



**California State University, Fresno
Dean, College of Arts and Humanities**

California State University, Fresno (Fresno State) seeks a new dean in the College of Arts and Humanities, who will partner with faculty, staff, and students to lead the institution in the pursuit of academic excellence and student success.

The University

California State University, Fresno, one of the 23 campuses of the California State University system, is the premier regional university serving Central California's diverse and growing community. The University serves the San Joaquin Valley while interacting with the state, nation and world. Service to the region is an important part of the University's mission. The prestigious Carnegie Foundation for the Advancement of Teaching awarded the University its Community Engagement classification, acknowledging its extensive partnership with Central California. California State University, Fresno, with a current enrollment of more than 23,000 students, is a minority-serving institution, and a federally designated Hispanic-serving (HSI), and Asian American, Native American, and Pacific Islander-serving (AANAPISI) institution, reflecting the rich diversity of Central California. Nearly 65% of Fresno State students are first-generation college students and approximately 75% are from Fresno State's service area. The University provides over \$250 million in financial aid, of which 80% is in the form of grants and scholarships. Loan indebtedness for graduates is among the lowest in the nation. With the generous support of donors, Fresno State continues to be one of the best values in public higher education in the nation.

The University is accredited by the California Board of Education and the Western Association of Schools and Colleges (WASC) and offers 61 undergraduate and 43 master's degree programs in the liberal arts, sciences, and in a variety of professional disciplines. In addition, the University offers three doctoral programs in Educational Leadership, Physical Therapy, and Nursing and a Special Education teaching credential. Through transformational applied research, technical assistance, training and other related public service activities, the University builds partnerships and linkages with community arts programs, business, education, industry, and government.

Fresno State is proud of its community outreach and engagement. "Learning by serving" is at the core to who the University is. Community service, coordinated by the Jan and Bud Richter Center for Community Engagement and Service-Learning, is a hallmark at Fresno State. Students, faculty, and staff have provided more than 11 million hours of community service in 10 years, enriching the community with problem-solving and ideas, and touching thousands along the way. That is about \$40 million of economic impact each year.

Fresno and the Central Valley Region

Boasting approximately 300 days of sunshine a year, Fresno is the fifth largest city in California, and the 10th most diverse city in the United States. The surrounding San Joaquin Valley is one of the richest agricultural areas in the world. The University is within a two-hour drive of three national parks – Yosemite, Sequoia, and Kings Canyon. Fresno is within easy driving distance of San Francisco, Los Angeles, the Monterey Peninsula, and Lake Tahoe. Beaches, sailing,

lakes, camping, fishing, hiking, and ski resorts are nearby. Fresno itself offers a wealth of cultural arts events, unique shopping and restaurant destinations; parks and bike/running trails that promote a healthy lifestyle; and affordable housing.

The Central Valley Region is home to breathtaking natural scenery, including the San Joaquin River and Shaver and Huntington Lakes set against the Sierra Nevada Mountains; a vast agricultural bounty with over 1.8 million acres of the world's most productive farmland; fresh farm-to-table cuisine and ample dining experiences from all around the world; a vibrant art scene alive with the creative talent of local artists who showcase a wide array of art forms and styles of expressions; and the luxuries of a big city in Fresno and Clovis, as well as off-the-beaten path small town gems.

The College

At the heart of Fresno State, the College of Arts and Humanities is the largest teaching academic unit of the University, serving over 2700 students. It is a stimulating center of intellectual and cultural activity, dedicated to academic excellence, integrity, intellectual freedom, and civic and cultural engagement with the San Joaquin Valley. The College consists of nine departments--Art and Design, Communication, English, Linguistics, Mass Communication and Journalism, Modern and Classical Languages and Literatures, Music, Philosophy, and Theatre and Dance—in addition to housing the Armenian Studies program. The College has an operating budget of \$19 million and employs approximately 168 full-time faculty members and more than 160 additional employees that include part-time faculty, graduate assistants and graduate teaching associates, and clerical and technical staff.

The College of Arts and Humanities takes great pride in its communal culture, and in the fact that its faculty and students cultivate a broad range of scholarly, professional, and artistic communities. The faculty's commitment to classroom teaching is evident in the consistently high student evaluations obtained across the College. Faculty are accessible, and the small, interactive classroom environment allows for the development of exciting learning and research opportunities for students. Faculty in the College come from among the best national and international universities and are actively engaged in scholarship and artistic activities. Many have been recipients of national awards and honors and several are internationally known scholars in their disciplines.

The College supports five art galleries, including the Phebe Conley Art Gallery; the M Street Graduate Art Studios/Gallery in Downtown Fresno; 16 discipline-specific computer labs, a tutorial Writing Center, the Concert Hall, Wahlberg Recital Hall, and the University Press. Additional facilities include the fully-equipped John Wright Theatre, the Dennis and Cheryl Woods Arena Theatre, numerous studios that provide creative space for dance, painting, sculpture, printmaking, ceramics, television and film production; as well as a foundry and smart classrooms.

The College is committed to interdisciplinary collaboration and promoting a teaching and learning environment that encourages students to explore their intellectual and artistic potential, overcome challenges, pursue their aspirations, and succeed in their path to earning a degree and reaching their career goals. At the same time, it encourages students to be mindful of their social location in relation to their creative and intellectual output and aspire for relevance to their communities. The College is passionate about providing a curriculum that is grounded in the

tenets of social justice and gives its diverse student population the opportunity to develop exceptional communication skills, humanistic values, and deep cultural awareness.

Throughout the years, College faculty have developed and nurtured strong relationships with members of the College advisory board, alumni, and friends. These external stakeholders are invested in the success and advancement of the College. They are actively engaged through attending events, providing programmatic input, making financial contributions, and offering students valuable opportunities such as internship, mentorship, and employment opportunities.

Honors Program

The College of Arts and Humanities Honors Program is designed to provide the opportunity for advanced interdisciplinary studies to upper-division students with outstanding scholarly and creative achievements. The program also provides interaction with a community of intellectual peers in the arts and humanities and related disciplines. This program encourages students to cross traditional disciplinary boundaries through discussion with faculty and fellow students in different departments and to work closely with faculty mentors toward the completion of a research or creative project of the student's choice.

Summer Arts

California State University (CSU) Summer Arts is a system-wide international summer arts program of master classes and a festival of the arts. For over 30 years, CSU Summer Arts has assembled some of the world's outstanding artists to teach and inspire students across all art genres. Fresno State is in its fourth consecutive year (and 17th year overall) of hosting the festival that, on average, welcomes over 400 students annually to live, work, and learn alongside world-renowned professionals. As host, the College of Arts and Humanities facilitates the convergence of profound learning; as well as entertainment, and creates an inspired educational environment for faculty, students, guest artists, and the community at large. The College ensures that those who participate in the classes or engage in the nightly arts festival feel inspired and determined to keep the arts alive.

Study Abroad

The College of Arts and Humanities is committed to cultivating a multicultural and multilingual global citizenry who are prepared for the challenges of the 21st century. To foster intellectual and artistic exploration, the College offers Study Abroad programs in London, Florence, Shanghai, Greece, and Japan. Well-traveled students from the College enhance the campus and regional communities with a more thorough understanding of society, culture, politics, and life outside of the United States.

Mission Statement

The College of Arts and Humanities provides a diverse student population with the communication skills, humanistic values, and cultural awareness that form the foundation of scholarship. The College offers intellectual and artistic programs that engage students, faculty, and the community in collaboration, dialogue, and discovery. These programs help preserve, illuminate, and nourish the arts and humanities for the campus and for the wider community.

The Position

The Dean of the College of Arts and Humanities provides leadership and vision for the future of the College. Reporting to the Provost and Executive Vice President for Academic Affairs, the Dean is the senior academic and administrative officer of the College and is responsible for

providing visionary leadership of the College's strategic, operational, and financial matters. The Dean is expected to provide the open, collaborative, and dynamic leadership necessary to preserve and enhance the University's commitment to a student-centered education.

The next Dean will be a strong advocate for the needs of students, will seek opportunities to further faculty development, creativity, and scholarship; recognize and support the contributions of staff, and raise the visibility of the College. In order to do so, the Dean will work closely with faculty, staff, alumni, and university leadership to advance the College's tradition of academic excellence, teaching, and community engagement. The Dean will work with the College's Advisory Board to ensure productive community support and programmatic input. In addition, the Dean will work cooperatively with the Office of University Advancement to continue and expand efforts to foster and maintain relationships with alumni, donors, and community leaders. The Dean will engage in collaborative efforts with faculty, staff, committees, department chairs, university leadership, and industry/community partners to advance the mission of the College.

As a minority-serving institution, Fresno State, and the College of Arts and Humanities in particular, embraces the multiethnic inheritance and contributions of its student body. The College focuses on meeting the educational needs of its first-generation college students, many of whom also identify as Latinx and BIPOC. Overall, 53% of the College's student population identifies as Latinx. The College is committed to its LGBTQ community and its DACA students, in addition to veterans, international students, and those with physical and/or neurological challenges. It takes seriously its responsibility to Transfer students from community colleges across the Central Valley. The Dean has the opportunity, and therefore the responsibility, to lead the College in advancing access and representation for this richly diverse student body through explicitly articulated patterns of inclusion, communication, and policy decisions.

Opportunities and Challenges

The next Dean will play a leadership role in the future growth of the College, as well as ensure the College's success in education and community impact. The Dean will serve as a catalyst and as the primary architect for advancing innovative initiatives and programs; and will build upon the College's current strengths to advance University priorities. Following are several key opportunities and challenges for the next Dean to address:

- In active collaboration with faculty, staff, students, and community stakeholders, the Dean will play a critical role in guiding the development of the College's strategic plan and inspiring the faculty to embrace a new, compelling vision for the future of the College of Arts and Humanities.
- The Dean must provide a comprehensive educational environment that develops the abilities of students to become consummate professionals, performers, educators, scholars, and entrepreneurs. The Dean must demonstrate a willingness to actively and enthusiastically engage undergraduate and graduate students and support their research and creative contributions by being visible, by listening actively, and by attending their exhibits, recitals, readings, concerts, and other events.
- The Dean will demonstrate leadership and work closely with faculty and staff across all academic areas to achieve the graduation and retention rate goals for first-year and Transfer students as outlined in Graduation Initiative 2025.

- Given the current economic condition of the State, the Dean will need to manage resources strategically and explore innovative new revenue streams to support current and future academic programs, as well as expand student support services and scholarships. The Dean will work in close collaboration with department chairs and faculty to decide when and where to make strategic investments that benefit the College, meet the needs of students, and address the workforce demands of the region.
- The Dean must serve as a lead advocate for the College in strategically cultivating resources, including the construction of a new Performing Arts Center. While the Center will be a welcome addition, the Dean must also continue efforts to seek funding for renovating existing classrooms and facilities, and upgrading equipment.
- Fresno State's diversity represents an opportunity that the Dean is expected to tap into and grow on every level. The Dean will promote an inclusive environment, ensure the recruitment of accomplished and diverse faculty and staff, and support professional growth conducive to faculty and staff retention; as well as develop and implement strategies that enhance the learning environment, while addressing the needs of first-generation and minority students.
- The College has earned the respect of community stakeholders within the region through active outreach, engagement, and partnership. The next Dean will have the opportunity to build upon these interactions by identifying new relationships and enhancing existing collaborations with key stakeholders.
- The Dean will support outreach to area high schools, especially in underrepresented communities, in an effort to build mutually rewarding relationships, as well as a strong pipeline to Fresno State.
- To enhance interdisciplinary collaboration, the Dean will serve as the College's champion in communicating across academic units and serve as a catalyst for creating new opportunities for partnership. The Dean will inspire open communication and teamwork between academic units in an effort to raise the College's profile and impact in the region.

Qualities and Attributes

The next Dean of the College of Arts and Humanities will be a visionary and entrepreneurial academic administrator who is passionate about Fresno State's commitment to student, staff, and faculty success. They will value communication, collaboration, inclusion, diversity, transparency, and entrepreneurship. The successful candidate will be a strategic and energetic leader who embraces the mission of access and student success. The successful candidate will also demonstrate:

- Empathy, in conjunction with strong interpersonal and communication skills to effectively communicate with faculty, staff, students, and the larger community;
- Boldness in advocating for the College to University administration;
- The ability to demonstrate appreciation, energize and inspire, delegate responsibility and authority, consider alternative perspectives, and bring all college constituents to actionable consensus;
- Ability to create a positive and uplifting work environment and maintain high staff and faculty morale during challenging times and periods of change;

- Commitment to fostering and sustaining a culturally diverse academic environment, and to supporting and strengthening the University's commitment to advancing equity, inclusion, and anti-racist goals throughout the University;
- Commitment to recruiting, retaining, promoting, and supporting faculty of diverse backgrounds and talents, in recognition of the fact that such diversity is essential in supporting and nurturing a diverse student body;
- A deep understanding of the arts and humanities fields, and how they intersect and enhance the overall mission of the College;
- A record of effective decision-making, including setting priorities and promoting transparency;
- Disposition to engage in fundraising and inspire faculty, staff, and students in such efforts;
- The ability to be active and vibrant within the College and community in order to build and enhance relationships with internal and external stakeholders;
- Potential to manage crises by developing a plan of action on how to provide the necessary support to faculty, staff and students.

Required Qualifications

The successful candidate will possess a distinguished record of leadership and academic service; experience building external relations, and a dynamic vision for the future of the College in this historical moment. Leading candidates will possess:

- An earned doctorate or MFA, from an accredited institution;
- A solid record of teaching, service, and scholarly/creative achievements sufficient to merit appointment as Professor in one of the College's disciplines;
- Record of excellence in scholarly and/or creative output, as evidenced by publications and/or artistic productions;
- A track record of support for issues of social justice and a commitment to academic freedom;
- A successful record of academic administrative leadership and experience at the department level or above;
- Experience managing a complex budget, integrating budget decisions and strategic planning, and ensuring institutional efficiency;
- Demonstrated commitment to shared governance and to staff and faculty professional growth and development;
- Demonstrated commitment to working with an ethnically, culturally and linguistically diverse campus and community, and sensitivity to the needs of all students while closing equity gaps for underrepresented populations;
- A history of innovation in developing and supporting academic programs that support student success goals and the ability to inspire faculty and staff to accomplish such goals;
- Experience in program evaluation and review, strategic planning, and programs for student advisement, recruitment and retention;
- Experience in obtaining and managing major grants and contracts, as well as a demonstrated record of commitment to supporting faculty research, professional development, and excellence in teaching;
- Knowledge of program accreditation processes relevant to the units in the College;
- Demonstrated experience in the area of fundraising and external relations, as well as in spearheading broader advancement efforts, to build relationships and to connect donors and community partners with philanthropic opportunities;

- Successful experience collaborating with faculty and administrators from other colleges and units across campus in implementing successful university-wide initiatives and best practices;
- Ability to integrate student support services and career preparation effectively with academic program delivery to achieve student success;
- Ability to create and support an active, student-centered learning environment.

Preferred Qualifications

- Demonstrated ability to listen, empathize, consult, and reach consensus, as well as to intervene where necessary;
- Experience working in a collective bargaining environment;
- Experience supporting community engagement and service-learning opportunities;
- Demonstrated understanding of, and support for, effective use of technology in instruction and research;
- Demonstrated ability to build on existing strengths to create a vibrant vision for the future of the College;
- Experience working in a multi-campus system;
- An awareness and understanding of the national trends and issues currently impacting higher education.

Application / Nomination Process

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Priority consideration date is February 22, 2021. Applicants must submit a current curriculum vitae, a letter of interest describing relevant experience and interest in the position.

Applications and letters of nomination should be submitted by email to:



Alberto Pimentel, Managing Partner

Robin Reyes, Senior Associate

Email: apsearch@storbeckpimentel.com

Refer to code "Fresno CAH Dean" in the subject line

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