



ASSOCIATE PROVOST AND DEAN OF RESEARCH
CLARK UNIVERSITY
Worcester, MA

THE SEARCH

Clark University, a nationally ranked, private liberal arts-based research university, seeks an accomplished, dynamic, and strategic leader for the position of Associate Provost and Dean of Research (Dean). Reporting to the Provost and serving as a member of the University's Senior Leadership, the Dean will join Clark under a new and ambitious leadership team that is advancing a bold agenda and vision for the University, wherein growth of the University's research enterprise and its overall impact is a core pillar. In support of this University priority, the Dean will promote a vibrant campus culture that values research and scholarship across all academic units, in keeping with Clark's strong tradition of the liberal arts.

The new Dean will join a community of committed, intellectually curious, entrepreneurial, increasingly diverse, and socially engaged colleagues and help propel Clark's research productivity to new heights. The ideal candidate will be a strategic and creative thinker with a proven track record of collaborating across disciplines and stakeholders to promote research. They will bring broad perspective and experience to strengthening the University's research infrastructure and means of supporting faculty to succeed in their scholarly aims. The successful candidate will also create and communicate a vision to grow and enhance research at Clark; forge and cultivate external partnerships that yield new research opportunities; raise the visibility of research at Clark and diversify research funding sources; foster collaborations across campus to promote interdisciplinary research; ensure a high-functioning research office; and inspire a culture of research innovation.

ABOUT CLARK UNIVERSITY

Founded in 1887, Clark was one of the first all-graduate institutions in the United States. Today the University is a highly ranked, student-centered institution that teaches approximately 2,350 undergraduate and 1,400 graduate students every year. Clark students learn to be imaginative, contributing citizens of the world and to advance the frontiers of knowledge and understanding through rigorous scholarship and creative effort. Clark offers students the opportunity to participate in cutting-

edge research, beginning as early as their first year. Clark's urban location and tradition of community partnerships place faculty and students in an ideal position to live the University's motto, "Challenge Convention. Change Our World."

A small, private teaching and research university, Clark is committed to scholarship, discovery, and inquiry that addresses social and human imperatives on a global scale. The University's more than 242 full-time and 180 part-time distinguished faculty members and 512 full-time and part-time staff embrace Clark's ethos of hands-on learning for students while also working at the forefront of research in many fields. Notable leaders who have held Clark appointments include A.A. Michelson, the first U.S. Nobel Prize winner in the sciences, and Robert Goddard, the father of the space age and the inventor of modern rocket technology.

At the graduate level, Clark offers nine doctoral programs and 27 master's degree programs, including a popular [Accelerated B.A./Master's Program](#), known as the "5th-year program," which has received national attention. Clark's programs are offered through the College of Arts and Sciences; the Graduate Schools of Arts and Sciences, and Geography; the School of Professional Studies; the School of Management; and the Department of International Development, Community, and Environment. The academic environment is enhanced by eight Centers and Institutes that play a vital role in enabling interdisciplinary collaboration. Most recently, Clark has announced the establishment of the [Becker School of Design & Technology](#), allowing for the continuation of nationally recognized undergraduate and graduate programs in Interactive Media Design (Game Design), Interactive Graphic Design, and Esports Management.

Clark has received many national and international distinctions, including recognition for its diversity and inclusion efforts, innovative practices, community engagement, and impact. The University has been named as a top green campus and has been included in the groundbreaking *Colleges that Change Lives* guide since it was first published in 1996. With an operating budget of \$146 million and a \$487 million endowment, Clark's current financial position is strong, and the University's 90-acre urban campus includes more than 1.6 million square feet of academic space, residence halls, and research and athletics facilities.

RESEARCH AT CLARK

Clark established itself as one of the first modern research universities in the country and has a rich legacy of producing innovative research to address the world's most relevant issues. From establishing the American Psychological Association (APA) to launching the world's first liquid-propelled rocket, Clark challenges conventions and pushes the boundaries of research exploration. Clark's faculty—from the arts and humanities to the social and physical sciences—have been recognized by some of the most prestigious academic societies and awards including Nobel Laureates, MacArthur Fellows, American Academy of Arts and Sciences Fellows, National Academy of Sciences Members, Guggenheim Fellows, and more.

Clark is home to eight Research Centers and Institutes that serve as hubs for faculty and student research across and beyond the Clark campus. These catalysts of research activity include:

- [Adam Institute for Urban Teaching and School Practice](#)
- [Center for Geospatial Analytics](#)
- [Clark Labs](#)
- [The George Perkins Marsh Institute](#)
- [Hiatt Center for Urban Education](#)
- [Higgins School of the Humanities](#)
- [Mosakowski Institute for Public Enterprise](#)
- [Strassler Center for Holocaust and Gender Studies](#)

In addition, through a number of [community partnerships](#) across the Worcester community, Clark has earned a national reputation for transformational work and research in urban education. Through alliances with community organizations, Clark has taken effective steps to reduce youth violence, promote improved public health, and conduct essential research into economic growth and well-being in midsize cities.

The Office of Sponsored Programs and Research (OSPR) plays a critical role in supporting research at Clark and is responsible for the review, submission, and acceptance of university-based research, training, or technical assistance. For the 2022-2023 academic year, the office oversaw \$7.6 million in research grants awarded across the University. Faculty research is supported by numerous funding agencies and organizations, including: the National Science Foundation, the U.S. Department of Agriculture, the Environmental Protection Agency, and the Department of Labor, among others.

THE ROLE OF ASSOCIATE PROVOST AND DEAN OF RESEARCH

The Associate Provost and Dean of Research is a key member of the Academic Administration and oversees all research-related activities. Reporting to the Provost, the Dean will be expected to assess the current organization and develop a plan that re-envision the future of research at Clark. Tasked with strengthening Clark's research agenda and profile, this individual will engage faculty across campus, inspire the academic community to pursue new opportunities, and improve access to and services offered by the research office. The Dean will promote faculty success in research, identifying and working to address the resources needed for their work while also fostering partnerships within and beyond Clark that create new opportunities for large-scale research programs. The Dean will instill cutting edge, best practices to ensure that Clark is positioned to grow research significantly.

The Dean oversees the OSPR and also works closely with the Office of Corporate and Foundation Relations (OCFR) to identify potential funding opportunities for research. The Dean also oversees the University's Research Centers and Institutes, assists in identifying major academic funding needs, and contributes to institutional funding proposals in core areas. The Dean also oversees the IRB and IACUC, and plays a critical

role in research administration and institutional risk, in addition to staffing the University's Research Board.

The Dean will bring an open mind and a deep understanding of research practices across the higher education landscape (including the natural sciences, social sciences, art & humanities, and community-engaged research) locally, nationally, and internationally. As the University explores potential new areas for research and deepens its impact in areas of significant societal transformation like sustainability and AI, the Dean will coalesce institutional efforts and help to identify funding possibilities. With keen attention to professional development of faculty, the Dean will be a partner in assessing and addressing disparities across historically underrepresented communities of scholars, which is an institutional priority. Working closely with faculty on the Research Board along with the Directors of the Research Centers and Institutes, the Dean will address institution barriers and aim to increase faculty competitiveness and success in their research goals. Together, they will also partner to identify and monitor strategic priorities and benchmarks pertaining to all research and creative activity across campus.

KEY OPPORTUNITIES AND CHALLENGES

The successful candidate will focus on the following key opportunities and challenges:

Create and communicate a plan that outlines priorities to grow and support research.

In partnership with the research Center and Institute Directors, OSPR staff, University leadership, and faculty, the Dean will develop strategic and operational plans that elevate research across Clark. With active research programs across the breadth of intellectual pursuits at the University, the Dean will be a champion for a broad definition of research and a strategy that is reflective of Clark's distinctive strengths in the arts & humanities, natural sciences, and social sciences. In particular, the Dean will assess opportunities to improve support for proposal writing and other innovations in the OSPR office to empower faculty in building research programs.

Forge and cultivate enduring external partnerships.

The Dean will be an external champion and ambassador for the work of the faculty. In collaboration with the OCFR, the Dean will nurture strategic relationships between the University and potential partners in industry, government, and academia. The Dean will be an institutional leader, seeking opportunities for Clark to participate in or join large-scale research collaboratives with other institutions in the region, nationally, and/or internationally.

Grow research volume and diversify funding sources.

While also in collaboration with OCFR, the Dean will serve as a resource for navigating the public and private research funding landscape, identifying opportunities that may be appropriate for Clark and raising its profile in those settings. The Dean will partner closely with the faculty and Center and Institute Directors to create teams and clusters of activity that can attract large-scale grants to Clark as well as enhance Clark's success rate in pursuing single-investigator grants. At the same time, the Dean will work with the Budget Office, the Controller, and others to explore indirect cost recovery and ways to align financial incentives to spur pursuit of new grants.

Foster interdisciplinary research and scholarly activity.

With Clark's breadth of degree programs and [state-of-the-art facilities](#), the Dean will inspire a research culture that appreciates and recognizes academic diversity. The Dean will work to minimize institutional and financial barriers to collaboration and determine the best infrastructure to incentivize and support faculty coming together across disciplinary boundaries. In doing so, the Dean will ensure that all faculty and students conducting research are appropriately supported, staffed, and recognized.

Design a more integrated and seamless research enterprise.

The Dean will assess and evolve Clark's current research enterprise. The Dean will ensure that the full life cycle of research, pre- to post-award, is structured to meet institutional goals of expanding research activity. After consulting the community and developing an understanding of the current environment, the Dean will determine where there is potential for a significant return on investment and advocate for resources that will elevate the research output at Clark, such as the creation of new staff positions or development of new services to the community.

QUALIFICATIONS AND CHARACTERISTICS

The University seeks a proven leader with a distinctive record of achievement. A successful candidate is expected to bring most, if not all, of the following professional qualifications, skills, experiences, and personal qualities:

- A distinguished record of research, ideally including external funding or support;
- Demonstrated ability to foster interdisciplinary partnerships;
- A superb manager and administrator to lead a team of staff and ensure a high-functioning, efficient research infrastructure;
- Strong communication skills and the ability to articulate Clark's research vision, goals, accomplishments, and needs to a broad range of external constituencies;
- Appreciation for academic and scholarly diversity, including the natural sciences, social sciences, arts & humanities, and community-engaged research, and an awareness of the distinct needs for scholarship and creative activity across disciplines;

- Experience in building research relationships with state and federal agencies and with industry;
- Experience promoting and implementing policies and procedures to ensure compliance with federal and state regulations governing research;
- Prior experience working with and contributing to a diverse workplace with the ability to interact and collaborate effectively with a broad range of constituents on campus;
- A demonstrated ability to mentor, inspire, and support staff;
- Significant leadership, management, and financial management experience in higher education or another research intensive environment;
- Appreciation for shared governance;
- Impeccable personal and professional integrity; and
- Doctoral degree required;

TO APPLY

Clark University has retained Isaacson, Miller, a national executive search firm, to assist with this important search. Review of candidates will begin immediately and continue until the position is filled. Please direct all inquiries, nominations, and application materials including a letter of interest and resume, in confidence, to:

<https://www.imsearch.com/open-searches/clark-university/associate-provost-and-dean-research>

John Muckle, Carrie Alexander, Miguel Santiago, and Kira Hamilton
Isaacson, Miller

Clark University embraces equal opportunity and affirmative action as core values: the University believes that cultivating an environment that embraces and promotes diversity is fundamental to the success of our students, its employees, and its community. This commitment applies to every aspect of education, services, and employment policies and practices at Clark. Clark's commitment to diversity informs its efforts in recruitment, hiring, and retention. All positions at Clark share in the responsibility for building a community that values diversity and the uniqueness of others by exhibiting integrity and respect in interacting with all members of the Clark community to create an atmosphere of fairness and belonging. Clark strongly encourages members from historically underrepresented communities, inclusive of all women, to apply.

APPENDIX: LEADERSHIP AND COMMUNITY ENGAGEMENT

Leadership

On July 1, 2020, Clark welcomed [David Fithian](#), '87, Ph.D., a proud alumnus and distinguished leader in higher education, as the 10th president in its 133-year history. Since 2007, Fithian was a central figure in the dramatic momentum underway at the University of Chicago, with roles spanning major operations, academic program development, support of the University's Board of Trustees, executive recruitment, and fundraising. For the most recent five years, he served as executive vice president. Before joining Chicago, he spent 12 years at Harvard University, holding increasingly elevated responsibilities. Early in his tenure, he oversaw the academic standing and personal well-being of more than 500 first-year and 400 upper-class students each year. In his last role at Harvard, he served as associate dean of the Faculty of Arts and Sciences, coordinating all aspects of faculty governance, including the monitoring and coordination of faculty-related policies, procedures, and legislation. A New York City/Westchester County native, President Fithian graduated from Clark as a sociology major with a passion for art and architecture. He earned his M.A., M.Phil., and Ph.D. degrees in sociology from Yale University.

[Sebastián Royo](#), was appointed provost and vice president of academic affairs at Clark University and started July 1, 2021. In addition to serving as provost, Royo holds a tenured position as a professor in Clark's Department of Political Science. Before joining Clark, he spent 23 years at Suffolk University where he held a variety of positions including associate dean of the College of Arts and Sciences, vice president for student success, a three-year assignment as acting provost and senior vice president for academic affairs, director of the Suffolk University Madrid Campus, vice president of international affairs, and professor of political science. He received the Student Government Association Outstanding Administrator of the Year award in May 2017 and the Student Journey Leadership Award for Outstanding Dedication to Students in May 2019.

Clark and the Worcester Community

Clark is located in the Main South neighborhood of Worcester, Massachusetts, about two miles from downtown Worcester and 40 miles west of Boston. Worcester is a dynamic, diverse city on the rise. The second-largest city in New England, with a population of roughly 186,000, Worcester is home to 10 institutions of higher learning including the University of Massachusetts Medical School, Worcester Polytechnic Institute, College of the Holy Cross, Worcester State University, and the Massachusetts College of Pharmacy and Health Sciences. Worcester is increasingly recognized for its growing healthcare and biotechnology communities, for its thriving arts and cultural communities, and as a vibrant food hub with an abundance of new restaurants and craft breweries. In addition, the city has become the home for the Red Sox minor league baseball team, located in a new ballpark about a mile from campus.

For more than three decades, Clark has been an active partner with the Main South Community Development Corporation and the City of Worcester to develop and implement initiatives that have significantly improved the quality of life in the surrounding neighborhood. That relationship was formalized in 1995 when Clark became a primary partner in the broad, grassroots collaboration called the [University Park Partnership](#). This collaboration has produced countless initiatives in housing and building

renovation, education, economic development, social and recreational programs, and community engagement. The trusting, collaborative relationships that have developed from these efforts are both powerful and mutually beneficial. Students, staff, and faculty work together to contribute in meaningful ways to society in partnership with their neighborhoods and other Worcester communities.