Dean of the College of Arts and Science

Leadership Profile | Spring 2017
POSITION AND INSTITUTIONAL PROFILE
The University of Missouri invites inquiries, applications, and nominations for the position of Dean of the College of Arts and Science. Review of materials will begin on Aug. 28, 2017.

The University of Missouri is a land-grant, flagship institution that seeks a dynamic and creative leader for its largest college as it builds on a strong foundation of teaching expertise and research excellence. MU, a $2.1 billion enterprise, is one of only 34 public universities selected for membership in the prestigious Association of American Universities, and the College of Arts and Science is the cornerstone of MU’s research and teaching success. The university’s renowned faculty publish more than 1,600 books and scholarly articles each year, and MU has been classified as a community-engaged campus by the Carnegie Foundation. MU is nationally recognized for educational opportunities and resources – benefitting 33,000 students from every state in the nation and 120 countries.

The College of Arts and Science is the home of 28 departments, 13 programs, three interdisciplinary centers/institutes, and two museums. All of the advantages of a liberal arts education in the context of a comprehensive research university are available to students as they conduct original research, create, and perform alongside internationally recognized scientists, scholars, artists, and musicians.

THE UNIVERSITY
The University of Missouri was founded in 1839 in Columbia as the first public university west of the Mississippi River and, today, is the state’s largest and most comprehensive university. Mizzou has more than 300 degree programs – including 89 online options – through 18 colleges and schools. A long-standing culture of collaboration makes MU a leader in interdisciplinary research. Designated as a botanic garden, MU’s stunning 1,262-acre main campus features more than 42,000 plants and trees in numerous thematic and special collection settings, as well as numerous historic buildings. Through its Extension efforts and programs, MU proudly serves more than a million Missourians every year, and the MU Health System treats more than half a million patients annually.

The university retains 85 percent of its students for their sophomore year, outpacing the national average of 78 percent, and Mizzou students graduate, on average, in 4.2 years. More than 40 percent of the record 8,668 degrees awarded in 2016 were in science, technology, engineering, mathematics and health fields. Among Missouri public universities, MU grants 27 percent of bachelor’s degrees, 23 percent of master’s degrees, and 62 percent of doctoral degrees. Students benefit from hands-on learning, while contributing 250,000 hours of community service annually, participating in undergraduate research, and taking advantage of Missouri’s largest study abroad program.

Further information about the University of Missouri is available at http://missouri.edu/. For a full list of academic colleges and schools, see http://missouri.edu/colleges-schools/.
THE ASSOCIATION OF PUBLIC AND LAND-GRANT UNIVERSITIES

As a member of the Association of Public and Land-Grant Universities (APLU), the University of Missouri joins institutions nationwide to advance university engagement and impact. MU is a land-grant university, with a federal mission to provide education in science, engineering, and agriculture to citizens around the state. As one of only five public universities in the United States with law, medicine, engineering, veterinary medicine, and a nuclear research reactor on one campus, MU places a strong emphasis on STEM research and education as well as on the humanities, arts, and social sciences.

In 2013 the APLU designated MU as an Innovation and Economic Prosperity University. With more than 270 patents filed, and products licensed by MU scientists earning around $1 billion in sales revenues, the University of Missouri makes strong contributions to the local, state, and national economies.

As a model land-grant institution, Mizzou is committed to making university research broadly available. Scientists collaborate with corporate partners, government agencies, universities, and other entities – locally, nationally and globally. MU’s longstanding culture of collaboration – both internally and externally – encourages faculty to partner with like-minded researchers from other fields.

THE ASSOCIATION OF AMERICAN UNIVERSITIES

Since 1908, the University of Missouri has been a proud member of the Association of American Universities (AAU). MU is one of just 60 universities – of which only 34 are public – selected from more than 3,000 four-year degree-granting institutions in the U.S. for inclusion in this invitation-only organization of leading research universities. Membership in the AAU denotes a level of excellence that certifies that a university enrolls top students, employs exceptional faculty, and conducts first-class research.
AAU membership is a positive factor in external grant support. AAU universities receive the majority of all annual research dollars from America’s federal funding agencies – including more than half of awards granted annually by the Department of Energy, the National Science Foundation, and the Department of Health and Human Services. MU plays a part in these impressive figures, receiving more than $100 million in federal research funding each year.

The designation also helps in recruiting and retaining top faculty. More than half of the members of the National Academies of Sciences and Engineering and the Institute of Medicine are housed at AAU universities. MU is home to nine of these distinguished scholars, with a tenth from the Royal Society of Canada.

The MU Office of Research, Graduate Studies, and Economic Development works to maintain and expand this record of excellence by providing the administrative framework needed to assist faculty and students in the pursuit of discovery, creativity, innovation, scholarship and technology transfer.

THE SOUTHEASTERN CONFERENCE

In 2012, the University of Missouri joined the Southeastern Conference (SEC), one of the nation’s top athletic conferences. The SEC is composed of 14 member institutions located primarily in the southeastern United States and is one of the most financially successful conferences in the nation. Male and female MU athletes participate in 18 SEC-sponsored sports.

The SEC boasts a decade-long tradition of working collaboratively to promote scholarship, research and achievement among the 14 member institutions. The Faculty Travel Grant Program allows faculty to travel to other SEC universities to conduct research and develop grant proposals, while the Academic Leadership Development Program trains academic leaders for positions within the SEC and beyond. Through the University Collaboration Program, administrators share ideas and best practices. The annual SEC Symposium displays the work of SEC institution researchers for an audience of fellow scholars, funding agencies, government officials and other stakeholders.
THE CITY AND REGION

Columbia, Missouri, is known as an ideal college town, combining small-town comforts, community spirit, and low cost of living with big-city culture, activities and resources. This city of about 117,000 people is located midway between Missouri’s largest cities, St. Louis and Kansas City. *Money* magazine, *Fortune* magazine, *U.S. News & World Report*, *Men’s Journal*, MSN.com, and other news entities have named Columbia one of the best places in the United States to live because of its high quality of life. The American Institute for Economic Research ranked Columbia among the nation’s top 10 college towns.

Columbia is home to nationally renowned public schools, including top-ranked high schools, and other colleges and educational centers. It’s packed with restaurants and entertainment venues and hosts more than a dozen annual cultural festivals. The city boasts multiple city parks as well as Rock Bridge State Park and the MKT Trail for hiking and bicycling.

THE COLLEGE OF ARTS AND SCIENCE

From its establishment in 1839, the University of Missouri has considered the liberal arts and sciences the foundation of higher education. MU’s College of Arts and Science (A&S) is the oldest, largest, and most academically diverse college at MU and plays a role in every undergraduate degree at the institution. The college provides undergraduate and graduate programs in the humanities; fine and performing arts; and social, behavioral and natural sciences; and mathematics, across 28 departments and 13 programs that contain 89 degree programs, including 19 doctoral programs. A&S contains approximately 9,000 undergraduate and graduate students, 500 full-time faculty (including approximately 410 tenured and tenure-track faculty), and nearly 200 full-time staff. The college’s operating budget is over $133 million. In addition, A&S offers creative and useful combinations of disciplines. Graduates of the college include a Golden Globe Award-winning actor, an Academy Award-winning actor, a former deputy director of the CIA, a former NASA astronaut, Missouri’s first poet laureate and a legendary cartoonist.

A&S houses renowned faculty who supplement their teaching skills with significant research, scholarly interpretation, writing, and creative production. Faculty include three members of the National Academy of Sciences, one member of the Royal Society of Canada, internationally recognized mathematicians, top experts in psychology, a recipient of the American Chemical Society’s Priestley Award and the Medal of Science, and winners of the American Book Award and the American Academy of Arts and Letters’ Academy Award in Literature.

To further explore the College of Arts and Science, see https://coas.missouri.edu/. For a full list of departments and programs, see https://coas.missouri.edu/departments.
TEACHING AND LEARNING

The College’s departments and programs contain 30 undergraduate majors – including some of the oldest disciplines (such as mathematics and classical studies) and some of the newest degree programs (such as digital storytelling, which reached 180 percent of its five-year goal for new majors in its first year). In 2015–16 A&S awarded 1,913 baccalaureate degrees, 182 master’s degrees, and 124 doctoral degrees, and was responsible for generating almost half of the university’s student credit hours. Nine of the 25 most popular undergraduate degree programs are in A&S, and three—biological sciences, psychology, and political science—are in the top 10. Thirty percent of MU’s international students select A&S as their academic home, and the college’s student body is drawn from 63 countries.

A&S faculty are recognized for their teaching excellence. More than 50 current A&S faculty are William T. Kemper Fellows, and more than 60 percent of the Curators’ Distinguished Teaching Professors from MU and almost one-third of all the Curators’ Distinguished Teaching Professors from the entire UM System are in MU’s College of Arts and Science. The accomplished faculty and staff are focused on student success, as shown by the 2016 one-year retention rate of 84.9 percent.

A&S focuses on experiential learning. Notable examples include the Undergraduate Research Mentor Program, Study Abroad, Theatre Department’s Summer Repertory Program, the summer field camp for geology students, and the Missouri Review’s internship program.

RESEARCH

A&S faculty are recognized for their research productivity. In addition to the faculty awards already mentioned, in 2016, two faculty members in geological sciences received NSF Career Awards, one biological sciences professor was the only researcher in Missouri to receive a Presidential Early Career Award for Scientists and Engineers, and one English faculty member received a year-long NEH Research Fellowship. Overall, A&S generates more than $23 million in grants and contracts each year. A&S grant applications are up 15 percent (compared to 7 percent for MU as a whole) and grant expenditures are up 5.5 percent (4.9 percent for the campus) for FY17 (year-to-date). A&S researchers are increasingly active in interdisciplinary research teams, in collaboration with faculty from other schools and colleges, including the College of Engineering, the School of Medicine and the School of Veterinary Medicine.
OUTREACH AND SERVICE

A&S is committed to serving the citizens of Missouri. Two examples include the Missouri Spatial Data Information Service (MSDIS) and the Psychological Services Clinic. MSDIS, in the Department of Geography, provides free geospatial data that is used daily by numerous state agencies, including the Department of Transportation, the Department of Natural Resources, and the Department of Conservation. These data have been especially critical during state natural disasters (e.g., such as the 2011 Joplin tornado and the 2015 St. Louis flooding). The Psychological Services Clinic, offered through the Department of Psychological Sciences, provides a wide array of mental health services for the citizens of mid-Missouri and reaches more than 130 clients each week.

A&S has an increased focus on engagement with business leaders and entrepreneurs, particularly in St. Louis, through its affiliation with, and presence at Cortex Innovation Community, an innovation hub and technology district. The college is dedicated to broad public outreach beyond the university. In 2016 A&S launched a new program called Beyond Campus that brings A&S faculty to St. Louis and Kansas City for public lectures. This series has been well received by alumni, the general public, community and business leaders, and prospective students. Due to the success of Beyond Campus, A&S recently launched a new A&S Speakers Bureau, in partnership with MU Extension. This outreach program connects A&S faculty with citizens throughout the state.

ALUMNI AND DEVELOPMENT

The University of Missouri (MU) is among a small group of institutions who have launched billion-dollar-plus fundraising campaigns. *Mizzou: Our Time to Lead* is MU’s second such campaign. As of April 2017, MU had raised more than $877 million toward the goal of $1.3 billion to be achieved by the end of calendar year 2020. The College of Arts and Science is integral to the overall success of *Mizzou: Our Time to Lead* with the highest goal ($125 million) of MU’s 18 schools and colleges. During the last two fiscal years, the college has achieved total fundraising productivity of approximately $18 million and $36 million. These totals were aided respectively by single gifts of $10 million and $25 million. A clear path exists for the college to exceed its $125 million goal. A&S’s endowment corpus is $61.3 million.

A&S has immense untapped fundraising potential. Of its roughly 65,000 living alumni – who are divided across all 50 U.S. states and more than 90 countries – approximately 10,000 have been rated by a third-party entity as having the capacity to make gifts of $25,000 or more. Beyond Missouri, the most significant pockets of high-capacity College donors reside in the Chicago, Washington D.C., Los Angeles, and San Francisco areas. Systematic evaluation and cultivation of these high-capacity out-of-state donors is in its early stages. A&S is staffed by an eager advancement team of five full-time fundraisers who work collaboratively with campus colleagues to ensure that the highest rated donor prospects are being strategically engaged. A vibrant A&S Strategic Development Board, made up of 38 distinguished individuals, is fully engaged with the college and committed to the college’s success.

INCLUSION AND DIVERSITY

MU’s long traditions, its “Tiger Spirit,” and its historic import for and impact on the state of Missouri, together engender a deep sense of community among faculty, staff, students and alumni. More work remains to ensure that all constituents experience an equally welcoming and supportive environment. MU has embarked upon an ambitious and aggressive framework, entitled “Inclusive Excellence”, to chart the work of the years ahead and to strengthen a diverse, safe and inclusive campus culture. In spring 2016, A&S faculty approved a diversity requirement for A&S students, and a committee of faculty recently approved more than 40 diversity intensive courses. Faculty from A&S and students in A&S also have taken important leadership roles on campus in inclusion and diversity, especially in Citizenship@Mizzou, a required program for new students.
A&S continues to work to make the campus and the college more diverse. Departments covering the full range of disciplines have hired seven underrepresented faculty so far in 2017 and expect to be successful on several more before the next academic year begins. Other efforts of note include the Preparing Future Faculty Postdoctoral Cluster Hire Program for Faculty Diversity (three to four postdocs a year with the goal of doubling faculty of color in four years); Institutional Membership in the National Center for Faculty Development and Diversity to improve faculty retention; inclusive excellence grants that support faculty, staff, and student research with diversity implications; Diversity Dialogue circles facilitated by faculty, staff, and students; the Faculty Diversity Development Institute to support faculty interested in transforming curriculum and increasing their diversity knowledge for incorporation into research, as well as significant funding for campus-wide diversity initiatives, including $1.5 million of new and recurring funding to support diversity and $1.5 million of funding to support Title IX efforts.

STRATEGIC PRIORITIES

Current strategic priorities in the College of Arts and Science include:

- Fundraising efforts focused on the School of Music Building Project. The $24-million Phase One was approved by the Board of Curators in December 2016, and the college is currently raising private funds (approximately $20 million more) for Phase Two.
- A&S is requesting the consolidation of four departments and programs into a School of Visual Studies. This faculty-led initiative provides opportunities for increased collaboration, enhanced research and creative activity, and cost savings.
- A&S curriculum and co-curricular programs are increasingly focused on preparing career-ready graduates. A new college-level internships coordinator will oversee new initiatives, and MU’s continued presence at Cortex in St. Louis will continue to support this effort.
- A&S is starting a collaborative research initiative with the Office of Research to link science departments with their counterparts in the other colleges.

THE DEAN

The next Dean of the College of Arts and Science will play a central role in the college’s and the university’s academic administration, including involvement with strategic planning, budget, curriculum, facilities, and research. The next dean will also coordinate external relations for the college, including fundraising, alumni relations, employer engagement and partnership, economic development, political priorities (federal and state), and public relations.

QUALIFICATIONS

Successful candidates will have exceptional research records and international reputations of scholarly distinction that would be deemed commensurate at the rank of full professor in an A&S department. Successful candidates also will have leadership experience, preferably in an academic setting; show promise or have experience in fundraising at the university level or its equivalent; have an understanding of the academic landscape and recognize the changes occurring in modes of scholarship and teaching; and be able to communicate with the arts community of Columbia and the state of Missouri.

The University of Missouri is fully committed to achieving the goal of a diverse and inclusive community of faculty, staff, and students. The university seeks individuals who are committed to this goal of collaboration and inclusion and value the many unique qualities and experiences a diverse environment offers.
APPLICATION

Nominations, applications, and inquiries may be sent in confidence. Full consideration will be given to all applications received by Aug. 28, 2017. Application materials (to include a letter of interest, curriculum vitae, and the full contact information for five references – who will not be contacted without permission) must be electronically submitted to:

MUDeanCOAS@academic-search.com.

Assisting the university in this search are Ann Die Hasselmo (Ann.Hasselmo@academic-search.com) and Chris Butler (Chris.Butler@academic-search.com), consultants with Academic Search, Inc., Washington, D.C.

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