



Dean, College of Arts & Sciences  
Dean Search  
2021-2022

Kent State University invites applications and nominations for the position of Dean of the College of Arts & Sciences, the University's largest and most diverse college. The University seeks an accomplished leader who can provide vision and direction for the College while supporting its full academic and research mission in an equitable manner. The Dean should be an active listener who is committed to shared governance while working with the faculty, staff, and students to develop a pathway to achieve common goals for the College. The Dean must share the College's commitment to diversity, equity, and inclusion. This position provides a unique opportunity to elevate and transform the College by building upon its current successes and by developing, articulating, and executing a shared vision for the College in the future.

## Kent State University

Kent State University is the largest public multi-campus system in Northeast Ohio, with campuses serving nine local communities and a population of more than 35,000 students, 5,700 full- and part-time faculty and staff members and 262,000 alumni worldwide.

The University's Kent Campus has a student body of over 25,000 and a thriving residential population of more than 5,300. Its seven regional campuses draw full- and part-time students, now totaling more than 9,000, from across Northeast Ohio: Kent State at Ashtabula; Kent State at East Liverpool; Kent State at Geauga in Burton and the Academic Center in Twinsburg; Kent State at Salem; Kent State at Stark in Canton; Kent State at Trumbull in Warren; and Kent State at Tuscarawas in New Philadelphia. Kent State has one of the largest regional systems in the nation, offering programs from information technology and nursing to arts and humanities. The university's wealth of intellectual, physical, and cultural resources makes it a whole that has a far greater impact than the sum of its parts. As one university with multiple campuses, Kent State serves as an economic driver and regional cornerstone in communities throughout Northeast Ohio.

Outside of Ohio, located in the heart of the New York City's Garment District, the Kent State Fashion School's NYC Studio offers a unique academic experience to further students' studies in fashion design, fashion merchandising and fashion journalism. In addition, the University offers more than 200 global education opportunities at its campuses in Florence, Italy, and Geneva, Switzerland; centers in China and India; as well as partnerships with 60 institutes and universities across the globe from Columbia to Vietnam and Germany to Kenya of which all students, including those on regional campuses, have the opportunity to participate. The Kent Campus is a global education destination in its own right, serving as home to 1,309 students hailing from 98 countries.

Kent State is proud of its outstanding faculty, staff, and students; collaborative culture; exceptional academic and research orientation; and strong commitment to engagement, academic excellence, and diversity. The University offers 160 associate and bachelor's degree programs and 165 graduate degree programs. Academic programs are organized into 11 colleges: Aeronautics and Engineering; Applied and Technical Studies; Architecture and Environmental Design; Arts and Sciences; the Arts; Business Entrepreneurship; Communication and Information; Education, Health and Human Services; Nursing; Podiatric Medicine; and Public Health.

Kent State has received two prominent rankings in the new 2020 edition of Best Colleges by *U.S. News & World Report*. Kent State is the only Northeast Ohio institution on the list among the top 100 national public schools in the Top Public Schools list, and it holds a coveted spot in the first-tier list of Best National Universities category in the ranking of public, private and for-profit institutions nationwide. In the 2020 edition of Best Graduate Schools by *U.S. News & World Report*, Kent State ranked 93<sup>rd</sup> in the nation in Best Graduate Education Schools.

The University is hailed by the Carnegie Foundation for the Advancement of Teaching among the nation's top 76 public high-research universities. Kent State was also ranked 13<sup>th</sup> in the nation on the 2020 list of "America's Best Employers for Diversity" by *Forbes*. For the 10<sup>th</sup> time, Kent State has been recognized as a "Great College to Work For," according to the Great Colleges to Work For program which recognizes the colleges that receive top ratings from their employees regarding workplace practices and policies; the University was also named to the Great Colleges Honor Roll, a status granted to the top universities that are highlighted most across the recognition categories, an honor awarded to only 21 public institutions in the nation in 2021.

Kent State University is accredited without reservation by the Higher Learning Commission.

Committed to the cultivation and nurturance of a diverse community of individuals through inclusive excellence, the University strives for a culturally diverse student body, faculty, and staff who reflect the multicultural nature of Ohio, the nation, and the world. The Division of Diversity, Equity and Inclusion was created in 2009 with a mission is to promote diversity, equity, and inclusion across all eight Kent State campuses. In 2019, the Anti-Racism Task Force was developed to examine the ways that racism exist and persist at Kent State University; the task force is charged to report on the challenges and barriers that students, faculty, and staff have faced and to provide recommendations which will be implemented and monitored as part of ongoing work at the University.

## [The College of Arts & Sciences](#)

The College of Arts & Sciences started as the College of Liberal Arts in 1929 and has grown to be the largest academic unit at Kent State, comprising the Humanities, Social Sciences, Natural Sciences and Mathematics. Today, the College consists of [19 departments and schools](#), offering 47 Bachelor's degree programs, 44 Master's degree programs, and 24 Doctoral degrees. Led by the best teacher-scholars, the College's primary missions include providing a quality education for all students and producing groundbreaking research and innovation. Through its liberal arts offerings, the college provides the foundational coursework for students throughout the University, teaching about 40% of the student credit hours on the Kent campus.

The College currently enrolls 5,256 undergraduate and 1,213 graduate students. Last year, the college conferred 1,373 Bachelor's degrees, 228 Master's degrees, and 82 Doctoral degrees. Outside the classroom, students have many opportunities for civic engagement, field experiences, research, study abroad, and participation in a learning community. These experiences, paired with a liberal education, not only prepare students for future in-demand careers, but also prepare them to be good citizens of tomorrow's democracy. Taken together, students will be better able to evaluate political rhetoric, moral and ethical questions arising from new political developments, environmental changes, and discoveries in science and medicine. This educational experience also introduces them to multiple cultural perspectives necessary for successful global citizenship.

The core of the College is the 356 full-time faculty who teach students in the classroom, conduct original research, engage in rigorous scholarship and/or creative activities in the laboratory, studio, and community as well as instill the skills, values, and wisdom of the varied disciplines and cross-disciplinary programs the College offers. Faculty in the college received almost \$17 million in sponsored awards during the 2020 fiscal year largely from federal, industry, and foundation funding of scholarship and research. The College of Arts & Sciences is at the heart of the University's ground-breaking research and scholarly activities generating 53% of all extramural funding at Kent State in 2020. A recently published list of the world's top researchers revealed that 24 of the 29 Kent State faculty listed in the top 2% in their field were from the College of Arts and Sciences. The ranking method is based on standardized citation metrics developed by a group of scientists led by John P.A. Ioannidis, a statistician at Stanford University.

The College of Arts and Sciences has multiple [centers and institutes](#) that not only support the teaching, research, and public service mission of the College, but also benefit our communities at large. These research and service initiatives are wide-ranging and include everything from improving Ohio's natural resources and wildlife, to developing the next generation of liquid crystal display technologies, to providing opportunities for creative



expression. The College recognizes the tremendous opportunity that exists to expand its research activities through collaboration across the University and through its external partnerships.

## The Position of Dean

The Dean reports to the [Senior Vice President and Provost](#) and works closely with the [President](#) and other senior officers to fulfill the University's mission. The next Dean will provide leadership and serve as the principal administrator of the College of Arts & Sciences, including complete line responsibility for personnel, general administration and management, budget, academic, and development functions.

The specific duties and functions of the Dean include but are not limited to the following:

- Provide leadership and innovation in teaching, research, creative activity, curriculum development, and service – including fostering relationships across campus; exhibit decision-making rooted in transparency, collaboration, and empowerment.
- Act as champion of the research and creative endeavors of the Arts & Sciences faculty.
- Act as champion of student success through action as a visible and willing participant in the lives of the students, including promoting a positive educational experience and engaging with the educational and career development of students.
- Represent the College to University administration; represent the College at appropriate University bodies, committees, and councils; serve as the College advocate and spokesperson at academic, social, and public functions; and maintain community service activities.
- Provide leadership in strategic planning.
- Promote a culturally competent and welcoming environment with a strong commitment to diversity, equity, and inclusion.
- Demonstrate a strong commitment to recruiting, supporting, and retaining a diverse group of faculty, staff, and students.
- Foster development activities; cultivate and solicit individual donors, foundations, and corporations; provide assistance to individual department chairpersons in development initiatives, proposals, and case studies.
- Provide leadership, instruction, guidance, and counsel to College faculty, staff, and administrators; resolve problems at the College level.
- Administer the College-wide personnel function to include ensuring compliance with various federal and state laws, and University and College personnel policies and procedures, and all relevant Collective Bargaining Agreements.
- Provide leadership in fiscally responsible decision-making to manage, allocate, and monitor College budgets; make budget requests to Executive Officers; and provide advice on budgets and fiscal management.
- Provide leadership and support to all academic programs in a fair and equitable manner; encourage and support continuous improvement of programs and curriculum; evaluate and approve all curricular changes, advising functions, and student recruitment and retention activities and initiatives; and develop and review curricular and programmatic initiatives.
- Provide leadership and support growth of research and sponsored program activities; promote and administer research programs and grants; plan and report research activities.
- Manage college-wide resource acquisition and utilization.

- Plan and engage in alumni activities.

## Qualifications

The College of Arts & Sciences is seeking a dynamic leader who brings passion and an understanding of the diverse disciplines and activities that fuel the College's success and visibility. Candidates should have significant experience and demonstrable skills in leading and managing progressive change in a large, complex environment.

Specifically, candidates *must* demonstrate evidence of the following qualifications:

- An earned doctoral degree from an accredited institution in one of the disciplines represented in the college; significant experience as a faculty member and administrator at a doctoral-granting university; and an academic record sufficient to qualify for a faculty appointment at senior rank.
- Experience and achievement as a senior-level administrator who serves complex and diverse constituencies, including a proven ability to provide visionary leadership and promote excellence in teaching, research, creative activity, and service.
- Skills and experience in fiscal planning and resource and financial management.
- A demonstrated and ongoing commitment to serving diverse populations, including success in developing and managing diverse teams and championing diversity, equity, and inclusion.

Candidates *should* demonstrate evidence of the following qualifications:

- An ability to raise financial resources and build the financial infrastructure of the College, including externally sponsored research.
- Exceptionally strong and timely communication skills (verbal, written, listening, interpersonal), including the ability to clearly articulate vision, goals, and accomplishments in a way that will forge productive links and support from University administration and external constituencies.
- An ability to foster a climate of collaboration among the departments and schools within the College. This includes prior experience negotiating competing parties and interests in the service of broader goals and shared values.

## Community Overview

In recent years, the city of Kent has experienced dramatic revitalization as a result of a \$106 million public and private investment. Kent State University officials, city administrators, the Portage Area Regional Transportation Authority (PARTA), and its partners have collaborated to make the city of Kent an excellent place to live, work, study, and visit. The downtown Kent redevelopment project, which earned the 2012 Best Project Award from the Ohio Economic Development Association, includes:

- The Kent State University Hotel and Conference Center, which opened in 2013. The hotel has 94 guestrooms, and a conference center that can accommodate up to 300 people;
- PARTA's Kent Central Gateway Multimodal Facility, which accommodates buses, pedestrians, bicycles, and cars; Acorn Alley and Acorn Alley II, a retail office space development;

- College Town Kent, a 185,000 square-foot, pedestrian-friendly development offering convenient and high-quality retail, dining, residential, and office options; and
- The Kent State University Esplanade that strengthens ties between the university and the city by establishing a physical link and providing students, faculty, and staff a safe pathway to visit, enjoy, and patronize downtown Kent and its businesses.

Cultural elements in Kent include various arts, environmental, and entertainment events during the year, as well as the Kent State University Museum, which focuses on the history of fashion design and decorative arts in the U.S. and around the world. The Kent Stage, located downtown, is a performance venue for a variety of arts performances in music and theater, typically hosting 90 concerts, four theatrical performances, and four film festivals or movie premiers per year. In addition, the City of Kent operates nearly 20 parks and preserves, the largest of which is the 56-acre Fred Fuller Park, along the Cuyahoga River. Haymaker Farmers Market is held year-round in Kent and is one of many weekly markets in communities surrounding the University.

The city of Kent is just 20 minutes from Akron, home of more than 20,000 businesses, including the headquarters of two Fortune 500 companies. Northeast Ohio is home to some of the world's leading liquid crystal and polymer research programs and companies and is internationally recognized as the "Polymer Center of the Americas." The Akron Art Museum, the World Golf Championship Bridgestone Invitational, and the All-American Soap Box Derby are all located in the city of Akron. In addition, Cuyahoga Valley National Park, one of the nation's premier national parks, is located less than 20 minutes from campus, with 33,000 protected acres and 2.2 million visits each year, Cuyahoga Valley provides connectivity via park trails and walkways all the way to Cleveland.

Akron is also home to multiple, longstanding, academic and community partners to Kent State University. In particular, faculty are engaged in federal, state, and privately funded multi-million-dollar research projects with regional hospital systems located in nearby Akron. The partnerships established across the University with regional healthcare and community agencies support cutting edge scientific research, scholarship and creative endeavors that are contributing to improved health outcomes for the local community as well as the nation at large.

Northeast Ohio is home to world-class healthcare, including the Cleveland Clinic which is ranked nationally in 14 adult specialties and 10 pediatric specialties by U.S. News and World Report. Other nationally ranked facilities include University Hospitals, Case Medical Center, Fairview Hospital, Akron Children's Hospital, and the Cleveland Clinic Akron General Medical Center.

Kent is less than an hour from Cleveland, situated on the southern shore of Lake Erie, which is the second largest city in Ohio and the largest media market in the state. Cleveland is home to the Cleveland Metroparks, which won the prestigious 2016 National Gold Medal Award for excellence in Park and Recreation Management and includes the Cleveland Metroparks Zoo, which contains one of the largest collections of primates in North America. In addition, the Cleveland Metroparks manages six lakefront parks that provide public access to Lake Erie. Cleveland's professional sports teams include the Cleveland Browns (National Football League), the Cleveland Guardians (Major League Baseball), the Cleveland Cavaliers (National Basketball Association), and the Lake Erie Monsters (American Hockey League).

For those who enjoy the performing arts, Cleveland is home to Playhouse Square Center, the second largest performing arts center in the United States behind New York's Lincoln Center. Playhouse Square includes five theaters within what is known as the Cleveland Theater District, with such resident performing arts companies as Cleveland Playhouse, Opera Cleveland, and the Great Lakes Theater Festival. The center hosts various

Broadway musicals, special concerts, speaking engagements, and other events throughout the year. Cleveland is also home to the Cleveland Orchestra, widely considered one of the finest orchestras in the world. It is one of the “Big Five” major orchestras in the United States.

Five miles east of downtown Cleveland is University Circle, a 550-acre concentration of cultural, educational, and medical institutions, including the Cleveland Botanical Garden, Case Western Reserve University, University Hospitals, the Cleveland Museum of Art, the Cleveland Museum of Natural History (now third largest in the country), and the Western Reserve Historical Society. The Greater Cleveland Aquarium is located near downtown, and the I.M. Pei-designed Rock and Roll Hall of Fame is located on the Lake Erie waterfront. Cleveland also boasts the Great Lakes Science Center, boating, fishing, swimming, and other waterfront recreation.

Cleveland is recognized as an eatery destination. The national food press – including publications like *Gourmet*, *Food & Wine* and *Esquire* – has heaped praise on several Cleveland spots including “best new restaurant,” “best steakhouse,” “best farm-to-table programs,” and “great new neighborhood eateries.” In 2008, the *Chicago Tribune* ran a feature article in its “Travel” section proclaiming Cleveland as America’s “hot new dining city.” Nightlife in Cleveland is also very vibrant, offering exciting hotspots like the Warehouse District, East 4th Street District, and the Tremont District.

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Application materials should include a letter of interest addressing how the candidate’s experience matches the position description and a current curriculum vitae.

Applications, nominations, and inquiries of interest may be sent in confidence to the University’s executive search firm:

Martin M. Baker, Managing Partner  
Chelsie Whitelock, Principal  
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*Kent State University is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law.*