



Search for the Dean of Newcomb-Tulane College
Tulane University
New Orleans, LA

THE SEARCH

Tulane University, one of the nation's most prestigious research institutions, invites nominations and applications for their next Dean of Newcomb-Tulane College (NTC or the College). Appointed by the President, reporting to the Provost, and working closely with senior administrators, the Dean will lead NTC, the academic home for Tulane's full-time undergraduate students. The new Dean will be collaborative and visionary, tasked with supporting each student's academic, career, and life goals from orientation through graduation and beyond, regardless of their chosen degree program. The Dean will lean into NTC's upward momentum while forging a forward-looking, analytical, student-centric approach to guiding the College.

Founded in 1834, Tulane offers degrees across an attractive array of schools: architecture, business, law, liberal arts, medicine, public health and tropical medicine, the sciences and engineering, and social work. It is known for its highly collaborative environment, and it has developed innovative interdisciplinary research and educational programs that span all the schools. Tulane has cultivated an emphasis on community service and practical experience that is infused in its programs, culture, and community. With 8,549 undergraduate and 5,923 graduate students, Tulane takes pride in providing hands-on experiences to its students who take part in research at all levels of the University and provide thousands of hours of public service to the greater New Orleans community. Tulane is integrally connected to the vibrancy and diversity of New Orleans and its culture.

Newcomb-Tulane College is truly unique—there is no model like it in higher education at any university like Tulane. NTC provides a single-entry path for undergraduates and a home where they can flourish as both students and global, service-minded citizens. In recent years, Newcomb-Tulane College has defined itself within campus as the heart of the undergraduate experience, supporting student success initiatives that have created an upward trajectory of both retention and graduation rates. NTC enables academic flexibility, emphasizes scholarship and engagement with faculty, provides opportunities for service, and empowers independent and cross-disciplinary learning. It prepares its students to be leaders and citizens who think and engage imaginatively, critically, and ethically with local, national, and global communities.

The next Dean will enthusiastically tell NTC's story throughout campus and to external constituents, serving as the public face and advocate of the College. As a member of the Council of Deans, the Dean of NTC will harness its mission, and leverage administrators and faculty across the University to strengthen the student experience, leading through influence and effective communication skills. This individual will ensure NTC's programs and services are of top quality and generate and allocate resources to support the students and sustain NTC's rising trajectory and reputation. The Dean will be culturally intelligent with demonstrated experience in equity, diversity, inclusion, and anti-racism. The next Dean will be a visible presence within NTC, known to faculty, staff, and students on a personal basis, attending to the students' sense of community, which is a cherished aspect of their experience.

Tulane has retained Isaacson, Miller, a national executive search firm, to assist in the recruitment of the Dean of Newcomb-Tulane College. All inquiries, nominations, and applications should be directed in confidence as noted at the end of this document.

TULANE UNIVERSITY

Tulane traces its origins to 1834, when it was founded as the Medical College of Louisiana. It was renamed the University of Louisiana by the state legislature in 1847. The legislature subsequently transferred it to the Board of Administrators of the Tulane Education Fund in 1884. With that transfer, Tulane University was established as a private, nonsectarian university and named in honor of benefactor Paul Tulane, a wealthy merchant who donated more than \$1 million in land, cash, and securities "for the promotion and encouragement of intellectual, moral and industrial education." In 1886, the H. Sophie Newcomb Memorial College was established as Tulane's college for women. The unified Newcomb-Tulane College today enrolls all full-time undergraduates at the University. The University has an operating budget of just over \$1 billion and an endowment of \$2 billion.

Tulane University is a member of the prestigious Association of American Universities, and the Carnegie Foundation for the Advancement of Teaching ranks Tulane as a university with "very high research activity." As such, it is committed to the highest level of research. Tulane attracts an outstanding student body that is both intellectually curious and driven by community engagement. In 2022, U.S. News and World Report ranked Tulane 44th among national universities, and the University's 8:1 undergraduate student-faculty ratio allows Tulane undergraduates to receive the personalized attention of a smaller liberal arts college along with the resources of a major research institution. In 2006, Tulane became the first major research institution to require public service as a graduation requirement, which led to the Carnegie Foundation recognizing Tulane with its Community Engagement Classification. Tulane is also the most national university in the country, with its undergraduates traveling further to attend college, on average, than those of any other university. As such, it plays a valuable role in recruiting talent to New Orleans, as only 16% of Tulane's undergraduate students are from New Orleans, and about 40% of its students stay in Louisiana after graduation.

The University is organized into ten academic divisions: Newcomb-Tulane College, A.B. Freeman School of Business, School of Architecture, School of Professional Advancement, School of Law, School of Liberal Arts, School of Medicine, School of Public Health and Tropical Medicine, School of Science and Engineering, and the School of Social Work. The mix of schools is an asset that is rich with opportunity for cross-school collaboration in research and education. Enrolled in these diverse programs are just over 8,500 undergraduate and 5,900 graduate and professional students from every state in the U.S. and more than 85 nations worldwide. The Tulane faculty totals over 1,200 full-time members with a staff of approximately 2,900.

LEADERSHIP

Michael Fitts is the 15th president of Tulane University. He arrived at Tulane in July 2014, bringing with him a strong emphasis on heightening cross-disciplinary education and research. President Fitts believes students and higher education institutions can set themselves apart in a fast-changing world and ever-shifting economy through the combining of different fields and skills. In his first year at Tulane, he launched task forces to lead the University in deepening its unique strengths for interdisciplinary collaboration. He sees powerful advantages in the University's manageable size, its wide selection of professional schools, and the unified undergraduate college.

Previously, President Fitts served 14 years as Dean of the Law School at the University of Pennsylvania, where he was recognized for greatly boosting their offerings in interdisciplinary education. He also presided over a quadrupling of Penn Law's endowment, a more than 40 percent increase in the size of the Law School faculty, and a doubling of all forms of student financial aid. President Fitts is a native of Philadelphia. He earned a bachelor of arts degree from Harvard University and received his juris doctorate from Yale Law School.

Dr. Robin Forman was appointed Senior Vice President for Academic Affairs and Provost in September 2016. He previously served as Dean of the Emory College of Arts and Sciences and the Asa Griggs Candler Professor of Mathematics at Emory University. He has held faculty and administrative appointments at Rice University and has served as an instructor at MIT and as a visiting professor at the University of Burgundy, Harvard University, and the Mathematical Research Institute. Dr. Forman received a bachelor of arts and a master of arts in mathematics from the University of Pennsylvania and a doctoral degree in mathematics from Harvard University. His research, which has been funded by the National Science Foundation, the National Security Agency, and the Defense Advanced Research Projects Agency, focuses on combinatorial methods in topology and geometry.

NEWCOMB-TULANE COLLEGE

Newcomb-Tulane College is the academic home for Tulane's full-time undergraduate students. Created during the post-Katrina academic reorganization of Tulane University, the College provides academic services for students including advising, honors, study abroad, career services, and a range of academic

student programs. Students pursue majors offered by the five undergraduate schools and the College serves to focus on the holistic development of each student. Newcomb-Tulane College is named after two founding institutions in the history of Tulane University: Tulane College, an institution for educating men, and Newcomb College, the partner institution that provided education for women.

As Tulane University's undergraduate degree-granting body, Newcomb-Tulane College transcends the five schools offering academic majors and creates a community for transformative undergraduate learning within a research-intensive university. The College builds a culture of intellectual inquiry by creating opportunities for meaningful engagement between students and faculty. NTC is staffed with a high-functioning and creative team, who are results-driven and passionate about student success. Through holistic advising and targeted programs, the College's staff support students' degree completion and career exploration, including guidance for graduate and professional school studies and prestigious scholarships. By fostering an inclusive environment where students of diverse backgrounds from across the country and around the world encounter, serve, and learn from each other, the College empowers all students to achieve their full academic potential and career goals. The College comprises a variety of units, programs, and offices that work together towards enhancing the undergraduate academic experience.

THE ROLE

The Dean is the leader of Newcomb-Tulane College and responsible for the undergraduate academic experience. Appointed by the President and reporting to the Provost, the Dean is a member of the Council of Deans and is responsible for the units of the College, which include the Academic Advising Center, Student Athlete Academic Services, the Academic Success Center, the Academic Enrichment Program, the Career Services Center, the Honors Program, the First-Year Experiences program, and the Center for Academic Equity. The Dean has ten direct reports and a full staff of 111. As a hybrid service unit of the University, the budget of \$19 million is allocated by the Provost's office as a line item in the responsibility-centered management (RCM) budget system, and there is some opportunity for revenue generation through program development. The Dean will have oversight of this complex budget and work with the Provost to ensure all student programs with an academic component are funded.

Collaboration with Tulane's community is integral to the success of the next Dean, so this individual must be an active partner with faculty, students, other deans, and the Vice President of Student Affairs. The Dean currently partners with student affairs on Residential Learning Communities, Residential Faculty Mentors, and Faculty in Residence, with many more opportunities. In addition, the Dean collaborates with other entities such as the Center for Public Service, the Center for Academic Equity, and the Newcomb College Institute, which supports undergraduate women in research, gender-inclusive curriculum, and female student leadership.

KEY OPPORTUNITIES AND CHALLENGES

To be successful, the next Dean will address the following key opportunities and challenges:

Continue to raise the profile of Newcomb-Tulane College while sustaining the upward momentum of student success, retention, and graduation metrics

Tulane's national reputation has boomed in the last several years with application numbers and yield on the rise with an increase in high-achieving and diverse students. Further, student success is also on an upward trajectory with a 94% retention rate and 88% graduation rate. The new Dean will partner with undergraduate admissions, academic advising, student affairs, and the other deans to continue this exciting trend. The new Dean will maintain the growth in fellowships as well as leverage the new living and learning environments available to undergraduates.

In recent years, NTC has enhanced its identity and vision throughout campus, with students feeling a strong connection to and home within the College. The new Dean will continue to capitalize on the unique position of NTC and will deepen the College's role at the University.

Serve as a thought-leader, spokesperson, and philanthropic advocate on behalf of Newcomb-Tulane College

The Dean will be the lead ambassador for NTC, enthusiastically sharing the College's story and communicating its identity, mission, programs, and achievements to the internal Tulane community as well as alumni, parents, and external constituents. The Dean must articulate overarching themes for the College and characterize what it means to be an undergraduate at Tulane.

As a shared service unit, Newcomb-Tulane College relies on allocated funds from the Provost and generous support from donors to fund the exceptional programs for the students. The Dean will serve as the leading advocate for undergraduate education and will connect with alumni, donors, and other external audiences to tell the distinctive story of Newcomb-Tulane College and deepen philanthropic ties. The Dean will work closely with Institutional Advancement, School Deans, and faculty to develop effective opportunities to attract philanthropic support.

Actively support programming and curriculum that advances, celebrates, and embraces equity, diversity, inclusion (EDI), and anti-racism

As a home to all undergraduates at Tulane, NTC has a strong commitment to the principles of diversity and inclusion. The Dean will review current EDI programs and initiatives and offer strategic support in enhancing and growing these efforts. The Dean will also ensure that student success efforts continue to support the needs of all undergraduates. The next Dean will demonstrate a personal and professional commitment towards advancing equity, diversity, and inclusion efforts, and will have a track record of fostering such a culture, embedding EDI in all aspects of the College, not solely as an added feature. This individual will support the way this important work translates into the curriculum and student success and be an active leader in Tulane's EDI strategic plan, [Strategy for Tomorrow](#).

Engage the faculty community and bolster connections with academic units

The next Dean will create new pathways of engagement for faculty, offering structured initiatives with the mutually shared goal of creating a better student experience. All undergraduate students are members of NTC, but faculty reside in their academic schools. The Dean must partner with and rally the faculty, leading with persuasion to leverage their efforts and talents for the success of the undergraduate students. This work will be accomplished through the strengthening of relationships and the collaborative atmosphere the Dean will foster, and through the development of comprehensive plans to facilitate faculty participation. As no faculty reside in the College, partnerships must be leveraged for the success of the programs and the benefit of the students.

Provide leadership in enhancing student support

The next Dean will continue to transform student support services into a premiere feature of NTC and solidify a reputation of excellent assistance and results. The Dean will provide leadership that is collaborative, focused on successful student outcomes, and engages alumni, recruiters, and industry leaders. They will also encourage the growth of increased internship opportunities as well as career planning initiatives as students approach graduation.

NTC has had significant advancements in new processes, structures, and creative programming as it relates to student advising. The Dean will continue to champion these positive changes as it enriches the student academic experience and improves efficiency and student success. The Dean should further develop a strategic vision to help NTC continue its progress making resources relevant to today's learners accessible to all students in an effective and sustainable way.

QUALIFICATIONS

Tulane seeks in its Dean an exceptional leader who will define and advance the undergraduate academic experience at Tulane. The University seeks candidates who bring the following skills and experiences:

- An earned doctorate or terminal degree in an academic discipline and a strong record of teaching and scholarship is preferred;
- A commitment and passion for undergraduate education;
- Demonstrated success leading a complex organization;
- Strong fiscal leadership and entrepreneurial management, preferably in a responsibility centered management (RCM) environment;
- Experience with and aptitude for fundraising;

- Demonstrated success advancing equity, diversity, and inclusion initiatives as well as fostering a supportive and inclusive environment and embracing diversity in all aspects of the Tulane community;
- A record of success in advancing the effectiveness of academic programs, as evidenced by experience leading institutional planning, curriculum innovation and development, program assessment, policy creation, and promotion and adoption of academic technologies;
- The capacity to identify and think strategically about opportunities for creative collaboration across school, departments, and disciplines and a talent for bringing others on board and building momentum toward a common goal;
- Experience in supporting mental health initiatives and an understanding of the mental health challenges impacting undergraduate students;
- A personal commitment to the education, persistence, and timely graduation of a racially and culturally diverse student body in an urban environment and a record of recruiting and supporting faculty and administrators to advance diversity, equity, and inclusion;
- Strong oral and written communication skills.

TO APPLY

Tulane University has retained Isaacson, Miller, a national executive search firm, to assist the Dean of the Newcomb-Tulane College search committee in its identification and review of candidates. Please direct all inquiries, nominations, referrals, and applications in strict confidence to:

Kate Barry, Partner
Kristen Andersen, Senior Associate
Isaacson, Miller

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

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