



Dean of The College of Arts and Sciences Position Profile

A growing university with an inspiring mission to transform the lives of its students, Adelphi University, New York, has key elements for success in place: strong new leadership, world-class faculty, a compelling new strategic plan and an extraordinary commitment to diversity. Now we seek an inspirational new dean to lead our College of Arts and Sciences.

It's an exciting time in the history of Adelphi University, New York. We've climbed seven places in the latest *Wall Street Journal/Times Higher Education* rankings. Due to our strong growth in enrollment, Eduventures named us one of just two national winners of its 2018 Eduventures Innovation Award. We have high national rankings for several schools and programs, in addition to being a *Forbes* Top College, a *Money* Best College and Princeton Review Best Regional College.

The dean of the College of Arts and Sciences will provide academic and administrative leadership and support for the College. The dean will take the lead while working in a spirit of shared governance with faculty in defining and developing College goals, policies and practices and will play a key role in implementing the University's long-range strategic vision defined within *Momentum: The Strategic Plan for Adelphi University, 2015–2021*—most notably, Adelphi's relentless dedication to student success.

The College of Arts and Sciences

As Adelphi University has developed over more than a century, it has maintained this philosophy of liberal education—most centrally in the College of Arts and Sciences. It is here that the University offers its students not merely learning in specific disciplines, but the liberal education that permits the disciplines to be seen in proper perspective. In

addition to offering specialized study, the College of Arts and Sciences offers students the chance to explore something else: Why?

Arriving at this “why” is the obligation of the humanities, those studies that preserve and interpret the intellectual and cultural heritage of the world throughout the centuries. Literature is part of this heritage, as are philosophy, history, fine arts, music, dance and drama, language and linguistics, the social sciences, interdisciplinary studies and the bedrock sciences of chemistry, biology, physics and mathematics. Each of these fields is studied on its own terms and with its own goals, which often include solid practical application and career opportunities. But they also interrelate with and illuminate each other in vital ways.

The skills that a student develops in the course of a liberal education are those that are proper to each field in which she/he studies—fluency in languages, adeptness in mathematics, competence in the employment of chemistry and so forth—but there are also powers, what one may call skills, that cut across all disciplines: research competence, analytical skills, critical thinking and the ability to express verbally and in writing what one has learned. These are the components of a liberal, humanistic education.

The College of Arts and Sciences comprises 18 academic departments stretching across the traditional spectrum of arts and sciences disciplines. There are 126 full-time and 293 part-time faculty and nearly 1,900 undergraduate and 100 graduate students obtaining their B.A., B.S., B.F.A., M.A., M.S. or M.F.A. degrees. The College is also home to the University’s [general education](#) and first-year experience programs, the latter of which provides all students with foundational learning in the liberal arts and sciences. For detailed information on College programs see <https://arts-sciences.adelphi.edu/>.

Resources for the College include a state-of-the-art performing arts center and fine arts facility, as well as science laboratories, computer classrooms, multimedia classrooms and technological infrastructure. We believe in teaching our students to think globally, and we offer a broad range of curricular and cocurricular initiatives that enrich students’ international understanding and experiences, such as our landmark [Levermore Global Scholars](#) program. Other programs include our Horace McDonnell Science Advancement Initiative that provides science majors with opportunities to do summer research. The College also emphasizes experiential and high-impact teaching and learning. College faculty members engage in a broad range of scholarship and creative work and involve their undergraduate and graduate students with their research and projects.

Adelphi University

Located just 23 miles from New York City, Adelphi is a private university in the midst of one of the most dynamic phases of its 122-year history. With record enrollments, an increasingly diverse student body and faculty, expanding graduate programs and

growing financial and administrative strength, Adelphi is being transformed just as it is transforming the lives of its students through its personalized approach to higher education.

Recognized as a Best College by *U.S. News & World Report*, Adelphi is Long Island's oldest private coeducational university, serving nearly 8,100 students at its beautiful main campus in Garden City, at learning hubs in Manhattan, the Hudson Valley and Suffolk County, and online. Adelphi offers exceptional liberal arts and sciences programs and professional training, with particular strength in our Core Four—Arts and Humanities, STEM and Social Sciences, the Business and Education Professions, and Health and Wellness. Adelphi University is a highly awarded, nationally ranked, powerfully connected doctoral research university known for small classes with world-class faculty, hands-on learning and innovative ways to support academic and career success.

With powerful partnerships throughout the New York area, more than 115,000 graduates around the country, a growing enrollment of students from 41 states and 60 countries, and rising rankings from top publications and organizations, Adelphi is strongly positioned for the future.

The University is an independent, doctoral granting institution with more than 100 different degrees at the bachelor's, master's, doctoral and professional levels.

Our faculty and staff are dedicated to providing our students with the finest education in the region as well as offering vital services to our local communities. As the University turns its strategic plan—*Momentum*—into a vision for the future, the University community has come together to accomplish mutual goals centered on scholarship and student achievement.

Adelphi University comprises eight colleges and schools:

- College of Arts and Sciences
- College of Nursing and Public Health
- College of Professional and Continuing Studies
- Gordon F. Derner School of Psychology
- Honors College
- Robert B. Willumstad School of Business
- Ruth S. Ammon School of Education
- School of Social Work

From the original Garden City, New York, footprint of three buildings, Adelphi's main campus has grown to encompass 29 buildings on 75 pastoral acres in Garden City, New York, the heart of Nassau County.

New York City ranks in the top five of the fastest-growing cities in the United States (U.S. Census Bureau 2016), top five most visited cities (*Forbes* 2016), No. 1 most economically powerful city in the world (*Business Insider* 2015), No. 1 most influential

city in the world (*Forbes* 2014), No. 1 city for finance (*The Telegraph* 2017) and No. 1 best city in the world (*Time Out* 2016).

Our Garden City students, faculty and staff have access to Long Island's culture, shopping, parks and world-famous beaches. With the Long Island Rail Road within walking distance and free shuttles offered to and from local train stations, the greatest city in the world is just a short ride away. We enjoy trips to New York's restaurants, Broadway theaters and iconic venues such as Central Park, Ellis Island, Yankee Stadium, the Museum of Modern Art, the Statue of Liberty, Rockefeller Center and Barclays Center.

We pride ourselves on meeting the needs of students. In addition to full-time study, students can enroll in part-time or accelerated programs, participate in our increasing number of online courses or attend classes at one of our learning hubs—our thriving center in downtown Manhattan, two learning hubs in New York's Suffolk County and two in the Hudson Valley region.

Academic Profile

The Carnegie Classification identifies Adelphi University as a doctoral university with moderate research activity.

Our academic programs reflect 21st-century curricula and pedagogies. With a 10:1 student-to-faculty ratio and average class size of 21, our students receive personalized instruction and mentorship from their professors, who make use of high-impact instructional practices and seek out opportunities for students to do research and participate in internships and fieldwork.

Adelphi University has been nationally and internationally recognized and cited by several well-respected organizations. Here are just a few of our accolades:

- The Princeton Review, *U.S. News & World Report* and *Forbes* named Adelphi a top choice for quality education.
- *U.S. News & World Report* listed Adelphi as a Best College out of 1,600 institutions, ranking us in the top 10 percent.
- *Money* magazine recently honored Adelphi as a College of Distinction and a *Money* magazine Best College.
- Readers of the *Long Island Press* voted Adelphi as the winner of seven Best of Long Island 2017 awards, including Best College and Best College President.
- *U.S. News & World Report* ranked the School of Social Work in the top 10 percent of social work graduate programs nationwide.
- The Center for World University Rankings placed Adelphi fourth in the world for psychology/psychoanalysis.

There are 349 full-time faculty members who teach at Adelphi; nearly 90 percent have earned the highest degree in their fields. Adelphi faculty members regularly collaborate with colleagues and students in their research, often across disciplines, schools and colleges.

Students and faculty need state-of-the-art resources to reach their goals. That's why the University has invested millions of dollars in infrastructure. We've renovated our facilities, upgraded technology and classrooms, dramatically improved our libraries—both facilities and collections—and invested in new equipment. An ambitious campus expansion project over the last decade resulted in the completion and opening of the following buildings:

- Adele and Herbert J. Klapper Center for Fine Arts
- Adelphi University Performing Arts Center
- Alice Brown Early Learning Center
- Center for Recreation and Sports
- Nexus Building—the inspiring new home of the College of Nursing and Public Health as well as the Office of Academic Services and Retention and the Office of University Admissions

In addition, our Manhattan Center has been renovated and re-envisioned for a new cohort of international students.

Student Profile

In Fall 2017, there were 5,266 undergraduates and 2,712 graduate students attending Adelphi University. Nearly 23 percent of our undergraduates live on campus. Our student body reflects the diversity of the New York metropolitan region.

- Our students come from 41 states and 60 countries.
- Nearly 15 percent of our graduate students are international students.
- 40 percent of the student body are persons of color.
- Approximately 30 percent are first-generation students.
- Adelphi is a Yellow Ribbon school for veterans.
- Students with autism spectrum disorder get the support and services they need through our renowned Bridges to Adelphi program.

Our students are diverse, but they share a commitment to academic success, an appreciation of their access to faculty members who give them the personalized attention they desire and a willingness to make a real difference in the world. Students work closely with faculty and peers as well as with members of local communities on projects, research and fieldwork. Adelphi students are making their mark across academic fields and country borders.

Diversity and Inclusion

Diversity encompasses the range of human differences that includes age, gender, race, ethnicity, physical and mental ability, sexual orientation, religion, nationality, socioeconomic status, belief systems, thought styles, military experience and education. At Adelphi, we are committed to creating a diverse and inclusive environment. We believe diversity is a powerful driver of innovation and that students, faculty and staff grow when in a diverse and inclusive environment where everyone is accepted and respected.

We have made great progress in becoming a model of diversity and inclusion. We recently appointed our first vice president for diversity and inclusion, who was key in forming the University Diversity Committee. Thanks to the committee's efforts, Adelphi initiated the groundbreaking Diversity Certificate Program for faculty and staff, a program that local public schools are emulating. We continue to grow our mentoring programs for students of color, veterans and the LGBTQ+ community.

In 2016, Adelphi University saw the largest increase in students of color in our history. We built upon this success, revising our recruitment strategies to attract a greater number of diverse faculty, students, staff and administrators to our community. As a result, in the fall of 2017, we welcomed our most diverse group of new faculty in our history, a cohort composed of nearly 50 percent faculty of color.

Additionally, the University is making our campus facilities more gender-inclusive and accessible to those with both physical and mental differences.

Alumni

There are more than 115,000 active Adelphi alumni worldwide. Notable alumni include:

- Ron Bruder, American entrepreneur who runs Middle East education nonprofits, named on the *Time* 100
- Gary "Baba Boeey" Dell'Abate, longtime producer of *The Howard Stern Show*
- Alice Hoffman, *New York Times* best-selling author
- Jonathan Larson, creator of the Broadway musical *RENT*
- Gregory W. Meeks, congressman from New York's Sixth District, representing Queens
- Chuck D (Carlton Ridenhour), musician, author, lecturer, founder and frontman of the hip-hop group Public Enemy
- Al Trautwig, sports broadcaster for television's NBC, MSG Network and USA Network
- Jacqueline Woodson, award-winning author of children's literature

University Leadership

President Christine M. Riordan, Ph.D.

Adelphi University President Christine M. Riordan, Ph.D., is an internationally recognized expert in leadership development, team building, and diversity and inclusion, and is recognized for her groundbreaking initiatives to personalize and transform the higher education experience. Since beginning her appointment as Adelphi University's 10th president in 2015, Dr. Riordan has launched a remarkable turnaround strategy that has resulted in Adelphi enrolling the largest first-year classes in its history in both Fall 2016 and Fall 2017, as well as increased funds raised and greater recognition.

Dr. Riordan has published more than 60 academic and business press articles, is authoring a book on leadership and is a frequent speaker on leadership and overcoming challenges. She has been interviewed and written articles for media outlets such as *The Financial Times*, *Harvard Business Review*, *Forbes*, *USA Today*, *U.S. News & World Report*, *The New York Times*, *International Herald Tribune*, *The Huffington Post*, *MSNBC*, *CNN*, *CNBC*, *The Wall Street Journal*, *MarketWatch*, *CareerBuilder* and *Psychology Today*.

Dr. Riordan serves on the board of directors of RE/MAX Holdings, Inc. (NYSE:RMAX) and is chair of the nominating and governance committee and serves on the compensation committee. She previously served on the audit committee. She is on the board of directors of the Long Island Association (LIA), a leading business organization on Long Island. She is also a trustee of the Long Island Regional Advisory Council on Higher Education (LIRACHE) and is a member of the President's Advisory Council at the Georgia Institute of Technology. Dr. Riordan is also chair of the President's Council for the Northeast-10 Conference.

Executive Vice President and Provost Steve Everett, D.M.A.

A widely respected and extensively accomplished composer, conductor and professor of music, Dr. Everett was appointed provost of Adelphi University commencing July 1, 2018. Prior to joining Adelphi, Dr. Everett was dean of the College of Architecture, Design and the Arts and professor of music at the University of Illinois at Chicago. In that role, he oversaw four schools with numerous programs as well as the Gallery 400 art gallery, the renowned Jane Addams Hull-House Museum and the university's UIC Innovation Center—an exciting interdisciplinary research center and incubation hub that bridges research and education with industry.

His work at the University of Illinois at Chicago was preceded by 23 years at Emory University in Atlanta, where he served as assistant vice provost for academic affairs, among other leadership positions. At Emory, he also served as president of the University Senate, chair of the Faculty Council, chair of the Department of Music and interim director of the Fox Center for Humanistic Inquiry. Dr. Everett also co-chaired the university's Commission on the Liberal Arts, a task force created to explore innovative

ways to enrich the liberal arts experience. In 1998, Dr. Everett received the Mayor's Fellowship in the Arts, awarded by the City of Atlanta, the city's highest recognition of artistic achievement.

In addition to these accomplishments and honors, Dr. Everett has been a visiting professor at Princeton University, a guest composer at numerous conservatories around the world and a noted researcher. As a result of two medical research projects, he was awarded a courtesy faculty appointment to the University of Illinois at Chicago's Department of Neurology and Rehabilitation.

Dr. Everett earned his doctoral degree in composition from the University of Illinois and received two master's degrees, in music theory and trumpet performance, from Florida State University.

Momentum: The Strategic Plan for Adelphi University **2015-2021**

Momentum, the University's Strategic Plan is guiding dynamic growth and development across all facets of the University. Centered on six transformational goals, *Momentum* seeks to advance around:

An Emphasis on World Class Academics

Adelphi already offers the intellectual rigor and talented faculty that create a unique educational experience. We will enhance the value of an Adelphi degree by deepening the caliber of the teaching, the programs and the research and creative work in order to increase the impact of every student's (and professor's) years with us.

A Relentless Focus on Student Success

As we grow, Adelphi will continue to set the standard for committing to the individual student—and growing their intellectual curiosity, ability and potential—in order to produce generations of curious, compassionate, successful people.

A model of Diversity and Inclusion

Adelphi's reputation as a community that values, welcomes and inspires every individual—among our students, faculty and staff—will grow on a national level.

A Powerfully Connected University

We will extend the reach and resources of our community through a potent network of relationships. We'll bring together faculty, staff, families, alumni and business and industry partners, maximizing our traditional associations here on Long Island as well as in the great city that is our neighbor.

Financial and Operational Strength

Growing stronger means growing smart by incrementally improving existing resources and operations, while integrating new and complementary ones, to form a seamlessly high-functioning, highly regarded enterprise.

Global Recognition and Renown

We will become an outstanding private university, known everywhere for our academics, our three exciting New York locations and our experiential learning. Rankings, awards and media coverage will advance both our brand and the Adelphi Advantage, all around the world.

These six goals are touchstones for all aspects of the University and are grounded in concrete initiatives designed to produce measureable results in our dedication to transform the lives of our students. To read more about the *Momentum* plan follow this link: <https://strategic-plan.adelphi.edu/>.

Position Profile

Reporting to the provost, the dean of the College of Arts and Sciences is responsible for the administration and leadership of the unit and works collaboratively with other deans on Adelphi's academic team. She/he is responsible for all curricula within the College (including the administration of General Education requirements), oversees more than 20 departments and chairs, faculty recruitment and mentoring through the academic cycle, faculty annual review, course planning and student recruitment and retention. The dean will collaborate with the Office of Advancement and Alumni Relations and will work with the academic administration in Adelphi's professional schools and the College of Professional and Continuing Studies to develop and implement interdisciplinary programs and initiatives. The dean also will oversee the College's assessment and accreditation-related activities, budget preparation and oversight and supervision of support staff.

Leadership Priorities

The next dean of the College of Arts and Sciences will have the charge to make a significant and lasting impact on the College's future. Specific priorities for the next dean of the College of Arts and Sciences include, but are not limited to:

- **Champion a Liberal Arts Education** – As the leader of the College of Arts and Sciences, the dean will be expected to understand and advocate for the liberal arts and the importance of a liberal arts education. The dean will support the mission of the College of Arts and Sciences to provide Adelphi students with an immersion in the liberal arts that will enrich their personal lives, help them build fulfilling careers and enable them to meet the demands of citizenship in a dynamic world.

- **Create a Collaborative Vision for the College** – The dean will work with faculty, students, staff and other administrators to align the vision for the College with the university's *Momentum* Strategic Plan. Given the growing enrollment, the dean, through listening and meaningful engagement with the constituencies of the College, will help set a path forward that ensures academic quality through a strong stewardship of the College's programs, resources and space, including streamlining administrative processes.
- **Enhance Academic Research and Creative Activity** – Founded in the College's teacher-scholar model, the dean will provide resources and guidance to assist faculty in their increasing contributions to scholarly communities and innovations in the classroom. This includes continuing to provide opportunities for faculty mentorship at Adelphi, collaboration with peers beyond the Adelphi faculty, and continuing to ensure genuine and balanced support for teaching and research through leadership, resources, and with the Provost, the delivery of streamlined administrative services that support scholarly inquiry and faculty development.
- **Grow Graduate Programs and Interdisciplinary Education** – The dean will encourage the growth of new and existing graduate and interdisciplinary programs and nurture the College's culture where these developments are celebrated. By capitalizing on existing pillars of excellence and investing in new opportunities, the dean will promote co-teaching, interdisciplinary research and creative activity within the College and across the University. This includes collaboratively evaluating different models of graduate education across Adelphi and making thoughtful and strategic recommendations for the graduate programs in the College.
- **Increase the College's Philanthropic Support** – The dean will seek external funding for the College by working with the Office of Advancement to identify and cultivate relationships with foundations, corporations, alumni and donors who support the vision and initiatives of the College. Given the University's proximity to New York City and its learning hubs in Manhattan and the Hudson Valley, the dean will seek out strategic partnerships that will be mutually beneficial.
- **Celebrate the Student-Centered Ethos and Support Constituencies** – Adelphi is distinguished for its focus on the individual student. The College of Arts and Sciences faculty and staff provide a wealth of support and service to ensure student success. The dean will recognize the centrality of faculty and staff roles in student learning and applaud these daily efforts while allocating resources to ensure their lasting engagement and achievement.

Candidate Desired Qualities and Qualifications

The successful candidate will meet the requirements for full professor, provide leadership and vision for the College of Arts and Sciences and help it continue to

become the destination of choice for students who share a passion for the liberal arts. To best serve Adelphi University, the ideal candidate will have many of the following professional qualifications and personal characteristics:

Leadership

- A record of progressively responsible academic and administrative leadership roles in higher education including demonstrated ability in managing a complex academic organization and effectively interacting with faculty, staff, students and external constituents.
- Visionary leadership skills with a track record of implementing lasting change and the ability to set challenging and attainable goals and priorities, work with and inspire others to high levels of professional achievement, leverage ideas into action and lead and navigate as the University grows.
- Experience with leadership in undergraduate and graduate education.
- The ability to make appropriate connections and build synergies; an open and creative approach to problem solving, with a willingness to address issues without territoriality.
- Strong communication and perceptive interpersonal skills, including excellent oral and written communication skills, empathy and the ability to express respect for diverse viewpoints and inspire the various constituencies both inside and outside the academic community.
- Demonstrated commitment to cultural diversity, affirmative action/equal opportunity and achievement in increasing campus diversity.

Experience/Knowledge in the Field

- Familiarity with evolving perceptions and national trends related to the liberal arts.
- Strong academic, research or creative scholarship and experience in a classroom setting.
- Experience working across disciplines and a demonstrated understanding of the variety of resource needs to support a diverse array of teaching and learning activities within the College.
- Knowledge in the evaluation of academic programs, the assessment of learning outcomes and the accreditation process.
- Administrative acumen, including knowledge of financial planning and budgets, strategic planning and implementation.
- A demonstrated concern for and support of student success at both the undergraduate and graduate levels.

Collaboration, Management and Organizational Skills

- Evidence of excellent organizational skills and organizational development skills including a clear sense of goals, timeliness and transparency.

- Demonstrated ability to recruit, retain and reward high-quality faculty, and a flexible, engaged and open management style that delegates authority, empowers staff and sets high expectations.
- The resolve to confront challenges and make difficult decisions, negotiate conflicts and demonstrate and promote integrity and high ethical standards within the institution.
- Ability to work in a student-centered environment and interact effectively with a variety of constituents on and off campus.
- Collaborative skills in teaming with colleagues and working with a unionized, innovative, energetic faculty, as well as with unionized staff; ability to work collegially across the institution, build relationships and motivate, mobilize and energize others to work together.
- Dedication to faculty engagement and shared governance; willingness to engage in thoughtful discussion with faculty to envision and implement institutional change; a commitment to support faculty efforts in scholarship, creative work and teaching.

Successful candidates will demonstrate an authentic sense of humanity, care and respect for all individuals within the university and its communities; value and exhibit honest and ethical behavior; and be willing to listen to and consider differing points of view.

Information for Candidates

This position is anticipated to begin in the summer of 2019. The salary and benefits will be competitive.

For best consideration, please send all nominations, inquiries and expressions of interest in confidence electronically to:

Jim Sirianni, Partner
Lindsay Allison, Associate
Storbeck/Pimentel & Associates, LP
AdelphiDeanArtsSciences@storbecksearch.com

Adelphi University is an equal opportunity/affirmative action employer committed to building a diverse workforce. It strongly encourages applications from women, underrepresented groups, members of the LGBTQ+ community, people with disabilities and veterans. Adelphi University is an EEO/AA employer.