



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

THE SEARCH

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

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

The Chadwick A. Boseman College of Fine Arts has ambitious plans for the future, including a capital campaign to build a new facility and expand the College's international reach and impact. The Dean will be a vital part of the University's leadership team working to amplify and redefine the arts education and practice for the 21st century.

Reporting to the Provost and Chief Academic Officer, the ideal candidate will be a dynamic, visionary leader with a distinguished record of scholarly accomplishments and a demonstrated commitment to excellence in the school's trifold mission: teaching, research, and service. The Dean will collaborate with stakeholders across campus to build successful internal and external partnerships and establish a strategic vision to lead the school to provide a high-quality teaching, learning, research, and performance environment.

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

HOWARD UNIVERSITY

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

HISTORY AND OVERVIEW

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

Howard University's profile is distinctive in higher education, combining excellence, leadership, service, truth, and access. The University's motto, *Veritas et Utilitas*, Truth, and Service, represents a key part of its identity. This principle is woven throughout its academic, student, faculty, and research fabric. Students, faculty, and staff are involved in community, local, national, and global service efforts to create awareness and provide solutions to improve the

quality of life in communities. Howard prepares its students to advance social justice and preserve human liberty.

The University has an active alumni base and a distinguished reputation among its many local and national constituencies. Today, alumni hold prominent positions in Fortune 500 companies, the U.S. government, Hollywood studios, and fields and industries in all major sectors, leading the nation through private enterprise and public service.

Howard's central role in developing the civil rights movement is reflected in the education of many outstanding contributors, such as alumni Andrew Young, Thurgood Marshall, Pauli Murray, and Vernon Jordan, cemented its place in the country's history. It is the "Mecca" the destination for young, ambitious, and intellectually disciplined students and for the faculty who inspired them, as highlighted in Ta-Nehisi Coates's award-winning book *Between the World and Me*.

Its success in educating members of the African Diaspora is unparalleled. The National Science Foundation has ranked Howard as the top producer of African American undergraduates who later earned science and engineering doctoral degrees, and the University is the leading producer of African American students entering medical schools in the U.S. Howard also houses nationally ranked programs in various fields of study, including English, History, Social Work, Economics, business, and communications.

With its many accolades, Howard University is prestigious and impactful. Howard's professional and graduate programs are critical. It has trained national leaders in every field. In virtually every major hospital and every community of color in the country, Howard physicians, nurses, dentists, pharmacists, and allied health professionals are essential to the health care system. Howard has produced crucial professional leadership in education, the professoriate, the legal profession, divinity, social work, business, humanities and the social sciences, communications, engineering, computer science, and the fine arts.

With a commitment to service, Howard students dedicate hundreds of hours each year to service in nearby LeDroit Park, around the nation, and throughout the world. Howard University's Alternative Spring Break has offered its students service-learning opportunities in marginalized communities worldwide for the past 28 years. This program has involved meaningful service projects to develop the next generation of servant leaders. Over the U.S. Peace Corps' 50-year history, more than 200 Howard graduates have served as volunteers around the globe, the highest number among historically Black colleges.

CHADWICK A. BOSEMAN COLLEGE OF FINE ARTS

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

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

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

In 2023, the College was named as one of the best HBCU fine and performing arts colleges in the world to study Art. In the 2022-2023 academic year, the College enrolled over 400 students and employed 51 full-time and 27 part-time faculty members. With more than 30 programs of study in Art, Music, Theater Arts, and a full range of undergraduate and graduate options, the Chadwick A. Boseman College of Fine Arts educates and trains administrators, artists, musicians, performers, scholars, and educators at all stages of their professional careers.

Department of Art

Established in 1923, the Department of Art offers exemplary instruction in the practice, history, and criticism of the visual arts and design. In harmony with the University's mission, the Department of Art is committed to graduating socially conscious professional artists/designers and scholars who can articulate their ideas visually and verbally in a technologically driven world. Empowered by their knowledge of the arts, humanities, sciences, and digital technologies, CAB CofA's artists, designers, and scholars are prepared to serve society locally, nationally, and globally. The Department of Art offers nine major areas of concentrated study that lead to Bachelor of Fine Arts, Bachelor of Arts, and Master of Fine Arts.

Department of Music

The Department of Music has a rich history at Howard University that dates back to 1870 when a few music courses were offered, and it was later established in 1914 as an independent conservatory. Today, the Department of Music provides a scholarly environment and music experience of exceptional quality in performance, research, pedagogy, technology, therapy, and composition, with a particular focus on the global education and musical contributions of the African Diaspora. The Department of Music offers ten undergraduate and three graduate programs in Music Education, Jazz Studies, and Performance.

Department of Theater Arts

The Department of Theater Arts started in 1950 and developed into a world-renowned department seen as a hub for the Black dramatic narrative intelligence, a haven for Black theatrical narrative legacy, and a preeminent training ground for the professional Black dramatic narrative imagination. The Department is committed to fostering an environment that encourages research and experimentation in performance, thereby pioneering innovative forms of drama and dance that best enable African American artists to speak in their own distinctive cultural voice. The Bachelor of Fine Arts (B.F.A.) programs are professional programs designed for students interested in seriously pursuing a career in the performing arts. The Department of Theater Arts offers five study concentrations and several apprenticeships, performance, and internship programs.

SELECTED ANCILLARY PROGRAMS***Howard University Gallery***

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

Howard University Jazz Ensemble

The Howard University Jazz Ensemble (HUJE) was founded in 1975 by its director, Fred Irby, III. Outstanding performances in the United States, Europe, South and Central America, China, Japan, Africa, and the Caribbean have caused it to be recognized as one of the foremost university jazz ensembles in the world. HUJE has been heard on radio and television as well as in concert, often appearing with celebrated artists. Members of the HUJE have won awards as performers, composers/arrangers, and the ensemble includes many celebrated jazz artists among its alums. Additionally, the HUJE was featured during the 1992, 1996, and 2005 Kennedy Center Honors Gala (CBS-TV). The HUJE has released 43 recordings in a distinguished series that began in 1976. [To learn more about HUJE, please visit their website.](#)

STUDENTS AND FACULTY

The Chadwick A. Boseman College of Fine Arts recruits talented students from the United States and across the globe. Undergraduate and graduate students engage in rigorous academic and creative training that prepares them for professional careers and scholarship in fine arts and performance. Students are guided by exceptional teacher-scholars who are equally committed to the achievements of CAB CofA students and the advancement of professions in Art, Music, and Theater Arts. With a continuing commitment to innovative work, the faculty, students, and staff have achieved laudable success in national and international exhibitions, performances, and publications forums.

DEAN PHYLCIA RASHAD

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

THE ROLE

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

The Dean oversees a budget of approximately \$10 million and three academic units: the Department of Music, the Department of Art the Department of Theater Arts, as well as the Howard University Gallery of Art, the Office of Choir and Bands and the Associate Deans for Faculty Affairs, Student Affairs, and Research and Creative Endeavors.

KEY OPPORTUNITIES AND CHALLENGES

To successfully lead the College, the Dean will address several key opportunities and challenges, detailed below:

Craft a compelling vision and growth strategy for the Chadwick A. Boseman College of Fine Arts that articulates the value of a fine arts education that places Black and African diasporic cultures at the forefront.

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

Mobilize resources and expand funding opportunities for the College.

Chadwick A. Boseman College of Fine Arts aims to become the highest-impact Fine and Performing Arts College by meeting students' academic, creative, and financial needs. As such, the Dean will lead a capital campaign to expand CAB CofA's resources in Student Support and College-to-Career Success, Innovation in Creative Practice and Research, and New State Art Facilities and Renovations. Furthermore, the Dean will be responsible for strategic budget management and determining resource allocation and funding models across the College. This includes but is not limited to, reinforcing existing programs through external and internal resource building, generating additional research and grants, funding from interdisciplinary partnerships, and philanthropy. At the center of this effort will be an ability to communicate the vision and successes of the Chadwick A. Boseman College of Fine Arts clearly and effectively across the disciplines to stakeholders within the University and beyond. In addition, the Dean will continue to broaden the College's reach and impact by connecting with individuals, companies, and institutions nationally and internationally.

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

By recognizing its civic responsibilities while maintaining an awareness of global realities, the CAB CofA is committed to raising social, environmental, and cultural consciousness through the arts, focusing on advancing the creative history of the Black and African diaspora. The incoming Dean will find an atmosphere of vibrant, creative, and intellectual energy and spirit of experimentation that drives a palpable appetite to take on complex questions pertaining to the arts, cultural activism, and creative research. The Dean will promote the assessment of student outcomes in order to determine the effectiveness of student learning and student development programs within the college. Working with departmental leadership, the dean will assure the college offers a positive learning environment and students receive appropriate support services. They will oversee coordination with university offices to enhance access to course offerings, assure programs available to meet the needs of students, and assure

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

Propel the College forward through innovation and distinction.

Howard University's leadership embraces an ambitious vision for the Chadwick A. Boseman College of Fine Arts and seeks a Dean to inspire creative thinking. To succeed, the Dean will bring an innovative mindset and proven track record of creating distinctive, interdisciplinary, forward-thinking programs, performances, and exhibits. The Dean will help foster a culture of multidisciplinary research and encourage faculty scholarship. Actively seeking partners across the University, in the region, and internationally, the Dean will carry on the College's distinguished reputation and pursue uncharted paths that will uncover new and inventive methods of program creation and delivery to serve the needs of the CAB CofA undergraduate and graduate students, and the Howard community.

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

Building on Howard University and the CAB CofA tradition of excellence, the Dean will promote the recruitment, promotion and retention of a diverse, highly qualified faculty committed to the College's educational, research, and artistic mission. Working closely with department leadership, the Dean will focus on finding opportunities—through development and collaborations with other academic units—to attract top faculty to the school while mentoring, supporting, and partnering with current faculty. The dean will manage final approval of courses and curricular development and ensure that faculty, departmental leadership, staff and other administrative leadership receive appropriate evaluations. The dean will partner with faculty, staff, and students to maintain a climate of civility and collegiality through effective communication and a strong commitment to enhancing the quality and diversity of the campus population. The dean will implement and uphold academic rules and regulations and promote academic integrity. The Dean will be familiar with the broad range of cutting-edge research and creative work in CAB CofA and will be committed to nurturing such work and supporting grant and fellowship applications within and across divisions. The Dean is expected to be an effective role model and leader, embracing and skillfully navigating Howard University's long-established culture of shared governance and collaboration with the Academic Senate.

QUALIFICATIONS AND CHARACTERISTICS

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

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

EDUCATION

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

- Tenured in a faculty position at the rank of Associate Professor or higher and substantive and progressively responsible leadership experience as a higher education administrator for a minimum of seven (7) years, including any combination of service as a program coordinator, department chair or associate dean is preferred.
- A distinguished record of scholarly, artistic, AND professional accomplishments
- A demonstrated track record of progressively responsible administrative experience and/or academic leadership, and a portfolio of professional successes.
- Demonstrated record in teaching, service, and research and/or creative activity at the level of Associate Professor or above is preferred.
- Demonstrated intellectual breadth and curiosity necessary to engage units across the spectrum of diverse disciplines represented in the College.
- Proven track record of successful experience with fundraising.
- Demonstrated experience advancing diversity, equity, and inclusion and ability to articulate the value of diversity;
- A track record of demonstrated success in recruitment, retention, and development of qualified faculty and nurturing staff career growth is preferred;
- Demonstrated commitment to enhancing student experience and a track record of ensuring student success is preferred;
- Demonstrated experience in hiring, mentoring and supporting tenure track faculty to prepare for the promotion and tenure process is preferred.
- Proven ability to work effectively with people and sensitivity to the unique needs of a diverse community of practicing professionals.
- Administrative and management style that is goal-oriented but flexible and innovative, which respects the capabilities, independence, and diversity of fine arts faculty and staff in accomplishing organizational objectives, but also provides them with a clear sense of direction and equity.
- Proven management, planning, negotiation, and financial skills that confirm capability to lead an enterprise commensurate with the scale and complexity of Howard University and the College of Fine Arts; significant and successful experience in administration, including building efficient, effective, and transparent organizational structures; delegating responsibilities; setting priorities; overseeing budgets; ensuring education and research program quality; making difficult decisions; and allocating resources with careful consideration of the incentives associated with allocations;
- Demonstrable experience applying sound judgement; and an ability to manage change, resolve conflict, and build consensus.
- Creativity, flexibility, tenacity, optimism, high energy level, and a sense of humor.

APPLICATIONS AND NOMINATIONS

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

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

Karen Avery, Partner
Ernest Brooks, Partner
Quizayra Gonzalez, Senior Associate

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