



Dean of The Honors College

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 Honors College.

It's an exciting time in the history of Adelphi University, New York. We've climbed four places in the latest U.S. News and World Report rankings, bringing us into the top 150 National Universities. 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, and dramatically improved our position in recently released rankings from the *Wall Street Journal/Times Higher Education* (up 27 spots), *Money* magazine (up 52 spots) and *Niche* (up 37 spots), while remaining on the selective *Forbes America's Top Colleges* list.

We now invite nominations and applications for the position of dean of the Honors College. The dean will provide academic and administrative leadership and support for the College and define and develop College goals, policies and practices, as well as play a key role in implementing the University's long-range strategic vision defined within *Momentum: The Strategic Plan for Adelphi University, 2015–2021*.

The Honors College

The Honors College at Adelphi University was established as a program in 1979 and was granted College status in 1995. The College has a mission that revolves around the contributions of high-performing students to the University and, in turn, a rigorous program of study designed to propel the aspirations of its students. The College is a model of academic distinction with a legacy of student success.

The practical mission of the Honors College continues that of the Honors Program established in 1979 at Adelphi: to recruit, retain and graduate excellent students in all areas of study. It focuses on the contributions that these outstanding students bring to the University.

Each year since 1995, the College has enrolled a greater number of students. These students provide critical mass for a number of programs both in the arts and sciences and in the professional schools. Honors College students can be enrolled in any major. They are future scientists, politicians, business executives, nurses and educators and professionals in a range of fields. They participate in clubs and organizations, mentor other students and often become tutors in our Writing Center and Learning Center.

The over-arching mission of the Honors College is to provide a rigorous education enriched in several ways. Honors requirements ensure that the students receive a balanced exposure to the liberal arts and become acquainted with what tradition has passed on while simultaneously learning to question and examine that tradition. The program requires substantial writing and reading as it supports the intellectual curiosity of its students and their post-graduation aspirations.

Although this mission is itself not unique to Adelphi's Honors College, the energy and attention with which it is implemented is certainly very rare. The students draw inspiration from the expressed general commitment to excellence and from the many specific examples they see around them.

The Honors education involves students in their major area of study with unusual depth by encouraging original research and work before their senior year and by requiring a senior thesis. In addition, Honors College students attend cultural and intellectual events outside the classroom, both on campus and in New York City, the cultural capital of the world. The combined result of the curricular and extracurricular program is a vital and charged atmosphere that helps students to identify their talents and develop them to the fullest.

The College's leadership team includes the dean, associate dean and two academic directors who carry out academic administrative duties, including program development and student advising. They, along with distinguished faculty from across the University, teach the College's eclectic curriculum.

The Honors College currently serves 255 students representing 19 majors across the University curriculum. The College maintains a six-year graduation rate of 88.5%. Former students have gone on to advanced studies at prestigious institutions and programs such as Yale University, M.I.T., Notre Dame, Columbia University, Brown University, Johns Hopkins University, Duke University, Harvard University, Stanford University and many others.

See the following [link](#) for more information on the Honors College.

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 is comprised of 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 our 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 get 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 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, and our University Center is undergoing a complete renovation; doubling our dining, health services and gallery spaces.

Student Profile

In Fall 2018, there are a total of 8,146 undergraduate and 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 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 community of students is 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 their 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 diverse faculty, students, staff and administrators to further improve. As a result, in 2017 and again in 2018, we welcomed an exceptionally diverse group of new faculty; a cohort composed of nearly 50 percent faculty of color. Initiatives by the University's Diversity Committee and the Athletics Department's Diversity and Inclusion Council have increased openness and understanding on campus and won awards from national organizations, including a prestigious Higher Education Excellence in Diversity (HEED) Award from *INSIGHT Into Diversity*, four stars and Premier Campus designation from the Campus Pride Index, and recognition of President Christine M. Riordan as one of the "Top 25 Women in Higher Education and Beyond" by *Diverse: Issues in Higher Education*.

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 Fall 2018, 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 measurable 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/>.

Leadership Priorities

The successful candidate in this competitive national search will provide leadership and vision for the Honors College, accelerating its trajectory as the destination of choice for students who seek a rigorous and immersive curricular and co-curricular learning experience that will challenge their knowledge, talent and intellectual abilities. The next dean of the Honors College will have the charge to make a significant and lasting impact on the College's future. Specific leadership priorities for the next dean include, but are not limited to:

Provide vision and innovation- The Honors College has enjoyed many years of forward-thinking, successful leadership. The incoming dean will continue to maximize the Honors College's existing strengths while creating a bold, innovative strategic vision in alignment with the University's *Momentum* strategic plan.

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. The Honors College has a dedicated alumni base that has an enduring connection to the College. The next dean will continue to nurture and develop alumni relationships to further support the mission and future of the Honors College.

Champion Honors College student recruitment and scholarships - Working closely with admissions and other offices across the University, the new Dean will actively recruit honors candidates and identify future sources of scholarship funding. As honors programs and colleges become more competitive, the new dean will champion the intimate, collegiate and personalized approach taken by the Adelphi Honors College.

Celebrate the student-centered ethos– Adelphi is distinguished for its focus on the individual student. The Honors College provides a wealth of support and service to ensure student’s success. The dean will play a central role in enhancing and shaping the Honors College student, as well as facilitating opportunities for students to attend various cultural opportunities in New York City and beyond.

Build community, collaboration and diversity- The new dean will be integral in maintaining an inclusive learning environment where Honors College students from diverse backgrounds feel welcomed to contribute authentically. The dean will further the honors college strong commitment to community and the importance of a liberal education. The dean will inspire a tight knit community bound by a shared commitment to a liberal education, mutual respect, and the desire to represent the best of Adelphi both on campus and within the larger community.

Candidate Desired Qualities and Qualifications

To best serve Adelphi University, the ideal candidate will have many of the following professional qualifications and personal characteristics:

Leadership

- Several years of progressively responsible academic and administrative leadership roles in higher education with significant and successful scholarship and teaching experience.
- Leadership skills with the ability to set challenging and attainable goals; set priorities and work with and inspire others to high levels of professional achievement; leverage ideas into action and lead and navigate the development of the College as the University grows.
- An abiding and engaged interest in the intellectual and social development of high-achieving, goal-oriented students.
- A hands-on Dean willing to engage directly in the recruitment and retention of high performing students.
- Experience with student engagement through teaching, advising and mentoring with a broad understanding of student paths to professional and post graduate studies.
- Strong influence and relationship skills, able to command respect and earn the trust of individuals within and outside the University.
- Collaborative and team-oriented leadership style with excellent interpersonal skills.

- Good judgment in recognizing gaps and challenges and assessing where improvements are needed.
- 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.
- The ability to understand and enable diverse viewpoints and approaches to achieve University goals.
- Ability to positively lead change within the College and in collaboration with others across the University.
- Excellent oral and written communication skills, ability to express respect for diverse viewpoints and inspire the various constituencies both inside and outside the academic community.
- Demonstrated commitment to diversity and equity, achievement in increasing campus diversity and inclusion.
- Genuine commitment to the mission and values of Adelphi University and the singular importance of the Honors College to the future of the University.

Experience/Knowledge in the Field

- Knowledge and understanding of the mission of the University as well as national trends in higher education, including information technology and continuing developments in teaching and learning.
- Experience working at an institution of higher education or a related non-profit institution devoted to academic excellence.
- Administrative ability, including knowledge of financial planning and budgets, strategic planning and implementation.
- Ability to provide critical, conceptual and strategic thinking to important academic, personnel, student and administrative issues.
- Personal philosophy that fully embraces a holistic approach to education and a commitment to diversity and inclusion within the context of liberal education.
- Experience and desire to work collaboratively with Office of Advancement to maintain strong relations with the College alumni and to support fundraising initiatives.
- Poise and ability to represent the College and University to all constituents, and to become an effective advocate for our students and their success.

Organizational and Management Skills

- Demonstrated ability to provide administrative oversight, leadership and strategic direction; evidence of excellent organizational skills and organizational development skills, attention to detail, including a clear sense of goals, timeliness and transparency.
- Proven ability to recruit and retain high-quality students working closely with enrollment management to bring a personalized approach to the student experience from first point of contact to graduation and beyond.

- A fair, firm and compassionate administrator who can confront challenges and make difficult decisions, resolve conflicts and demonstrate and promote transparency, 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.

Collaboration

- Collaborative skills in teaming with colleagues to bring innovative, energetic faculty, to work with and mentor Honors College students.
- Dedication to faculty engagement and shared governance; willingness to engage in thoughtful discussion with faculty to envision and implement College change and evolution.
- Ability to work effectively with various constituencies at the University to promote and support interdisciplinary program development and implementation.

Educational/Experience Requirements

A doctoral degree from an accredited institution is required along with a successful record of progressive leadership in higher education.

Candidate should have several years of increasing administrative responsibility in an academic environment at the university level and should meet the requirements for full professor.

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, by January 18th, 2019 to:

Tom Fitch, Partner
Amanda Bennett, Senior Associate
Storbeck/Pimentel & Associates, LP
AdelphiHonorsDean@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.