



Opportunity and Challenge Profile

*Search for the Associate Dean for Research, College of Arts & Sciences
University of Washington
Seattle, Washington*

The University of Washington invites inquiries, nominations, and applications for the position of the Associate Dean for Research within the College of Arts and Sciences.

The College of Arts & Sciences (“CAS”) is at the heart of the University of Washington (“UW”). As the UW’s largest college, CAS produces more than half of all bachelor’s degrees on the Seattle campus. A third of 22,000 students are the first in their families to attend college. Faculty across the 39 academic departments are dedicated to helping students think critically, communicate clearly, and engage diverse perspectives respectfully. Located in a dynamic, diverse, Pacific-Rim city, the College of Arts and Sciences faculty are among the University of Washington’s most active and accomplished across the creative, scholarly, and research enterprise. The college is home to eight MacArthur Fellows, 21 National Academy of Science members, and 33 American Academy of Arts and Sciences Fellows. The College aspires to become an international leader in research and creative work that is both basic and applied and that cuts across disciplinary boundaries, and to provide the support its faculty requires to engage in University initiatives and external collaborations.

The College of Arts and Sciences is led by Dean Dianne Harris in collaboration with Divisional Dean of the Arts Gabriel Solis, Divisional Dean of Humanities Brian Reed, Divisional Dean of Natural Sciences Daniel Pollack, and Divisional Dean of Social Sciences Andrea Woody.

Research is one of the hallmarks of the College of Arts & Sciences. From malaria treatment to clean energy to human rights and digital arts, CAS researchers are tackling many of society’s most pressing issues across its four divisions: Arts, Humanities, Natural Sciences and Social Sciences. The College is home to more than 30 interdisciplinary centers and has ties to many others, enabling scholars in diverse fields to collaborate on complex research questions. In FY23, CAS faculty generated over \$120 million in research funds through public and private grants.

The Associate Dean for Research (“Associate Dean” or “ADR”) will embrace the intellectual diversity in the College, ensuring that research across CAS continues to flourish by encouraging, supporting, and managing the flow of research, mentoring and supporting faculty on funding opportunities, and partnering with the UW Office of Research. The ADR supervises experienced staff who support the processing of grants and contracts. The ADR will be a distinguished scholar in their own discipline, and they will have a demonstrated track record of collaboration across fields and knowledge of/experience with external funding. The Associate Dean for Research works closely and collaboratively with faculty,

department chairs, and staff to support all aspects of the research enterprise across all four of the College's divisions and, along with the Dean, represents the College with internal and external constituencies.

The Associate Dean for Research will also be a tenured faculty member with an appointment as a full professor in an appropriate department. The tenured faculty position will be ongoing in the College and will hold a 9-month service term (September 16 – June 15, annually) at 100% FTE. The Associate Dean for Research position will be a 5-year term appointment with the possibility of renewal following review and will be compensated for the full 12 months during the term of the appointment. Applicants from any disciplinary background represented within the College of Arts & Sciences are welcome.

To be successful, the Associate Dean will be expected to address a number of opportunities and challenges, listed below, and outlined in detail beginning on page five of this document:

- **Collaboratively lead and advance the research mission of the College**
- **Mentor, advocate, and support faculty in the pursuit of discovery and knowledge creation**
- **Foster and steward partnerships within the College of Arts & Sciences and beyond**
- **Represent and champion Arts & Sciences research across campus**
- **Manage and grow resources to support the College of Arts & Sciences' aspirational research activities**

A list of the desired qualifications and characteristics of the Associate Dean for Research can be found at the conclusion of this document. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

About the University of Washington

[University of Washington Land Acknowledgment:](#)

The University of Washington acknowledges the Coast Salish peoples of this land, the land which touches the shared waters of all tribes and bands within the Suquamish, Tulalip, and Muckleshoot nations.

The University of Washington is one of the world's preeminent public research universities and is a significant contributor to the cultural and economic vitality of the nation and workforce needs of the state of Washington and the Pacific Northwest. Its impact on individuals, the region, and the world are profound – whether launching young people into a boundless future or confronting the grand challenges of our time through research and scholarship.

It is recognized as a top 10 global university according to U.S. News & World Report "Best Global Universities Rankings" and is second in external research support among all national universities, with over \$1.89 billion in sponsored grants and contracts in FY2021. Comprising three campuses in Seattle, Bothell, and Tacoma, along with an expanding presence in Spokane, a world-class academic medical center, and a global network of programs and outreach, the UW employs more than 4,000 faculty and educates more than 56,000 students annually. The University's articulated vision is to be the greatest public university in the world, as measured by impact.

Under President Ana Mari Cauce's leadership, the UW is advancing all areas of its educational, research, and service missions, with initiatives focused on [innovation](#), [race and equity](#), and [population health](#).

The UW's annual budget is \$10.4 billion. As of 2021, the UW's endowment was over \$4.7 billion. The University recently completed the *Be Boundless* capital campaign with a goal of \$5 billion. Thanks to the generosity of more than 380,000 donors, the campaign, which was the largest of any public university in history, reached its goal two years ahead of schedule and ultimately raised over \$6 billion.

Recognized as a leader in research impact and funding, the UW has received more federal research funding than any other U.S. public university since 1972. Since 1989, seven UW faculty members have won Nobel Prizes. Five have won Nobel Prizes in medicine since 1990, more than any other institution during that time. There are over 281 specialized research centers at the UW. Additional information on research can be found at: <https://www.washington.edu/research/or/research-statsrankings>

About the College of Arts and Sciences

The UW College of Arts & Sciences (CAS, or "the College") provides an outstanding liberal arts education of tremendous breadth and depth to more than 22,000 undergraduate students while advancing research and serving as a resource for the community. With more than 5,500 undergraduate courses offered in the College of Arts & Sciences annually, students can study everything from dance to global literature, to economics and physics. The College is divided into four divisions: Arts, Humanities, Natural Sciences, and Social Sciences, with 39 departments and more than 30 interdisciplinary centers and has ties to many others, enabling scholars in diverse fields to collaborate on complex research questions. Under the guidance of Dean Dianne Harris, CAS recently launched [Rethinking the Academy](#), a multi-part initiative that includes values-centered community-building opportunities, the design of solutions to near-term problems, and a futurists think-tank for imagining and building towards higher education after 2050.

Of the College's student body, 19,200 are undergraduates and 2,800 are graduate students. 14% of the University's Masters degrees are conferred within the College, and 28% of PhDs graduate from CAS. Over 57% of undergraduate degrees are from the College. The College's extensive academic offerings benefit the entire University community; nearly one-third of all students who take an Arts & Sciences class are pursuing a non-CAS degree.

Arts and Sciences students, among the best in the nation, have had great success competing for major scholarships—including five Rhodes Scholarships since 2000, as well as Marshall, Truman, Udall, Carnegie, Churchill, Boren, Rangel, Fashion, Luce, and other scholarships. Since 2015, 13 Arts & Sciences undergraduates have won Goldwater Scholarships and 52 have received Fulbright awards through the Fulbright US Student Program. Since 2013, UW student teams mentored by the Department of Mathematics have annually placed in the top 30 in the highly competitive William Lowell Putnam Math Competition, including three years in the top 15 and one in the top 10.

Research in the College spans a wide range of topics, with many interdisciplinary areas — including population health and race and equity — connecting to broader UW initiatives. Across all four divisions, researchers, scholars, artists and teachers push the boundaries of discovery and expression.

Faculty are leaders in some of the most ambitious research projects of our time, including the Rubin Observatory, the most comprehensive optical astronomy survey ever undertaken, quantum information science, artificial intelligence, clean energy, and a wide range of undertakings across the arts, humanities, natural sciences, and social sciences. Faculty across the College also work toward social change, focusing on equity, public policy, human rights, environmental justice, international relations, ethics in technology,

indigenous and ethnic studies, international studies, and many more that focus on timely and pressing issues.

With the UW's prominence in data science, researchers in linguistics, statistics, sociology, applied mathematics, and many other Arts & Sciences departments and units integrate data science into their work, focusing on the potential of data to help us better understand society and the world.

There are 925 FTE faculty within the College, and they represent an esteemed group of researchers and teachers. One hundred-twenty-two CAS faculty have received UW Distinguished Teaching Awards since the award's introduction in 1970.

Faculty in the College's Humanities division offer instruction in 60 languages; through partnerships with UW's Office of Global Affairs, students may choose from more than 100 study abroad programs in 36 countries, with dedicated centers in Rome, Italy and León, Spain. The internationally renowned Jackson School of International Studies provides interdisciplinary education, leading-edge research, public programs and outreach on all major world areas and critical international issues.

All of the University's Arts units are part of the College, including the Schools of Music, Art, and Drama, the Department of Dance, Digital Arts and Experimental Media (DXARTS), the Henry Art Gallery, the Burke Museum (also the locus for research in natural sciences and the environment among other things), and Meany Center for the Performing Arts. Taken together, these offer more than 300 performances, exhibits, and public programs annually.

The College has developed dozens of innovative partnerships with the community. These include partnership with UW's Othello Commons, summer programs for K-12 teachers, guided star-gazing at the Jacobsen Observatory, special Meany Center performances for K-12 classes, collaborations with community organizations through project-based courses and with Indigenous communities through the Burke Museum and the Center for American Indian and Indigenous Studies and more.

For more information on the College of Arts and Sciences, visit <https://artsci.uw.edu>.

Equity, Justice, and Inclusion

The College of Arts & Sciences values and honors diverse experiences and perspectives in teaching and research and strives to create welcoming and equitable learning environments, and promote access, opportunity and justice for all. In 2021, following Dean Harris's creation of a new position for an Associate Dean for Equity, Justice and Inclusion and a robust search, the College hired [Dr. Maya Angela Smith](#) in this inaugural role. Under Dr. Smith's leadership, the College is becoming a leader in the development of resources that permit faculty and staff to center EJI throughout their work. The College works in collaboration with greater UW initiatives to support aspirations to become a truly inclusive and equitable environment for learning, research, service, and outreach. The UW's [Race & Equity Initiative](#), launched in 2015, challenges all — students, faculty, staff and university leadership — to confront racism, take personal responsibility for addressing our own biases, and improve our university culture. [The Diversity Blueprint](#) articulates 6 overarching goals for creating a more equitable university.

Leadership

In September, 2021, [Dr. Dianne Harris](#) became Dean of the College of Arts & Sciences. Prior to her arrival at UW, Harris was a senior program officer at The Andrew W. Mellon Foundation in the Higher Learning program. Her responsibilities included program leadership, strategy, and the allocation of an annual grant-making budget of approximately \$130 million to a range of institutions and initiatives with a social justice and access-orientation, including higher education in prison, community college pathways, and innovations in doctoral programs. Harris's work at the Mellon Foundation included programs on diversifying higher education leadership, building a more diverse academy, support for American Indian and Indigenous studies and tribal colleges, scholars at risk/in exile and the Just Futures Initiative competition. Prior to Mellon, Harris was Dean of the College of Humanities and a history professor at the University of Utah. She earned her PhD in architectural history from the University of California, Berkeley, and is a prolific scholar whose research focuses primarily on the history of race and the built environment. Harris has a long history of advocacy for the liberal arts and the humanities, and a deep commitment to supporting research excellence across the full breadth of disciplines.

Role of the Associate Dean for Research

Reporting to the Dean of the College of Arts & Sciences, the Associate Dean for Research is the College's chief research officer and a CAS executive leadership team member. The Associate Dean for Research is responsible for the strategy, operations, and implementation of the College's sponsored research program (grants, contracts, and fellowships), which, in FY23, totaled over \$120 million across its four divisions — Arts, Humanities, Natural Sciences, and Social Sciences.

The Associate Dean for Research is responsible for managing College-level indirect cost recovery. They will work collaboratively with the Associate Dean for Finance and Administration to create research financial projections for management and planning purposes.

The Associate Dean for Research oversees a staff of two, including the Director of Research and an administrative support staff, who assists in managing research administration, compliance, and financials. The ADR will also work collaboratively with the College's Corporate and Foundation Relations staff which is embedded in its Advancement team.

Key Opportunities and Challenges for the Associate Dean for Research

The Associate Dean will address the following opportunities and challenges:

Collaboratively lead and advance the research mission of the College

The Associate Dean for Research will provide leadership and oversight for the College's research mission, proactively building a research culture and elevating research output through mentorship, support, and advocacy. The ADR will work collaboratively to outline and execute on an interdisciplinary research vision for the College that aligns with CAS's strategic goals, creating and articulating processes and support structures that connect faculty with one another. This will also include developing more research opportunities for undergraduates, as well as centering DEI in research, serving as an active thought partner to the [Task Force on Incorporating DEI Concepts and Practices in Research](#).

Mentor, advocate, and support faculty in the pursuit of discovery and knowledge creation

The Associate Dean for Research will mentor faculty across all four College divisions and create new research opportunities for faculty through active engagement. Working with divisional deans and chairs to identify faculty desires and needs, the ADR will organize opportunities to support faculty research efforts across divisions. This will include developing workshops and funding training programming to facilitate faculty success in a changing research funding landscape. The ADR will work to bring support across departments closer to parity; clearly articulating what and where the support structures are, including for both pre- and post-award, will be paramount. With assistance from their staff, the ADR will support all departments in the College through sustained recognition of the research, scholarship, and creative production that takes place across the four divisions.

Foster and steward partnerships within the College of Arts & Sciences and beyond

The Associate Dean will partner with CAS leadership to foster collaborative, interdisciplinary research among faculty in departments and research centers, identifying opportunities to connect faculty with similar research interests in disparate units. The ADR will think creatively about developing research infrastructure, such as scholar databases that facilitate more interdisciplinary collaborations. Within the College, the ADR will collaborate with the appropriate Dean's office staff on space/facilities issues as they intersect with research needs and advocate for and build additional research infrastructure to support the College's broad mission.

Represent and champion Arts & Sciences research across campus

The Associate Dean for Research will act as the College's advocate for research endeavors across campus. The ADR is the liaison between the College of Arts & Sciences to the UW [Office of Research](#) and will work to strengthen that connection. CAS is a research stronghold within the University, and it competes head-to-head for resources with other units across the University. The Associate Dean for Research will champion the research done within the College as a tool for advancing University-wide strategic research goals.

Manage and grow resources to support the College of Arts & Sciences aspirational research activities

Research expenses are continuing to increase, including the cost of facilities, start-up packages, and salaries for postdocs, and graduate students. The Associate Dean for Research is a key partner to the Dean and to CAS Advancement in working with corporations and private Foundations, and seeking out opportunities for partnerships outside of the University. The ADR will understand the federal landscape, and will have fluency advocating for resources at the federal and state level and display creative thinking around other funding opportunities.

Qualifications and Characteristics

The successful candidate for the Associate Dean for Research position will be a recognized and collaborative leader with superb communication and interpersonal skills, determination to achieve ambitious goals, a deep commitment to social justice, and accomplishment in creating and supporting a climate of community, understanding, and mutual respect.

The individual who will serve as UW's next Associate Dean for Research in the College of Arts and Sciences will possess many of the following experiences, skills, capabilities, and attributes:

- An appropriate terminal degree in a field of study represented within the College;
- Eligible to be appointed as a full professor at UW;
- Personal scholarship and research of national and international significance; Extensive knowledge and experience with attracting sponsored research support from multiple sources;
- Natural curiosity, and a deep interest in learning about and supporting others' research, scholarship and creative work;
- Demonstrated leadership and administrative management experience of a unit of commensurate size or complexity, including budgetary oversight and personnel management;
- Demonstrated commitment to shared governance;
- An appreciation for the challenges of developing world-class faculty and research;
- An appreciation for working within a collegial structure and the ability to lead with transparency;
- Demonstrated experience in conflict resolution and in making difficult decisions. The capacity to build trust and present a fair, consistent, and strategic and inspirational leadership style;
- Superior communication skills and capacity to engage diverse audiences within and beyond the University. Ability to work positively with faculty, staff and students from a diverse range of backgrounds;
- A track record of developing collaborative opportunities with a diverse range of external entities including relevant industry partners, government entities, and other universities;
- Demonstrated ability to build and maintain positive, productive relationships with peers, colleagues, staff, students, and faculty;
- Demonstrated commitment and track record of advancing diversity, equity, and inclusion initiatives;
- Strength of character exhibited through integrity, respect for others, and a commitment to ethical actions and behavior.

Applications, Inquiries, and Nominations

Screening of complete applications will begin immediately and continue until the completion of the search process.

Inquiries, nominations, and referrals should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/university-washington-college-arts-and-sciences/associate-dean-research>

Equal Employment Opportunity Statement

University of Washington is an affirmative action and equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, sex, sexual orientation, marital status, pregnancy, genetic information, gender identity or expression, age, disability, or protected veteran status.

Benefits Information

A summary of benefits associated with this title/rank can be found at <https://hr.uw.edu/benefits/benefits-orientation/benefit-summary-pdfs/>. Appointees solely employed and paid directly by a non-UW entity are not UW employees and are not eligible for UW or Washington State employee benefits.

Commitment to Diversity

The University of Washington is committed to building diversity among its faculty, librarian, staff, and student communities, and articulates that commitment in the UW Diversity Blueprint (<http://www.washington.edu/diversity/diversity-blueprint/>). Additionally, the University's Faculty Code recognizes faculty efforts in research, teaching and/or service that address diversity and equal opportunity as important contributions to a faculty member's academic profile and responsibilities (<https://www.washington.edu/admin/rules/policies/FCG/FCCH24.html#2432>).

Privacy Notice

Review the University of Washington [Privacy Notice for Demographic Data of Job Applicants and University Personnel](#) to learn how your demographic data are protected, when the data may be used, and your rights.

Disability Services

To request disability accommodation in the application process, contact the Disability Services Office at 206-543-6450 or dso@uw.edu.

Salary

Washington State Law requires that this ad list a binding salary range. The base salary range for this position will be \$17,250 - \$22,667 per month, commensurate with experience and qualifications or as mandated by a U.S. Department of Labor prevailing wage determination. The Associate Dean appointment will also carry a *\$1,500 per month administrative supplement for the duration of the term appointment.