences also includes the newly-formed Department of Black Studies, established in October 2022. The School is currently in the process of recruiting the first of several planned cluster hiring initiatives to bring the Department of Black Studies to scale.

The School hosts major centers and institutes, including the Humanities Center; Institute for the Performing Arts; Center for Visual Studies (CVS); Mount Hope Family Center; Wallis Institute of Political Economy; Rochester Center for Brain Imaging; Frederick Douglass Institute for African and African-American Studies; Susan B. Anthony Institute for Gender, Sexuality, and Women's Studies; and the Goergen Institute for Data Science.

The School of Arts and Sciences currently has 263 tenured and tenure-track faculty, 4,288 undergraduate students, and 782 graduate students. The School has over 200 staff members, together with over 60 staff members who jointly support SAS and the Hajim School of Engineering.

This is an exciting moment for the School of Arts and Sciences. Historically, the School was organizationally combined with the Hajim School of Engineering and Applied Sciences into a larger College of Arts, Sciences, and Engineering. With the reorganization, the new Dean of the School of Arts and Sciences will play a major leadership role in the University, charting the strategic course for arts and sciences. The University is also in the process of implementing a new academic financial model that will provide new strategic opportunities for the Dean, faculty, and staff of the School.

ROLE OF THE DEAN

Reporting to the Provost, the Dean is the chief academic and administrative officer for the School and will inspire the faculty, students, and staff to enhance the School's global eminence as a scholarly and creative force, actively securing resources to realize this ambition. The Dean will be instrumental in leading the second-largest academic unit on campus after the medical school to further the School's and University's reputation as a top-tier research institution. The Dean will develop and implement a new administrative

structure for the School of Arts and Sciences, in collaboration with the talented faculty and staff of the School.

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN OF THE SCHOOL OF ARTS AND SCIENCES

The School of Arts and Sciences seeks a Dean committed to high-impact research, excellence in teaching, and creative activities, who is well-versed in trends in higher education, and with the personal integrity, leadership skills, and drive to build on the work underway. Specific opportunities for the Dean include:

Lead the transition to an independent School of Arts and Sciences while working in close collaboration with the Dean of the Hajim School of Engineering and Applied Sciences to maintain the strategic advantages inherent in a highly collaborative relationship between the two schools

Following Provost Figlio's appointment, the University of Rochester embarked on a reorganization plan for the previously unified College of Arts, Sciences and Engineering. This reorganization intends to provide the Dean of SAS and the Dean of the Hajim School with additional autonomy around the supervision of both schools, while allowing the provost to reexamine the distribution and use of funds within both schools. The Dean will partner with University leadership in this new structure and identify SAS-specific needs, while operating in close partnership with the Hajim School of Engineering to maintain the existing and successful interdisciplinary relationship and ensure that resources are appropriately shared and allocated. The next Dean will encourage students within the SAS to pursue interdisciplinary academic programs and courses through the Hajim School with an eye toward engaging students across a wider variety of topics and improving overall research productivity and educational outcomes for both undergraduate and graduate students.

Leverage the momentum of a new strategic plan and capital campaign to identify and resource areas of exceptional scholarly and creative distinction

Launching in February 2023, the University of Rochester's new strategic plan will provide an open door for the next Dean to identify innovative pathways for revenue generation, research productivity, and student engagement. The Dean will champion the strategic plan and integrate its goals into the mission and vision of SAS while integrating a new budget model starting in the summer of 2024. The Dean will collaboratively develop and execute a shared vision that clarifies and reinforces the School's role as the University embraces new priorities. The Dean will focus on the School's exceptionally high scholarly standards and facilitate development and support that will allow faculty to continue research growth and ensure recognition of significant research both internally and externally. The next Dean will have experience building and executing strategic plans with a clear vision that activates the strengths of all departments within the School of Arts and Sciences. The Dean will bring a successful track record in fundraising and fresh ideas for engaging a diverse and widespread donor base to support the educational and research activities of the School.

Support the launch of an exceptional new Department of Black Studies

One of Dr. Figlio's first strategic goals as Provost was to authorize and promote a new Department of Black Studies, now established within the School of Arts and Sciences as of October 2022 and with an initial cluster hire currently underway. Rochester recognizes its place as a premier research university and intends to use its resources to contribute to the ongoing discussion around social justice and equity for marginalized communities within the United States. The new Dean will identify and hire a highly qualified faculty chair to lead this new department. The chair will report to the Dean and will be a thought partner in building the department's academic programs, including absorbing and strengthening the existing Frederick Douglass Institute for African and African American Studies. The Dean is also tasked with creating a strategic plan, in partnership with the Provost, to hire diverse tenure-track faculty members to build out this comprehensive, research-driven division that will maintain interdisciplinary connections and relationships with many of the other departments within the SAS.

Recruit, retain, and develop a renowned and distinguished faculty aligned with rigorous research and academic strategies

The ability to hire and retain high-quality faculty is critical to the long-term success of any institution. The University of Rochester is poised for even further advancement, providing world-class education and opportunities for its students. The next Dean will proactively invest in efforts in the School to recruit and retain excellent and diverse scholar-teachers who embrace the University's mission. The Dean will work closely with fellow Deans, the Executive Vice Provost for Academic Affairs, and the Provost to further strengthen the systems for hiring, developing, and retaining faculty, especially BIPOC faculty. As the next era of academic excellence at the University of Rochester emerges, the Dean will attend to the ongoing needs and considerations for research, teaching, service, and the professional development of all members of the School and will identify opportunities to strengthen support both for non-tenure and tenure-track faculty. The Dean will also focus on building trust with faculty, students, and staff to create a culture that will allow all to achieve their goals at the highest level.

Promote and advance diversity, equity, and inclusion across all facets of the School of Arts and Sciences

The Dean will consistently model a deep personal and professional commitment to diversity, equity, and inclusion. They will listen, respect, and value members of the SAS and the University of Rochester communities, and make their commitment explicit in hiring, retention, professional development, access, and support of faculty and staff. They will find opportunities to embed an inclusive understanding of the world and of the lived experience and aspirations of the School's students in SAS curricular and programmatic offerings. The Dean will actively promote the President's vision of a beloved community, a place of inclusion and equity, a culture defined by mutual respect, and the spirited exchange of opinions and ideas to ensure the institution continues to be Ever Better.

Launch and support new transdisciplinary research centers, institutes, and academic programs

The next Dean will be expected to understand and bolster the transdisciplinary nature of many research initiatives ongoing at the University of Rochester. By actively connecting with faculty leadership, the next Dean will seek to maintain existing research centers through deliberate resource allocation while simultaneously identifying new opportunities for transdisciplinary academic programs. The next Dean will be successful if research opportunities are created across and between the full spectrum of programs housed within the SAS, while supporting and promoting traditional liberal arts research and teaching. The Dean will foster innovation in research, building new connection points between the natural sciences, arts, humanities, and social sciences. By seeking out and encouraging faculty members to take part in research outside their traditional discipline, the Dean will inspire new ideas for research, which will ultimately result in improved undergraduate and graduate student engagement and increased research productivity.

DESIRED QUALIFICATIONS AND ATTRIBUTES

In its next Dean of the School of Arts and Sciences, the University of Rochester seeks a scholarly leader with intellectual vision, a collegial and collaborative leadership style, and the energy and integrity to inspire the diverse School and University community to new levels of excellence. Candidates should have strong evidence of leadership acumen, an outstanding scholarly record, the ability to build and cultivate consensus among various stakeholder groups, accomplishment in creating and supporting a climate of understanding and mutual respect, and a deep and demonstrated commitment to diversity and inclusion. The search committee seeks candidates with the following skill sets and abilities:

- Distinction as a scholar, researcher, and educator with a record appropriate for a position as full professor at the University of Rochester.
- An experienced, accessible, empathetic, and entrepreneurial leader.
- Strong management, planning, and financial skills; an astute understanding of university finances and the relationships between academic priorities, budgeting, and fundraising.
- A deep track record that demonstrates a commitment to cultivating a diverse, equitable, and inclusive environment where all students, faculty, and staff can thrive, including international students and faculty who hail from around the world.
- An interdisciplinary thinker committed to harnessing and facilitating the potential of collaborative activities across institutional and disciplinary boundaries.
- A record of leading the successful recruitment and retention of extraordinary faculty, aligned with a commitment to diversity, equity, and inclusion.
- A strong history of ability to recognize scholarly and creative excellence, and a record of strategic prioritization carried out in an equitable and inclusive manner.

- A creative, collaborative, prosocial problem solver with high emotional intelligence and a robust intellectual curiosity to balance a dynamic research institution with its focus on liberal arts education.
- A decisive doer who can successfully manage the myriad issues and decisions that cross the dean's desk while maintaining a commitment to transparency, trust, and open communication with multiple constituencies.

To Apply

Applicants are required to send a resume and statement of interest describing how one's experiences meet the requirements of this position to the following web address: <https://www.imsearch.com/search-detail/8862>

Inquiries and nominations may be submitted to the same web address. Review of nominations and applications will begin immediately and continue until the position is filled. All applications and correspondences regarding this position should be addressed to the search firm consultants noted below.

Peter Lange, Partner
Robin Dougherty, Managing Associate
Clay Batley, Associate
Isaacson, Miller

Electronic submission of applications and correspondence is strongly preferred.
Applications received by February 20, 2023, will receive priority consideration.

The University of Rochester is proud to be an Equal Opportunity Employer. We are committed to providing equal employment opportunities to you without regard to race, creed, color, religion, national origin, sex, sexual orientation, pregnancy, marital status, age, veteran status, medical condition or disability, genetic information, gender identity, or any other protected status under federal, state, or local law.

Please note that the University of Rochester requires all employees to be fully vaccinated against COVID-19 as a condition of employment. Accordingly, successful candidates must be fully vaccinated against COVID-19 and submit proof of vaccination prior to the commencement of employment, unless they qualify for a reasonable accommodation for bona fide medical or religious reasons.