

HEIDRICK & STRUGGLES

Organization, Position & Person Profile



Dean of the College of Liberal Arts and Sciences

November 2011

Heidrick & Struggles advises the organization on the basis of an exclusive consulting assignment.

The Organization

Founded in 1868, Wayne State is a Carnegie Research extensive University offering more than 370 academic programs to over 30,000 students. Wayne State's main campus in Midtown Detroit comprises 102 buildings over 200 acres, and its five extension centers offer higher education to people throughout Southeast Michigan. The University is dedicated to the renewal, prosperity and well-being of Detroit and Michigan. The University has as its vision to become the model public research university engaged in the urban community. Reflecting its location, it has the most diverse university student body in Michigan.

Academic programs for both graduates and undergraduates are organized into the following 13 schools and colleges: School of Business Administration, College of Education, College of Engineering, College of Fine, Performing and Communication Arts, Graduate School, Irvin D. Reid Honors College, Law School, College of Liberal Arts and Sciences, School of Library and Information Science, School of Medicine, College of Nursing, Eugene Applebaum College of Pharmacy and Health Sciences and School of Social Work. Two-thirds of Wayne State's students are undergraduates, and also there are over 8,000 graduate students and 2,144 professional school students. Wayne State has approximately 1,800 full time faculty.

Wayne State is committed to making education affordable and accessible to all students, and it has the lowest tuition of the state's research universities. The University is one of 10 universities classified by the Carnegie Foundation for the Advancement of Teaching as an institution of Doctoral/Research University-Extensive (very high research activity) with comprehensive community engagement in a large city. Annual research expenditures of the University exceed \$250 million.

Wayne State is located in the University Cultural Center. Among the institutions only a short walk from the main campus are the Detroit Institute of Arts, Charles H. Wright Museum of African American History, Detroit Historical Museum, Detroit Science Center and Children's Museum, Museum of Contemporary Art Detroit (MOCAD), the Detroit Symphony Orchestra and the Detroit Public Library.

Since 1999, the University has spent over \$700 million on projects that have changed the University's Midtown neighborhood with new construction and building renovation. Many of its students live in on-campus housing.

TechTown, the University's research and technology park, is bringing entrepreneurial vibrancy to the University and its neighbors and government, business and industry partners.

The College of Liberal Arts and Sciences

The College of Liberal Arts and Sciences (CLAS) has the largest enrollment of the University's 13 schools and colleges with its enrollment of over 13,500 students and offers the majority of the total undergraduate credit hours in the University. CLAS was formed in 2004 with the merger of the College of Liberal Arts and the College of Sciences. With a general operating budget of \$55 million, CLAS is divided into four divisions including the humanities, life sciences, physical sciences and social sciences and has 19 departments. The comprehensive structure of the College facilitates undergraduate general education, strengthens graduate education, promotes research and scholarship, and enhances competitiveness for external research funding.

The mission of the College of Liberal Arts and Sciences at Wayne State University is to provide excellence in the core of general education for the majority of the undergraduate students in the University, to provide strong graduate education from masters programs through the level of the Ph.D., and to advance fundamental knowledge, single-investigator and interdisciplinary research, and community outreach on behalf of the University. CLAS sees diversity as one of its greatest strengths. Forty-three percent of the students in the College are minorities from the U.S., and six percent are international students. CLAS has over 450 tenured, tenure-track, and non-tenured faculty and more than 520 graduate teaching and research assistants. In addition to serving its own degree students, CLAS provides the requisite math and science for the pre-professional undergraduates. During the past year, more than 1,500 degrees were granted, including 114 Ph.D.s. The College awards nearly half the University's Ph.D. degrees. CLAS boasts a number of top-ranked departments and has approximately \$20 million annual research funding.

The College and the University anticipate that research and graduate education will continue to be strengthened in the coming years with an emphasis on the range of disciplines in CLAS and with the development of interdisciplinary centers and institutes.

The Position

Reporting to the Provost and Executive Vice President of Academic Affairs, the Dean of the College of Liberal Arts and Sciences is the chief academic, administrative and fiscal officer of the College.

In addition, the dean's specific responsibilities include:

- Working with faculty, staff, students, the Advisory Board and other critical constituencies to develop a strategic vision for CLAS that advances the College while remaining consistent with the University's vision and strategic direction.
- Overseeing the recruitment and retention of talented and experienced faculty members and staff to enhance CLAS's reputation and the quality of its educational offerings.
- Providing exemplary academic leadership and overseeing faculty tenure and promotion for the College.
- Overseeing student recruitment and retention for the College.
- Working with faculty, staff and students to encourage leadership, scholarship and creativity.
- Working with development professionals, fundraise and seek additional resources for the College.
- Allocating and managing the College's fiscal resources.
- Encouraging collaboration within the College across departments and with other schools and colleges at Wayne State to further the mission of the University.

The Person

Qualifications & Experience

This person must possess an earned doctorate, terminal or equivalent degree from an accredited institution and a record of teaching and scholarly or professional attainment that merits appointment as a professor with tenure at the University.

The candidate should have a history of successful leadership experience in administrative positions of increasing responsibility, preferably at a major research university. The ability to manage a large academic unit and effectively and creatively use resources to the benefit of the College will be critical.

The dean should have the expertise and ability to fundraise for the College and seek resources successfully from a variety of sources including individuals, foundations, corporations, and government agencies.

He/She should also have demonstrated skills in recruiting, mentoring and retaining outstanding faculty, staff and students.

Leadership Competencies

The candidate should possess the majority of the following leadership competencies:

Motivational Leadership – Has the ability to motivate and provide faculty, staff and students with a vision and shared sense of direction for the College.

Collaborative Approach - Demonstrates the ability to lead the College in a collaborative manner.

Relationship Builder - Possesses the skills necessary to maintain and develop relationships with CLAS's internal and external partners.

Diversity Commitment – Exhibits a commitment to diversity.

Strong Communication – Possesses excellent interpersonal and communication skills. An advocate who will champion CLAS both internally and externally.

Personal Characteristics

Qualified candidates should demonstrate the following personal characteristics:

- Integrity that is exhibited through consistent and ethical actions.
- A passion for teaching, research and scholarship.
- Appreciation for and sensitivity to the breadth of disciplines in the College of Liberal Arts and Sciences.

Nomination/Application Information:

Initial screening of applicants will begin no later than January 9, 2012, and continue until the position is filled. The preferred starting date is July 1, 2012. Wayne State University will be assisted by Ellen Brown and Cynthia Greenleaf of Heidrick & Struggles, Inc. Inquiries, nominations, and applications should be directed to the below address. Nominations of qualified candidates are encouraged. Applications should include a resume and letter of interest (electronic submissions preferred).

Wayne State College of Liberal Arts and Sciences Dean Search
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